

MEDACT

England & Wales · Charity number 1081097

Details

Status Registered

Legal form Charitable company

Company number [02267125](#)

Registered 2000-06-13

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

Contact

Address Pelican House
144 Cambridge Heath Road
London
E1 5QJ

Phone 02073244739

Email office@medact.org

Website <https://www.medact.org>

Activities

Objects: (1) TO ADVANCE THE EDUCATION OF DOCTORS, OTHER HEALTH PROFESSIONALS AND THE PUBLIC IN THE MEDICAL, PSYCHOLOGICAL, SOCIAL AND ECONOMIC CAUSES AND EFFECTS OF WARFARE AND OTHER VIOLENT CONFLICT, POVERTY AND ENVIRONMENTAL DEGRADATION;(2) TO CONDUCT, PROMOTE OR OTHERWISE FURTHER RESEARCH INTO THE MEDICAL, PSYCHOLOGICAL, SOCIAL AND ECONOMIC CAUSES OF WARFARE AND OTHER VIOLENT CONFLICT, POVERTY AND ENVIRONMENTAL DEGRADATION, THEIR IMPACT ON HEALTH AND HUMAN RIGHTS, AND TO PUBLISH OR DISSEMINATE THE USEFUL RESULTS OF SUCH RESEARCH;(3) TO ASSIST IN THE RELIEF OF NEED, SUFFERING AND DISTRESS ARISING FROM OR CAUSED BY THE PHYSICAL AND PSYCHOLOGICAL EFFECTS OF ARMED CONFLICT;(4) TO ADVANCE EDUCATION IN THE WAYS OF PEACE AND IN PEACEFUL METHODS OF RESOLVING INTERNATIONAL DISPUTES AND TO PROMOTE THE STUDY OF PEACEFUL RELATIONSHIPS BETWEEN NATIONS

Activities: Urging the abolition of nuclear weapons and other weapons of mass destruction. Seeking to understand the causes of violent conflict and working towards its prevention. Advocating changes to those economic policies which harm the health of individuals and communities. Promoting environmental policies which contribute to global health.

Classification

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

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£421,135	£459,868	-	-
2024-01-31	£566,614	£452,100	£373,931	12
2023-01-31	£417,649	£485,428	-	-
2022-01-31	£369,480	£438,243	-	-
2021-01-31	£539,092	£428,283	£395,958	9

Trustees

Name	Role	Appointed
Dr Jessica Louise Potter		2026-01-14
Dr Nazanin Rassa		2023-09-30
Dr Rachel Cottam		2023-09-30
Dr Sonia Adesara		2023-09-30
James Dominic Smith		2023-09-30
Margaret Olivia Jackson		2018-09-21
Professor Shirley Victoria Hodgson		2023-09-30

MEDACT

England & Wales - Charity number 1081097

Accounts

MEDACT

A Company Limited by Guarantee

Charity Registration No. 1081097

Company Registered in England No. 2267125

Report and Unaudited Financial Statements

year ended 31 January 2025

MEDACT Trustees Annual Report 2024-25

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1. Reference and administrative details

Name of the charity: Medact

Previously known as: Medical Action for Global Security, Medical Campaign Against Nuclear Weapons (MCANW), Medical Association for the Prevention of War (MAPW)

Charity registration number: 1081097

Company registration number: 2267125

Registered office address: Pelican House
144 Cambridge Heath Road
London E1 5QJ

Board of Trustees: *Trustees who served during the year of this report were:*

Anuj Kapilashrami (Chair)
Paul Harris (Treasurer) [appointed May 2024, resigned AGM 2025]

Sonia Adesara
Richard Copsey [resigned AGM 2024]
Rachel Cottam
Shirley Hodgson
Margaret Jackson
Penelope Milsom [resigned AGM 2024]
Keerthi Mohan [resigned AGM 2025]
Lesley Morrison [resigned AGM 2025]
Nazanin Rassa
Sian Reece [resigned AGM 2024]
Anne Schulthess [resigned AGM 2025]
Jasmine Schulkind [elected AGM 2024]
James Smith
Hannah Wright [resigned AGM 2024]

Executive Director(s): Anna Peiris [Appointed March 2025]

Banking Services Provided By:

Triodos Bank UK Ltd	The Co-operative Bank	Nationwide Bank
Deanery Road	25 Islington High St	Pipers Way
Bristol	London	Swindon
BS1 5AS	N1 9LQ	SN38 1NW

Independent Examiner:

Shruti Soni FCCA FCIE
Shruti Soni Ltd
Chartered Certified Accountants
117a St. Johns Hill, Seven Oaks, TN13 3PE

2. Statement of disclosure of information to auditors

The trustees, who are also directors of the Company for the purpose of the Companies Act, present their annual report and financial statements for the year ended 31 January 2025. This is also a Directors' Report as required by Companies Act 2006.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the accounts. They comply with the charity's governing document, the Charities Act 2011, and the Accounting and Reporting by Charities: Statement of Recommended Practice ("SORP"), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

3. Structure, governance and management

3.1 Incorporation, governing document, & organisational structure

Medact is a charitable membership company limited by guarantee. It was incorporated on 13th June 1988, and registered as a charity 13th June 2000.

Its governing document is its Memorandum & Articles of Association. The latest version of this document was adopted by members at the Annual General Meeting, on 29th October 2022.

Its organisational structure consists of the following:

Membership – membership is open to anyone who completes a membership form, and maintained with a membership subscription. Members are entitled to propose motions and vote at AGMs, stand for election to the Board of Trustees, and often are involved in day-to-day work as volunteers.

Board of Trustees – a Board of Trustees is elected by the membership and responsible for overall governance of the organisation on its behalf. The Charity Trustees are also the Company Directors, and under the Articles are known as the Board of Management.

Executive Director(s) – the Board of Trustees delegates responsibility for running of the organisation to an employed Executive Director(s).

Staff team – a number of other employees form a staff team, which is managed by the Executive Director(s) and works alongside members in delivering various organisational projects and programmes.

3.2 Recruitment & appointment of Trustees

Recruitment of Trustees is primarily via election by the membership at the AGM.

Any member may put themselves forward for election if they are seconded by another member. The Board of Trustees may also nominate additional candidates.

Trustees are elected for a three year term. A Board Member retiring after a first 3-year term shall be eligible for re-election for one further 3-year period only. A period of 3 years should elapse before any Member who has served two consecutive terms of 3 years may stand for re-election.

Stipulations for the composition of the Board are as follows:

- The maximum number of Trustees is set at sixteen. The minimum number of elected Trustees is set at six.
- Trustees may also invite additional co-opted Trustees, so long as the total number of Trustees remains within the maximum set, and the number of co-opted Trustees does not exceed the number of elected Trustees.
- Co-opted Trustees serve until the next AGM, at which point it is expected that they will stand for election by the membership.

All new Trustees receive an induction from our staff team covering Medact's history, purpose, theory of change, current campaigns, membership structure, and organisational structure and culture. Trustees are provided with essential documents concerning governance and Trustee duties.

3.3 Decision-making processes & responsibilities

Organisational decision-making responsibilities are set out in a delegated decision-making framework.

Under this framework:

- the majority of day-to-day decision-making is delegated to the Executive Director(s) and the staff team
- decisions which pose particular risk or where the strategy does not give guidance are raised to the Board of Trustees for sign-off
- the framework contains a checklist for the Executive Director(s) to use in assessing which decisions this applies to

In all decision-making, the Board of Trustees, Executive Director(s) and staff team will aim to work in line with the organisational strategy that was agreed between the staff team, the Board, and the membership at the 2018 AGM; and engage in informal consultation with members and supporters where appropriate.

The Board of Trustees and Executive Director(s) will also consider whether any decisions are so significant that they ought to be formally taken to the wider membership.

3.4 Pay and remuneration policies

All members of the Board of Trustees give their time voluntarily and receive no benefits for their contribution.

The Executive Director(s) and staff team are remunerated according to an organisational Staff Remuneration policy, which sets out a structure for pay scales for different roles, annual reviews and pay increments for length of service and cost of living (in line with inflation). Pay scales have been derived using the National Joint Council of Unions pay scales as a guide.

3.5 Relationships between Medact and related parties

Medact is in a formal partnership with Migrants Organise (Registered Charity No. 1077116) for our work on the Patients Not Passports campaign, part of our Human Rights programme. This relationship is governed by a formal memorandum of understanding. As part of this relationship Medact administers a joint grant from Paul Hamlyn Foundation, including management of annual payments to Migrants Organise for staff and operational spending.

4. Objectives and activities

4.1 Charitable objects

Medact's charitable objects are:

- To advance the education of doctors, other health professionals and the public in the medical, psychological, social and economic causes and effects of warfare and other violent conflict, poverty and environmental degradation;
- To conduct, promote or otherwise further research into the medical, psychological, social and economic causes of warfare and other violent conflict, poverty and environmental degradation, their impact on health and human rights, and to publish or disseminate the useful results of such research;
- To assist in the relief of need, suffering and distress arising from or caused by the physical and psychological effects of armed conflict;
- To advance education in the ways of peace and in peaceful methods of resolving international disputes and to promote the study of peaceful relationships between nations

4.2 Strategic planning

Trustees have worked with the Executive Director(s) to develop a framework for strategic planning over different time horizons for the delivery of these charitable objects, with reference to guidance contained in Charity Commission's guidance on Public Benefit.

An **Organisational Strategy** setting out a vision, objectives and principles for the delivery of Medact's charitable objects over a five-year period was agreed with the membership at the AGM in 2018, and runs through to 2023. This strategy is supplemented by an Interim Strategy, agreed between the Board and staff team in April 2024, that sets out a continuation of the previous strategy and the process for developing a new long term strategy through to 2025.

They set out two key objectives over this time period:

- building a powerful and diverse movement of UK health workers who are a force to be reckoned with in the struggle for health equity, and for a safer and more just world
- Medact becoming well-known for leading successful campaigns and working with allies to achieve collective social justice goals - using sound research and evidence, to the significant improvement of health for all.

An annual **Operational Plan** sets out short-term objectives to deliver at both an organisational level and a programme-area level and intended to help move the Charity closer to the long-term objectives set out within the Organisational Strategy.

The headline priorities from the operational plan for the period of this report were:

- Develop our Five Year Strategy in consultation and collaboration with our movement
- Perform systematic testing of our Organising Approach with the movement
- Recruit a new Executive Director
- Ensure we are financially sustainable and have the funding to do the work we need to do
- Grow our movement of members and supporters

Under these headline priorities, strategic priorities for different work areas are set out alongside criteria for assessing progress against them, and an assessment of resources required for their delivery.

Further to this, the Operational Plan includes an organisational budget for the financial year setting out the management and allocation of organisational funds to sustainably match resourcing needs.

4.3 Charitable activities

Medact's charitable activities are:

- Urging the abolition of nuclear weapons and other weapons of mass destruction
- Seeking to understand the causes of violent conflict and working towards its prevention
- Advocating changes to those economic policies which harm the health of individuals and communities
- Promoting environmental policies which contribute to global health.

Specific projects and campaigns in line with these objects are organised under four programme areas: Peace & Security, Climate & Ecology, Economic Justice, Human Rights. An individual staff member leads work under each programme area.

A number of core staff engage in cross-programme Movement Building activities to raise awareness about the organisation and encourage more members and supporters to understand and get involved in its work; and developing organisational capacity to produce Research and Communications outputs.

The planned charitable activities under each workstream for the reporting year were as follows:

Peace & Security

- We worked to grow and consolidate the movement of health workers and health institutions challenging and resisting Prevent and develop a long term strategic campaign with members. This included a number of new joiners meetings, delivering training on Prevent for health workers, the formation of member-led groups for research and training development, and communications training for members.

- We supported members' ongoing work on nuclear disarmament, and supported the development of a new UK bank divestment campaign and toolkit called 'Don't Bank on the Bomb! UK'.
- We delivered a comprehensive participatory research project on the harms of police involvement in the delivery of mental healthcare, through the Serenity Integrated Mentoring (SIM) model and other similar approaches, as well as a report into a new Counter Terror Police initiative called the Counter Terrorism Clinical Consultancy Service.

Climate & Ecology

- We supported members involved in our climate and health work by developing campaign resources, coordinating a national action planning team led by members, and deepening external partnerships with allied organisations across the climate space.
- We continued to develop a strategic approach that links the cost of living crisis, fuel poverty, and our extractive energy system, thinking specifically about the role health workers play in drawing attention to and challenging these linked crises. We started the Homes for Health network alongside our Economic Justice stream of work.
- We continued to develop our Spokesperson Network, developing media messaging guidance, and supporting group members to bring their voice to the media to speak on the cost of living crisis, housing and the need for a just transition away from fossil fuels, placing members in both national and local press coverage.

Economic Justice

- We worked to develop leadership and skills in members working on economic justice, through delivering 1-1 support, organising training and strategy sessions.
- We built on our housing campaign, creating the Homes for Health network. We built collaborative relationships with tenants and local organisations, and launched campaigns against landlords providing unhealthy homes.
- We participated in a national housing coalition, bringing the health voice to national advocacy and policy demands, and launching a documentary film on the impact of damp and mould.

Human Rights

- We continued to provide support across the Patients Not Passports Network, coordinating national network meetings, holding new joiners meetings, providing 1-1 support, training, strategy sessions, and tailored advice.
- We began holding local community meetings for people affected by the hostile environment in the NHS, health workers and interested local community members to come together to talk about action in their communities.
- Alongside Migrants Organise, we supported the Justice for Omisha campaign, challenging NHS charges with a family campaign in East London.

4.4 Volunteer contributions

Medact actively encourages its members and other supporters to get involved in its projects and campaigns in a voluntary capacity.

Volunteer contributions are primarily through involvement in one of Medact's "member groups". Groups organise semi-autonomously with support from the Medact staff team, either around specific issue areas or localities in the UK.

Around 30 individuals are involved as group coordinators at any given time, with hundreds more active as group members or in other roles such as campaign spokespeople throughout the course of the year.

5. Achievements & Performance

5.1 Significant achievements & progress towards objectives

Significant achievements and progress towards objectives in the reporting year:

Peace & Security

- This year, we have prioritised building capacity and skills of group members to effectively take on local campaigning that resists the Prevent Duty in health. This has meant deepening engagement with monthly meetings and onboarding new members. We ran two in-person (and online) training days in early 2024 focused on campaigning and facilitation skills, and communications and spokesperson skills. We also supported members to attend the 'Organising for Power: The Core Fundamentals' training programme in May 2024 to build their workplace organising skills.
- In June 2024, the Securitisation of Health group held an in-person strategy day, reviewing our Prevent strategy from 2021, reflecting on the current political landscape and UK context, and beginning to build a clear strategy for the next 12 months of our anti-Prevent campaign. The group has now formed three working groups to streamline our work: Workshops and Public Engagement; Policy and Lobbying; and FOIs and Research.
- In early 2024, we delivered training sessions about Prevent, its ethics and its impacts, at Leicestershire Partnership NHS Trust, and at Brighton and Sussex Medical School. Through 2025, we intend to continue this public education work with new training material developed by members targeting health workers, students and communities mobilising around health issues.
- Following our Prevent Roundtable last year, our Policy and Lobbying working group developed a lobbying plan to support mainstream health organisations to shift their institutions to issue a position statement against Prevent. We contacted key organisations to apply pressure in late 2024 and early 2025.
- Supported health workers protesting and taking action on Israel's war on Gaza, supporting newly formed groups including Health Workers for Palestine and Health Workers for a Free Palestine. Alongside Health Workers for a Free

Palestine and Corporate Watch, we published a toolkit on the Federated Data Platform and Palantir, the 'No Palantir in the NHS! Campaign Toolkit'.

- Members in Scotland continued localised action towards the ethical divestment of financial institutions from nuclear weapons as part of the Don't Bank on the Bomb campaign.
- The Medact Nuclear Weapons Group took action at ICAN's "Global Week of Action on Nuclear Spending" in September 2024. We supported the group to develop a new UK-wide bank divestment campaign 'Don't Bank on the Bomb! UK' – bringing together organisations from across the anti-nuclear landscape in the UK – which was launched during this week of action.
- This year we completed our long-term, participatory research project, Criminalising Distress, alongside the grassroots StopSIM campaign, working to amplify the voices of those most impacted by police involvement in mental health care, particularly the Serenity Integrated Monitoring model and similar programmes based on SIM. We launched the report at an event in April 2024.
- We researched and published a report on a new Counter Terror Police initiative called the Counter Terrorism Clinical Consultancy Service. The research was led by Medact member Dr Charlotte Heath-Kelly, and we launched the report 'Unhealthy Liaisons – NHS Collaboration with Counter Terror Policing' at an in-person and online event in July at Amnesty International.

Climate & Ecology

- In this year we continued the development of a strategic approach and decided on a campaign format that links the cost of living crisis, fuel poverty, and our extractive energy system, beginning the Homes for Health campaign. This work was led by a national action planning team consisting of members.
- We published a briefing, 'Homes for Health: The Public Health Case to Warm Our Homes, Not Our Planet', and launched it at an event in July called 'From Fuel Poverty to the Just Transition: How Health Workers Can Join the Fight to Win'.
- We deepened our external partnerships with allied organisations across the climate space, including with partner organisation Warm This Winter
- We campaigned against the new Labour government's policy to cut Winter Fuel Payments alongside partner organisations, through media advocacy and an open letter
- We sent an open letter from health workers to the Secretary of States for energy and housing demanding quality homes for all and a comprehensive retrofitting programme, energy justice and a rapid just transition away from fossil fuels.
- We focussed less this year on delivering spokesperson trainings to expand our spokesperson network, and instead focussed on developing the skills and experiencing of those in the network, placing members in several high-profile mainstream media outlets to speak on the cost of living crisis, housing and the need for a just transition away from fossil fuels.

- With the New Economy Organisers (NEON), we produced a messaging guide ‘Talking about our homes, our health and the climate crisis’, to support our spokespeople with media work.
- We began work on new communications initiatives, which were to be carried out in the following financial year, including the planning of a health-worker mini documentary on the health impacts of cold and mouldy homes, and a research project to survey health workers on their experiences and attitudes regarding housing issues and their impacts on patients.

Economic Justice

- The London Housing and Health Group, which was launched last year, continued work supporting a group of tenants in Tower Hamlets, alongside organisations such as London Renters Union. The group instigated a research project into the housing health impacts of tenants at Peabody’s Nags Head estate, and worked alongside the tenants association to organise the housing block through activities such as door-knocking.
- Alongside our Climate & Ecology stream of work, we launched the joint Homes for Health campaign in July. We strengthened our national network infrastructure, beginning national network meetings; several Medact local groups took up work in this campaign, including Medact Bristol, Medact Glasgow and Medact Sheffield.
- Medact Bristol began a partnership with Acorn Bristol and residents of the Barton House tower block. Medact members started a research project into the residents’ experiences of a sudden evacuation as well as impacts of long-term poor conditions.
- We produced a briefing on ‘The Public Health Case for Social Housing’, launched at an event in July 2025. With NEON, we also produced a messaging guide, ‘Making the Case for Social Homes’, alongside a workshop for members in October.
- At the national level, Medact is involved in the ‘Homes for Us’ Coalition, a network of housing organisations campaigning to revitalise and rebuild social housing in the UK. Medact is the only public health organisation involved, and our Economic Justice group members are helping ensure that public health is central to this work. Our members have been active in the coalition since it was launched in 2022.
- We campaigned at a national level for renters’ rights and for more and better social housing, including through an open letter demanding the government makes social housing a national priority.
- In March, as part of the Homes for Us coalition, we launched a short documentary, ‘Mould is Political’, with action projecting the film onto Parliament, and screening bringing together community housing organisations. We also produced a Screening Guide to support local Medact groups to display the film in their communities.

Human Rights

- Groups across the country working on the Patients Not Passports campaign held events, ran clinical trainings, launched and delivered open letters, held 'know your rights' sessions at migrant centres, and screened the NHS Borderlands film to hundreds of people.
- This year we re-launched our NHS Charging Toolkit, a detailed resource to support patients, health workers, community support workers, and anyone facing NHS charges.
- We are part of the Migrant Primary Care Access Group, a coalition of organisations giving evidence to the COVID inquiry about access to vaccines for migrants during the pandemic.
- Alongside partner Migrants Organise and a family in East London charged for their daughter's NHS treatment, we continued the Justice for Omisha campaign, which after two years of work achieved its biggest win in an apology letter from the hospital's CEO and a commitment that they won't pursue the debt further. In May 2024 won the 'David & Goliath' award at the Sheila McKechnie Foundation National Campaigner Awards 2024.
- A key part of our work is to support migrant communities to know their rights to healthcare, resist NHS charging where it arises and support colleagues in the sector to be able to effectively challenge NHS charges. We provide personalised advice, information and have developed resources to be able to support colleagues in the migration sector supporting people who have been charged for their healthcare, including a Know Your Rights leaflet with LRMN for people impacted by charging.
- We have continued to run our 'Know Your Health Rights' training and campaign workshops for migrant communities.

5.2 Progress Indicators

Across Medact we use a range of metrics and indicators to track progress in our work. We use simple quantitative measures such as number of event or meeting attendees, number of report downloads, number of signatures on actions, number of members actively involved in group work, and overall number of members. We also use qualitative measures designed to give a more rounded view of progress in our organising work, this includes information on leadership development, the participation levels of members, and the skills and confidence of groups and individual members. We gather information through structured reflection in the campaign and organising teams and through one to one conversations directly with members.

5.3 Factors influencing our work

Much of Medact's work over the reporting period has been impacted by significant changes and uncertainty in staffing. We saw the departure of a Movement Organiser and Movement Building Manager, two staff members' took sabbatical leave, we recruited three new members of staff and began the recruitment of a fourth, and we managed a reduction in capacity in our organising team. We continued an interim co-directorship whilst we ran the recruitment a new Executive Director following the

departure of our previous Executive Director in the last financial year; we successfully recruited in November, with Anna Peiris set to start in March 2025, which meant the interim co-directorship lasted longer than initially forecasted. Despite uncertainty, we were able to plan, set realistic objectives, and continue to meet our aims and charitable objects.

While we met the majority of objectives in our Operational Plan, for those objectives we did not meet, changes in our activities were in no small part driven by necessary and important reactive work, responding both to changes in the political context and in the energy and focus of our membership. The snap election changed priorities in some areas of work and forced shifts in timelines across much of our work to accommodate the political shift and media cycle. Many members were focused on the genocide in Palestine, organising to resist the violence and in solidarity with people in Gaza facing devastating violence and an ensuing health crisis. We were able and right to shift our programme priorities to support members in this response.

5.4 Spending on Fundraising

Our direct spending on fundraising was slightly lower but broadly consistent with previous years. These funds cover the costs of the two appeals we run throughout the year, namely communications materials, design and printing, and postage. We continue to see positive net returns from our appeals and so we continue to see this expenditure as beneficial to our fundraising activities.

6. Statement on Public Benefit

In shaping our objectives for the year and planning our activities, the trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit and have complied with section 4 of the Charities Act 2011.

7. Financial Review

7.1 Principle income sources and areas of expenditure

Medact's financial position is characterised by its principle income sources, which are:

Membership subscriptions - individual members set up membership subscriptions for varying amounts, which provide a relatively dependable source of regular organisational income year-to-year.

Additional donations from members and non-members - in addition to membership subscriptions, Medact receives additional donations from individuals throughout the year, including in response to appeals it runs.

Grants from a variety of funding bodies – grant funds have been raised from a number of charitable trusts and foundations. Grant agreements typically provide funding over a 1-3 year period restricted for use on a specific project

Medact's primary source of expenditure is on employing staff to coordinate and deliver its various projects, followed by rent on its office space.

7.2 Summary of the financial year

There was a financial year decrease in charity funds by £38,733, from £373,931 at 31st January 2024 to £335,198 at 31st January 2025.

Total expenditure of the charity in the financial year was £459,868, an increase of £7768 from the previous year's total expenditure of £452,100.

When discounting grants disbursed to partner organisations, expenditure on Medact's own operations increased a small amount, from £410,400 in the previous year to £420,368 this year, largely a result of increased spending on staffing costs, offset by a reduction in costs for office premises.

Total income decreased from £566,614 in the previous year to £421,135 this year. The decrease was primarily due to restricted grant income that came in in the previous year to be carried forward to this year and future years.

Of the total funds available at 31st January 2025:

- £91,443 was restricted funding for various projects, primarily derived from grants and tied to specific project budgets
- £243,754 was held in general core funds.

7.3 Designated Funds

Peace & Security - Hartog - Funds received from a legacy donation to support activities related to nuclear weapons and disarmament, including the *Don't Bank on the Bomb* campaign.

Big Give - Funds designated for our climate & health programme whilst this is not fully grant funded.

Doctors Against Diesel - Funds for the Doctors Against Diesel Campaign - using the voice of the health community to drive policy to combat the detrimental health effects of urban air pollution.

Gatherings - Funds designated to support Medact's annual gathering, which provides an opportunity for members to convene, exchange knowledge, and participate in collective learning and campaigning activities.

7.4 Reserves Policy

Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, its income flows and its objectives and aim to maintain sufficient reserves in the bank to wind up the organisation should there be a crisis. In doing so, Trustees have noted the reasonably predictable income from members over

the years of Medact's existence, as well as the less certain nature of grant fundraising.

The minimum reserve requirement is set at £65,336. This figure is derived from a calculation of the obligations and commitments Medact has in the event of wrapping up. It includes costs for staffing, premises and rent, and a safety buffer.

As at 31st January 2025 Medact's general core funds held £178,418 above our minimum reserve level, equating to around 4 and a half months of operating costs. Trustees have no immediate intention to spend down these core funds as they will be used to meet anticipated funding gaps in 2025-26 and provide necessary security to enable Medact to continue its charitable activities.

To ensure Medact has the necessary resources to provide security in the event of a reduction in our grant income, Trustees observe a target reserve level, adopted in this financial year, set at 30% of budgeted/projected expenditure for the current financial year, excluding any large one off expenditures and grants dispersed to other organisations.

7.5 Significant Events & Management of Risk

There were no significant events that impacted the financial performance or position of Medact during the reporting period.

The Trustees, in partnership with the Co-Directors, proactively assess and manage risks facing the charity via a risk register that is updated quarterly at each Board meeting. The risk register covers risks in the below categories, including specific risks within each category, the likelihood and significance of each risk, and mitigation or management plans.

- We receive a complaint (substantiated or not) for breaching charity law
- We receive a complaint (substantiated or not) for breaching election law
- Charity and Campaigning operating environment continues to become more restrictive
- Data security
- Communications risks
- HR risks
- Financial and fundraising risks
- Mission and campaign-related risks
- Governance risks
- Movement-building risks
- Emerging risks

7.6 Financial Outlook & Performance

We ran a small unrestricted funds surplus in 2024-25, but an overall deficit. We are expecting to close 2025-26 with a larger deficit. This is currently manageable from accumulated reserves and fundraising prospects. We are monitoring our financial position closely to ensure reserve limits remain within our reserve policy. We are directing more resources into fundraising this year and will continue to do so in coming years to ensure that income meets expenditure in the long run.

8. Plans for Future Periods

Moving forward, the Board of Trustees is resolved to:

- continue to meet its charitable objectives by taking forward its activities as set out above, and in line with the interim organisational strategy agreed in 2023-24;
- contribute to the development of Medact's new Organisational Strategy;
- continue to reflect and engage the interests of its membership, continue its cooperation and collaboration with a wide range of actors, recruit new trustees to the board to reflect the skills and experience needed by the organisation; and
- ensure a sound financial basis for this ongoing work through prudent financial management and strategic fundraising, taking into account the current financial environment, and through the support of Medact members.

An annual operational plan has been developed and agreed for the financial year 2025-26. It sets out organisational priorities as follows:

- **Organisational strategy.** We have a new five-year strategy which has been created in collaboration and consultation with our movement and key stakeholders. This strategy clearly communicates our vision, theory of change, Medact's unique positionality in achieving change, and key goals for our programme areas as well as our "north star". The strategy establishes a plan for merging or aligning our programme areas, more accurately reflecting current and/or prospective practice. It is a document that we will continue to refer to and use over the next period of our organisational development.
- **Establishing Medact as a "political home" for our membership.** Our current members have a strong understanding of the space Medact occupies and what we offer, both in terms of being a "political home" with a stronger collectively-held vision for change, and being a space for relationship building, learning, organising and campaigning alongside like-minded health workers. We communicate our unique offer more effectively via digital platforms and in-person opportunities, bringing in new supporters and taking them on an onboarding journey that more effectively demonstrates how and where to get involved. We have the infrastructure and staff required to resource our movement with training and education. We use cross-movement spaces such as a national gathering, Movement Assemblies and political education events to demonstrate the importance of an intersectional approach to health justice. Our movement is bigger and more resilient as a result. Strategy development results in a clear plan for programme alignment and a process for embedding this framing for the organisation over several years.
- **Fundraising.** We are successful in securing key income to ensure Medact has sustainable funding for the next few years, including a renewal for our Climate work, additional funding for our Human Rights programme, multi-year core/unrestricted funding, and exploring opportunities for expanding current funding in our Economic Justice programme. Staff roles are made permanent

where strategically important, and the organisation enters into a more secure phase.

- **Recruitment and organisational structure.** Medact has the staff it needs in order to achieve its mission, as set out both in our current organisational structure (i.e. role replacement where staff leave or change roles) and in our new organisational strategy. The new ED is onboarded and brought up to speed with a comfortable, effective handover of power and responsibility. The agreed new structure of the staff team is such that it works efficiently, effectively, with transparency and accountability, and without high risk of overwork and burn-out. Line management is strategically sensible, sustainable and line managers are skilled and confident.

9. Preparation of financial statements

9.1 Responsibility of the Trustees for preparation of financial statements

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- a) select suitable accounting policies and apply them consistently
- b) observe the methods and principles in the Charities SORP
- c) make judgments and accounting estimates that are reasonable and prudent
- d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Trust's transactions and disclose with reasonable accuracy at any time the financial position of the Trust and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

Approved by the Board of Trustees on and signed on its behalf by:

Anuj Kapilashrami



Chair of the Board of Trustees

19

21.10.2025

10. Statement of Financial Activities

Medact Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31st January 2025						
	Restricted Funds	Unrestricted Funds	Endowment Funds	Total Funds	Prior Period Funds	Notes
	£	£	£	£	£	
Income and endowments from:						
Donations and legacies	279,403	128,014		407,417	553,476	2
Charitable activities	-	6,904		6,904	8,703	3
Other trading activities				-	-	
Investments		6,814		6,814	3,226	
Other	-	-	-		1,208	
Total	279,403	141,732	-	421,135	566,614	
Expenditure on:						
Raising funds	-	7,311	-	7,311	10,100	4
Charitable activities	323,272	91,617	-	414,888	384,362	4
Other	15,463	22,205	-	37,669	57,638	4
Total	338,735	121,133	-	459,868	452,100	
Net gains/(losses) on investments						
Net income/(expenditure)	- 59,332	20,598	-	-38,734	114,514	
Transfers between funds						
Other recognised gains/(losses):						
Gains/(losses) on revaluation of fixed assets						
Other gains/(losses)						
Net movement in funds	- 59,332	20,598	-	- 38,734	114,514	
Reconciliation of funds:						
Total funds brought forward	150,775	223,156	-	373,931	259,417	
Total funds carried forward	91,443	243,754	-	335,197	373,931	

11. Balance Sheet


Medact			
Balance Sheet as at 31st January 2025			
Fixed Assets:	Total funds	Prior year funds	Notes
	£	£	
Tangible assets	2,475	1,737	5
Total Fixed Assets	2,475	1,737	
Current Assets:			
Debtors	30,075	131,053	6
Investments	86,333	86,333	7
Cash at bank and in hand	228,845	213,491	8
Total Current Assets	345,254	430,878	
Liabilities:			
Creditors: Amounts falling due within one year	12,531	58,687	9
Net current assets or liabilities	332,723	372,191	
Total assets less current liabilities	335,197	373,928	
Total Net Assets or Liabilities	335,197	373,928	
The Funds of The Charity:			
Restricted income funds	91,443	150,775	
Unrestricted funds	243,753	223,153	
Total Unrestricted Funds	243,754	223,153	
Total Charity Funds	335,197	373,928	10

For the period ending 31 January 2025, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' Responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476
- The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements

These financial statements which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), were approved by the Board on 21 October 2025 and signed on its behalf by:



_____ (Trustee) Date 21/10/2025
 _____ (Name)
 Anuj Kapilashrami

Notes to the Accounts

for the year ended 31 January 2025

Note 1 - Accounting policies

A. Statutory information

Medact is a charitable company limited by guarantee and is incorporated in the United Kingdom. Medact is an unincorporated charity registered with the Charity Commission for England and Wales. The registered office address is Pelican House, 144 Cambridge Heath Road, London, England, E1 5QJ

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) - (Charities SORP FRS 102) issued on the 1st January 2019, The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011. Assets and liabilities are initially recognized at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

C. Public benefit entity

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

D. Change in basis of accounting

There have been no changes made to the accounting policies since the last financial year ending 31st January 2023.

E. Changes to accounting estimates

No changes to accounting estimates occurred in the reporting period.

F. Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

G. Incoming resources

Incoming resources are included in the SOFA (Statement of Financial Activities) when the charity becomes entitled to the resources, the Trustees are certain they will receive the resources, and the monetary value can be measured with sufficient certainty. Where incoming resources have related expenditure (as with fundraising for contract income), the incoming resources and related expenditure are stated gross in the SOFA. Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the funds. The value of any volunteer help received is not included in the accounts but is described in the Trustee's annual report.

- a. Investment income is included when receivable.

H. Resources Expended

Liabilities are recognized as soon as there is a legal or constructive obligation committing the charity to pay out resources. Resources expended include attributable VAT which cannot be recovered. Governance costs include costs on the preparation and examination of statutory accounts, the costs of Trustee meetings and costs of any legal advice to the Trustees on governance or constitutional matters. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources e.g., Staff costs by the time spent and other costs by their usage.

I. Restricted and Unrestricted Funds

The accounts distinguish between restricted and unrestricted funds. Restricted funds are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

J. Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Tangible fixed assets are measured at cost or valuation less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

- a. Equipment 20% of cost or valuation

K. Debtors

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

L. Cash at bank and in hand

Cash at bank and 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.

M. Creditors and provisions

Creditors and provisions are recognized 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 recognized at their settlement amount after allowing for any trade discounts due.

Note 2 - Donations and Legacies

	Restricted	Un- restricted	Total	Restricted	Un- restricted	Total
	Funds	Funds	2025	Funds	Funds	2024
	£	£	£	£	£	£
Donations and legacies						
Appeals		19,900	19,900		37,242	37,242
General donations		4,976	4,976		6,585	6,585
Gift Aid		10,740	10,740		20,134	20,134
Legacies		10,001	10,001		-	-
Memberships		79,802	79,802		76,389	76,389
		125,419	125,419	-	140,350	140,350
Core grants						
WF Southall Trust	5,000		5,000			-
Friends of the Earth		35	35			
Impact on Urban Health		35	35			
Institute For Law, Accountability And Peace			0	7,739		7,739
Joseph Rowntree Charitable Trust - Cost Of Living Grant			0	11,066		11,066
Lankelly Chase			0	20,000		20,000
Total core grants	5,000	70	5,070	38,805	-	38,805
Project grants						
Paul Hamlyn Foundation - Healthcare for all	45,100		45,100	45,200		45,200
Paul Hamlyn Foundation - Healthcare for all - for project partners	39,500		39,500	40,200		40,200
Trust for London - Migrant Access to Healthcare in London			0	16,500		16,500
Friends Provident - Economic Justice			0	84,425		84,425
Impact on Urban Health - Economic Justice	73,795		73,795			
New Economics Foundation - Economic Justice	2,000		2,000			
Energy Transition Fund - Climate and Health	39,008		39,008	101,745		101,745
European Public Health Association - COP26	0		0			-
Joseph Rowntree Charitable Trust - Peace and Security	75,000		75,000	73,293		73,293
Joseph Rowntree Reform Trust - Empowering mental health patients, challenging police	-		0	11,959		11,959
Big Give		2,500	2,500			
Other small grants		25	25	1,000		1,000
Total project grants	274,403	2,525	276,929	374,322	0	374,322
Total donations and legacies	279,403	128,014	407,417	413,127	140,350	553,476

Note 3 - Income from Charitable Activities

Income from charitable activities						
	Restricted	Un-restricted	Total	Restricted	Un-restricted	Total
	Funds	Funds	2025	Funds	Funds	2024
	£	£	£	£	£	£
Other charitable income						
Arrangements with partners		3,785	3,785		8,120	8,120
Consultancy work		150	150		570	570
Sales of education/promotion materials		2,969	2,969		13	13
			-			-
Total other charitable income	-	6,904	6,904	-	8,703	8,703

Note 4 - Resources Expended

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	2025	Funds	Funds	2024
	£	£	£	£	£	£
Cost of generating funds - fundraising						
Appeals	690		690	3,192	-	3,192
Payment processing	3,046		3,046	3,296	-	3,296
Other fundraising	3,576		3,576	3,484	128	3,612
Staffing - Fundraising						
	7,311		7,311	9,972	128	10,100
Charitable activities - staffing and operations						
Affiliations and support for other organisations	1,370		1,370	1,392	-	1,392
Communications	200	5,928	6,127	287	4,428	4,715
Research and publications	1,396		1,396	-	683	683
Events	666	6,446	7,112	-	5,198	5,198
Other member expenses	30	444	474	-	748	748
Other miscellaneous direct expenses	469	4,127	4,595	1,438	976	2,413
Hosted projects		39,500	39,500	-	41,700	41,700
Staffing	87,486	266,828	354,314	59,539	267,974	327,513
	91,617	323,272	414,888	62,656	321,706	384,362
Support costs						
Staff training and recruitment	2,010	257	2,268	576	3,401	3,978
Finance and legal	4,459		4,459	1,663	-	1,663
Office	2,992		2,992	3,251	146	3,397
Premises	12,574	15,206	27,780	38,418	9,564	47,983
	22,036	15,463	37,499	43,909	13,112	57,020

Governance						
Annual report and AGM			0			
Staffing - governance			0			
Trustee expenses	158		158	617		617
	158		158	617	-	617
Bad accounts receivable expense	12		12			
Total	121,133	338,735	459,868	117,154	334,946	452,100

Note 5 - Fixed Assets - Equipment

Fixed Assets - Equipment		
COST		£
Balance At 31 January 2024		34,593
Additions In The Year		1,381
Disposals		
Balance At 31 January 2025		35,974
DEPRECIATION		
Balance At 31 January 2024		32,855
Additions In The Year		644
Disposals		
Balance At 31 January 2025		33,499
NET BOOK VALUE		
Balance At 31 January 2024		1,737
Balance At 31 January 2025		2,475

Note 6 - Debtors

Debtors			
		2025	2024
		£	£
Gift aid receivable		19,239	10,089
Grants receivable		5,818	116,969
Other debtors and prepayments		3,338	2,315
Rent deposit		2,250	2,250
Provision for doubtful account receivables		(570)	(570)
Total		30,705	131,053

Note 7 – Investment Assets

Analysis of current asset investments	2025	2024
	£	£
Cash or cash equivalents	86,333	86,333
Listed investments	0	0
Investment properties	0	0
Social investments	0	0
Other investments	0	0
Total	86,333	86,333

Note 8 - Creditors: Cash at Bank And In Hand

		2025	2024
		£	£
Short term cash investments (less than 3 months maturity date)		-	-
Short term deposits		-	-
Cash at bank and on hand		228,845	213,491
Other		-	-
Total		228,845	213,491

Note 9 - Creditors: Amounts Falling Due Within One Year

Creditors: amounts falling due within one year			
		2025	2024
		£	£
Accounts Payable		10,053	13,072
PAYE: National Insurance		208	22
Pension: Employee		165	82
Pension: Employer		149	86
Sundry Creditors And Accruals		1,865	45,425
CAF Donate		71	-
Wages Payable		21	
		12,531	58,687

Note 10 - Funds Of the Charity

For The Year Ended 31st January 2025	At	Incoming	Outgoing	Transfers	At
	31/01/2024	Resources	Resources		31/01/2025
	£	£	£	£	£
Restricted Funds:					
Economic Justice	2,456	75,795	-56,301		21,950
Climate	56,612	39,008	-86,824		8,796
Human Rights (Healthcare Access)	37,360	45,100	-41,879		40,581
Human Rights - For Partners	0	39,500	-39,500		0
Peace And Security	15,542	75,000	-70,463		20,078
Other	0	0	0		0
CORE Funding:					
Institute For Law, Accountability, Peace	7,739	0	-7,739		0
WF Southall Trust	0	5,000	-4,963		37
JRCT - Cost Of Living Core Grant	11,066	0	-11,066		0
Lankelly Chase	20,000	0	-20,000		0
Total Restricted Funds	150,775	279,403	-338,735	0	91,443
Unrestricted Funds					
Designated Funds					
Peace And Security - Hartog	0	10,001	-2,607		7,394
Big Give	0	2,500	-242		2,258
Doctors Against Diesel	0	25	0		25
Gathering	0	4,210	-4,210		0
Total Designated Funds	0	16,736	-7,058	0	9,677
General Funds	223,156	124,996	-114,075	0	234,077
Total Unrestricted Funds	223,156	141,732	-121,133	0	243,754
Total Funds	373,931	421,135	-459,868	0	335,198

For The Year Ended 31st January 2024	At	Incoming	Outgoing	Transfers	At
	31/01/2023	Resources	Resources		31/01/2024
	£	£	£	£	£
Restricted Funds:					
Economic Justice	0	84,425	-81,969	0	2,456
Climate	0	101,745	-45,133	0	56,612
Human Rights (Healthcare Access)	44,970	101,900	-109,444	0	37,360
Human Rights - For Partners	1,500	0	-1500	0	0
Peace And Security	26,124	85,252	-95,834	0	15,542
Other	0	0	0	0	0
CORE					
Institute For Law, Accountability, Peace	0	8,739	-1,000	0	7,739
JRCT - Cost of Living Core Grant	0	11,066	0	0	11,066
Lankelly Chase	0	20,000	0	0	20,000
Total Restricted Funds	72,594	413,127	-334,946	0	150,775
Unrestricted Funds					
Designated Funds					
Parental Leave					0
Climate		6,320	-4,153	-2,167	0
Doctors Against Diesel	0	0	0	0	0
IPPNW	950	500	0	-1,450	-
Total Designated Funds	950	6,820	-4,153	-3,617	0
General Funds	185,873	146,667	-113,001	3,617	223,156
Total Unrestricted Funds	186,823	153,487	-117,154	0	223,156
Total Funds	259,417	566,614	-452,100	0	373,931

Note 11 - Analysis of Net Assets Between Funds

Analysis of net assets between funds					
Financial Year Ending 2024-25			Restricted	Unrestricted	Total
			Funds	Funds	Funds
			£	£	£
Tangible Fixed Assets				2,475	2,475
Current Assets			91,443	253,810	345,253
Current Liabilities				(12,531)	12,531
			91,443	243,754	335,197
Financial Year Ending 2023-24			Restricted	Unrestricted	Total
			Funds	Funds	Funds
			£	£	£
Tangible Fixed Assets				1,737	1,737
Current Assets			150,775	280,103	430,878
Current Liabilities				(58,687)	(58,687)
			150,775	223,153	373,928

Note 12 - Expenses Paid To Trustees Or Persons Connected With Trustees

Note 10 - Expenses Paid To Trustees Or Persons Connected With Trustees			
		2025	2024
		£	£
The aggregate amount of expenses paid to the trustees was		158	617
No expense payments were made to persons connected to the trustees			

Note 13 - Staff Costs And Emoluments

Staff Costs And Emoluments			
		2025	2024
		£	£
Staff Costs And Emoluments			
Gross salaries		321,574	297,411
Social security costs		25,503	22,923
Pension costs		7,237	7,178
			-
Total		3,54,314	327,513
Number of full time employees or full time equivalents			
None of the trustees received any remuneration during the year (2024: Nil)			
No employees earned more than £60,000 pa or more (2024:Nil)			
The average number of employees during the year		12	12
The charity operates a defined contribution pension scheme. Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme.			

The key management personnel of the Charity comprise the trustees (“Directors” for the purposes of the Companies Act) and Senior Management Team. The staff and roles for this financial year are as follows: Rosie Clarke, Interim Co-Director, TJ Chuah, Interim Co-Director, James Skinner, Interim Co-Director, Adefehinti Adedotun, Head of Finance.

The total amounts paid in respect of the key management personnel of the Charity (including employer’s National Insurance contributions and employers pension contributions) were £174,479 (2023-24: £167,078).

Independent Examiner's Report to the Trustees of Medact

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31st January 2025 from pages 20 to 35.

Responsibilities and basis of report

As the charity trustees (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2011 ('the Act').

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of being a Fellow Member of the Association of Charity Independent Examiners, which is one of the listed bodies.

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

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shruti Soni

Shruti Soni FCCA
Shruti Soni Ltd • Chartered Certified Accountants
117a St. John's Hill,
Sevenoaks TN13 3PE

Dated 22 October 2025

MEDACT

England & Wales - Charity number 1081097

Accounts

MEDACT

A Company Limited by Guarantee

Charity Registration No. 1081097

Company Registered in England No. 2267125

Report and Unaudited Financial Statements

year ended 31 January 2024

MEDACT Trustees Annual Report 2023-24

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1. Reference and administrative details

Name of the charity:	Medact
Previously known as:	Medical Action for Global Security, Medical Campaign Against Nuclear Weapons (MCANW), Medical Association for the Prevention of War (MAPW)
Charity registration number:	1081097
Company registration number:	2267125
Registered office address:	Pelican House 144 Cambridge Heath Road London E1 5QJ

Board of Trustees: *Trustees who served during the year of this report were:*

Anuj Kapilashrami (Chair)
Jonathan Monk-Cunliffe [resigned AGM 2023]
Hannah Wright (Treasurer) [resigned May 2024]
Penelope Milsom
Lesley Morrison
Margaret Jackson
Keerthi Mohan
Anne Schulthess
Richard Copsey
Lorraine Haye [resigned AGM 2023]
Sian Reece
James Smith [elected AGM 2023]
Rachel Cottam [elected AGM 2023]
Shirley Hodgson [elected AGM 2023]
Sonia Adesara [elected AGM 2023]
Nazanin Rassa [elected AGM 2023]

Executive Director(s): Sophie Neuberg [resigned October 2023]
Rosie Clarke (Interim Co-Director) [Appointed Oct 2023]
TJ Chuah (Interim Co-Director) [Appointed Oct 2023]
James SKinner (Interim Co-Director) [Appointed Oct 2023]

Banking Services Provided By:

Triodos Bank UK Ltd Deanery Road Bristol BS1 5AS	The Co-operative Bank 25 Islington High St London N1 9LQ	Nationwide Bank Pipers Way Swindon SN38 1NW
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Independent Examiner:

Shruti Soni FCCA FCIE
Shruti Soni Ltd
Chartered Certified Accountants
117a St. Johns Hill, Seven Oaks, TN13 3PE

2. Structure, governance and management

2.1 Incorporation, governing document, & organisational structure

Medact is a charitable membership company limited by guarantee. It was incorporated on 13th June 1988, and registered as a charity 13th June 2000.

Its governing document is its Memorandum & Articles of Association. The latest version of this document was adopted by members at the Annual General Meeting, on 29th October 2022.

Its organisational structure consists of the following:

Membership - membership is open to anyone who completes a membership form, and maintained with a membership subscription. Members are entitled to propose motions and vote at AGMs, stand for election to the Board of Trustees, and often are involved in day-to-day work as volunteers.

Board of Trustees - a Board of Trustees is elected by the membership and responsible for overall governance of the organisation on its behalf. The Charity Trustees are also the Company Directors, and under the Articles are known as the Board of Management.

Executive Director(s) - the Board of Trustees delegates responsibility for running of the organisation to an employed Executive Director(s).

Staff team - a number of other employees form a staff team, which is managed by the Executive Director(s) and works alongside members in delivering various organisational projects and programmes.

2.2 Recruitment & appointment of Trustees

Recruitment of Trustees is primarily via election by the membership at the AGM.

Any member may put themselves forward for election if they are seconded by another member. The Board of Trustees may also nominate additional candidates.

Trustees are elected for a three year term. A Board Member retiring after a first 3 year term shall be eligible for re-election for one further 3 year period only. A period of 3 years should elapse before any Member who has served two consecutive terms of 3 years may stand for re-election.

Stipulations for the composition of the Board were updated in the latest version of the Memorandum and Articles of Association, adopted 2022's AGM. They are now as follows:

- The maximum number of Trustees is set at sixteen. The minimum number of elected Trustees is set at six.
- Trustees may also invite additional co-opted Trustees, so long as the total number of Trustees remains within the maximum set, and the number of co-opted Trustees does not exceed the number of elected Trustees.
- Co-opted Trustees serve until the next AGM, at which point it is expected that they will stand for election by the membership.

All new Trustees receive an induction from our Operations Manager covering Medact's history, purpose, theory of change, current campaigns, membership structure and

organisational structure and culture. Trustees are provided with essential documents concerning governance and Trustee duties.

2.3 Decision-making processes & responsibilities

Organisational decision-making responsibilities are set out in a delegated decision-making framework.

Under this framework:

- the majority of day-to-day decision-making is delegated to the Executive Director(s) and the staff team
- decisions which pose particular risk or where the strategy does not give guidance are raised to the Board of Trustees for sign-off
- the framework contains a checklist for the Executive Director(s) to use in assessing which decisions this applies to

In all decision-making, the Board of Trustees, Executive Director(s) and staff team will aim to work in line with the organisational strategy that was agreed between the staff team, the Board, and the membership at the 2018 AGM; and engage in informal consultation with members and supporters where appropriate.

The Board of Trustees and Executive Director(s) will also consider whether any decisions are so significant that they ought to be formally taken to the wider membership.

2.4 Pay and remuneration policies

All members of the Board of Trustees give their time voluntarily and receive no benefits for their contribution.

The Executive Director(s) and staff team are remunerated according to an organisational Staff Remuneration policy, which sets out a structure for pay scales for different roles, annual reviews and pay increments for length of service and cost of living (in line with inflation). Pay scales have been derived using the National Joint Council of Unions pay scales as a guide.

2.5 Relationships between Medact and related parties

Medact is in a formal partnership with Migrants Organise (Registered Charity No. 1077116) for our work on the Patients Not Passports campaign, part of our Human Rights programme. This relationship is governed by a formal memorandum of understanding. As part of this relationship Medact administers a joint grant from Paul Hamlyn Foundation, including management of annual payments to Migrants Organise for staff and operational spending.

3. Objectives and activities

3.1 Charitable objects

Medact's charitable objects are:

- To advance the education of doctors, other health professionals and the public in the medical, psychological, social and economic causes and effects of warfare and other violent conflict, poverty and environmental degradation;
- To conduct, promote or otherwise further research into the medical, psychological, social and economic causes of warfare and other violent conflict, poverty and environmental degradation, their impact on health and human rights, and to publish or disseminate the useful results of such research;
- To assist in the relief of need, suffering and distress arising from or caused by the physical and psychological effects of armed conflict;
- To advance education in the ways of peace and in peaceful methods of resolving international disputes and to promote the study of peaceful relationships between nations

3.2 Strategic planning

Trustees have worked with the Executive Director(s) to develop a framework for strategic planning over different time horizons for the delivery of these charitable objects, with reference to guidance contained in Charity Commission's guidance on Public Benefit.

An **Organisational Strategy** setting out a vision, objectives and principles for the delivery of Medact's charitable objects over a five-year period was agreed with the membership at the AGM in 2018, and runs through to 2023. This strategy is supplemented by an Interim Strategy, agreed between the Board and staff team in April 2024, that sets out a continuation of the previous strategy and the process for developing a new long term strategy through to 2025.

They set out two key objectives over this time period:

- building a powerful and diverse movement of UK health workers who are a force to be reckoned with in the struggle for health equity, and for a safer and more just world
- Medact becoming well-known for leading successful campaigns and working with allies to achieve collective social justice goals - using sound research and evidence, to the significant improvement of health for all.

An annual **Operational Plan** sets out short-term objectives to deliver at both an organisational level and a programme-area level and intended to help move the Charity closer to the long-term objectives set out within the Organisational Strategy.

The headline priorities from the operational plan for the period of this report were:

- Develop our 2023-28 strategy in consultation and collaboration with our movement
- Continue to practise our organising approach and work over the year to develop it in more detail within resource constraints.
- Ensure Medact's campaigns are integrally connected with one another in a holistic and strategic campaigning approach which makes them more than the sum of their parts
- Ensure we are financially sustainable and have the funding to do the work we need to do

- Ensure our structure and processes enable us to get our work done effectively and for the team to work together in a way that supports individual and collective wellbeing and facilitates professional growth.

Under these headline priorities, strategic priorities for different work areas are set out alongside criteria for assessing progress against them, and an assessment of resources required for their delivery.

Further to this, the Operational Plan includes an organisational budget for the financial year setting out the management and allocation of organisational funds to sustainably match resourcing needs.

3.3 Charitable activities

Medact's charitable activities are:

- Urging the abolition of nuclear weapons and other weapons of mass destruction
- Seeking to understand the causes of violent conflict and working towards its prevention
- Advocating changes to those economic policies which harm the health of individuals and communities
- Promoting environmental policies which contribute to global health.

Specific projects and campaigns in line with these objects are organised under four programme areas: Peace & Security, Climate & Ecology, Economic Justice, Human Rights. An individual staff member leads work under each programme area.

A number of core staff engage in cross-programme Movement Building activities to raise awareness about the organisation and encourage more members and supporters to understand and get involved in its work; and developing organisational capacity to produce Research and Communications outputs.

The planned charitable activities under each workstream for the reporting year were as follows:

Peace & Security

- We worked to grow and consolidate the movement of health workers and health institutions challenging and resisting Prevent and develop a long term strategic campaign with members. This included a day of action in response to the Shawcross review, a number of new joiners meetings, development of resources for members undertaking local organising, a roundtable with allies from mainstream health organisations, template trade union motions, and communications training for members.
- We supported members' ongoing work on nuclear disarmament. We supported a member-led webinar on the history, harms, and threat of nuclear weapons that also made connections with wider challenges to the arms trade and military industrial complex. We also worked with members to lobby local councils to support the ICAN cities appeal.
- Our research manager delivered a comprehensive participatory research project on the harms of police involvement in the delivery of mental healthcare, through the Serenity Integrated Mentoring (SIM) model and other similar approaches.

Climate & Ecology

- We supported members involved in the Health for a Green New Deal Network by delivering local action trainings, developing campaign resources, coordinating a national action planning team led by members, and deepening external partnerships with allied organisations across the climate space.
- Alongside partner organisations, we delivered the People's Health Tribunal, holding extractive fossil fuel companies to account for the harms perpetrated throughout the world, specifically in the Global South.
- We began work developing a strategic approach that links the cost of living crisis, fuel poverty, and our extractive energy system, thinking specifically about the role health workers play in drawing attention to and challenging these linked crises.
- We built a Spokes Network, a group members supported to bring their voice to the media to speak on the cost of living crisis, housing and the need for a just transition away from fossil fuels. This included a programme of training, refresher events and active media-pitching.

Economic Justice

- We worked to develop leadership and skills in members working on economic justice, through delivering 1-1 support, organising training and strategy sessions.
- We built on our housing campaign, focusing organising in two areas. We built collaborative relationships with tenants and local organisations, and launched campaigns against landlords providing unhealthy homes.
- We participated in a national housing coalition, bringing the health voice to national advocacy and policy demands.
- We built a Spokes Network, a group members supported to bring their voice to the media to speak on economic justice and housing in relation to health justice. This included a programme of training, refresher events and active media-pitching.

Human Rights

- We continued to provide support across the Patients Not Passports Network, coordinating national network meetings, holding new joiners meetings, providing 1-1 support, training, strategy sessions, and tailored advice.
- Alongside Migrants Organise, we supported the Justice for Omisha campaign, challenging NHS charges with a family campaign in East London.
- We coordinated opposition to increases in the immigration health surcharge, with both a grassroots-led statement in opposition and a joint position from unions and migrant organisations.
- We coordinated members to stand in solidarity with striking health workers, making connections between the NHS crisis and hostile immigration policies, and running teach-outs on picket lines.

3.4 Volunteer contributions

Medact actively encourages its members and other supporters to get involved in its projects and campaigns in a voluntary capacity.

Volunteer contributions are primarily through involvement in one of Medact's "member groups". Groups organise semi-autonomously with support from the Medact staff team, either around specific issue areas or localities in the UK.

Around 30 individuals are involved as group coordinators at any given time, with hundreds more active as group members or in other roles such as campaign spokespeople throughout the course of the year.

4. Achievements & Performance

4.1 Significant achievements & progress towards objectives

Significant achievements and progress towards objectives in the reporting year:

Peace & Security

- Following the long-delayed release of the Shawcross Report, in March 2023 we held a Prevent Roundtable with mainstream health organisations. Attendees represented the BACP, RCPsych, BMA, MCPN, MIND, NSUN, Maslaha and MCPN. We presented a short briefing, developed with members of the Securitisation of Health group, engaged attendees on key issues and identified pathways to moving future Prevent lobbying forward. The briefing outlined the main implications for health workers posed by the Prevent duty, related harms identified by prior Medact research, and summarised the aforementioned Shawcross Report and our concerns for further negative impacts on patients.
- We have delivered training sessions about Prevent, its ethics and its impacts to attendees of Students for Global Health at their National Conference in January 2024. In early 2023 we delivered a training session on Prevent for sexual health registrars at Chelsea and Westminster Hospital NHS Trust. In early 2024, we will deliver further training sessions scheduled with Leicestershire Partnership NHS Trust, and at Brighton and Sussex Medical School. Through 2024, we intend to continue this public education work with health workers, students and communities mobilising around health issues
- Supported a member to attend the IPPNW's 23rd World Congress, to discuss ongoing health community opposition to nuclear weapons and the twin threats from nuclear weapons and climate change.
- Members in Scotland have continued localised action towards the ethical divestment of financial institutions from nuclear weapons as part of the Don't Bank on the Bomb (DBoTB) campaign.
- Members and staff attended and spoke at Stop The Arms Fair's week of resistance to Defence and Security Equipment International (DSEI) Arms Fair about the medical peace movement, nuclear weapons as a part of the arms trade, and the campaign for nuclear abolition in relation to health.
- Commenced a participatory research project alongside Stop SIM, working to amplify the voices of those most impacted by police involvement in mental health care, particularly the Serenity Integrated Monitoring model and similar programmes based on SIM.
- Continued to host Medact's research network, providing regular space for presentation and discussion of member research and a useful space for research interested members to connect and collaborate.

Overall we met the majority of objectives set out in our Operational Plan. We did not meet our objective of completing our research on policing in mental health care after extending the research timeline to better accommodate the capacity of the participatory research team. This work was completed in May 2024.

Climate & Ecology

- We continued to support members in the Health for a Green New Deal Network by delivering local action trainings, developing campaign resources, coordinating a national action planning team led by members, and deepening external partnerships with allied organisations across the climate space.
- We hosted the People’s Health Tribunal, alongside an international coalition of activists, organisers and grassroots groups. Focusing on African resistance against extractivist violence, highlighting the health impacts of these industries and what healing looks like for the communities affected. Alongside the tribunal we supported solidarity actions and community watch parties took place across the world.
- Launched Medact’s spokesperson network, training 20 health workers in messaging and communications skills, and supporting them to use their voice in the mainstream media speak on the cost of living crisis, housing and the need for a just transition away from fossil fuels

Overall we met the majority of objectives set out in our Operational Plan. We did not pursue further work on Fossil Fuel divestment as energy decreased for this work in our membership and we worked to focus our strategy on an approach that links the cost of living crisis, fuel poverty, and our extractive energy system, thinking specifically about the role health workers play in drawing attention to and challenging these linked crises.

Economic Justice

- We formally launched the London Housing and Health Group in May 2023. In addition to monthly meetings, the group has held a workshop in partnership with the London Renters Union and delivered three workshops in Harrow, Tower Hamlets and Barts NHS Trust.
- In Harrow, alongside Harrow Law Centre, we’ve been supporting local residents whose health is being harmed by the appalling conditions at Kriss House, a converted office building that is covered in black mould and damp. Interviews conducted by Medact members found the majority of children and adults living there were experiencing major health impacts due to these conditions, ranging from asthma to chest infections, allergies, skin problems and mental health difficulties. We collaborated with residents to collect data on the impacts of poor housing, developed briefings on housing and health for the local council and supported a ‘Harrow Housing and Health’ hearing. So far, Harrow Law Centre, Medact members and local residents have together: persuaded the Harrow Health and Wellbeing Board to revise their public health strategy to reflect housing inequality in the private rented sector; pressured the council to take legal action against a well-known rogue landlord; shifted the council’s approach to enforcement of standards in the private rented sector by increasing inspections and driving new approaches to improve the housing stock e.g. borough wide licensing.
- Medact members organised a 'Housing and Health' workshop for health workers at Barts NHS Trust. Hosted by the Barts Education Academy, the event was a great way of bringing a wide-ranging analysis of housing, health and economic inequalities, and providing clinicians with practical advocacy tools to support patients affected.
- At the national level, Medact is involved in the “Homes for Us” Coalition, a network of housing organisations campaigning to revitalise and rebuild social housing in the UK. Medact is the only public health organisation involved, and our Economic Justice

group members are helping ensure that public health is central to this work. Our members have been active in the coalition since it was launched in 2022

- We have developed a spokesperson training programme and manual. This training not only focuses on training our members on media speaking skills but also provides key messaging training that supports health workers frame poor health within the wider economy, connecting health in housing to the economic structures of the housing market. We delivered 3 trainings for members of the Economic Justice Group and one workshop for members of the London Medact group.

Overall we met all objectives set out in our Operational Plan.

Human Rights

- Groups across the country working on the Patients Not Passports campaign held events, ran clinical trainings, launched and delivered open letters, held 'know your rights' sessions at migrant centres, and screened the NHS Borderlands film to hundreds of people.
- We are part of the Migrant Primary Care Access Group, a coalition of organisations giving evidence to the COVID inquiry about access to vaccines for migrants during the pandemic.
- Alongside partner Migrants Organise and a family in East London charged for their daughter's NHS treatment, we launched the Justice for Omisha campaign. We secured thousands of signatures in support of the campaign and pressured the NHS Trust to suspend the family's debt.
- A key part of our work is to support migrant communities to know their rights to healthcare, resist NHS charging where it arises and support colleagues in the sector to be able to effectively challenge NHS charges. We provide personalised advice, information and have developed resources to be able to support colleagues in the migration sector supporting people who have been charged for their healthcare, including a Know Your Rights leaflet with LRMN for people impacted by charging. We have continued to run our 'Know Your Health Rights' training and campaign workshops for migrant communities, including two this year with the Kanlungan Filipino Consortium and Akwaaba. We have worked with caseworkers Hackney Migrant Centre, Maternity Action and LRMN to set up regular co-working spaces to troubleshoot and discuss advocacy in individual cases, share resources and legal connections.
- In July 2023, the Government announced plans to fund its NHS Pay offer through increases to visa fees and the Immigration Health Surcharge. Patients Not Passports worked to rapidly counter the racist and divisive narratives through 2 responses to the announcement. Campaigners from the PNP network organised a union member grassroots statement 'Against the use of racist charges to fund public sector pay rises', signed by over 3,475 people from public sector unions. Medact, Migrants Organise, and JCWI worked together to coordinate a joint statement from Unions and Migrant Organisations condemning the proposals 'An injury to one is an injury to all! Unions & migrant organisations' public sector pay rise statement', signed by 67 organisations including: The British Medical Association, The GMB, NASUWT – The Teachers' Union, The National Education Union (NEU), Public and Commercial Services Union (PCS), UCU – University and College Union, Society of Radiologists.
- Throughout this year PNP had a presence on picket lines, and we were active in solidarity with striking workers, in order to draw the connections between

underfunding of the NHS, low pay for health workers, NHS privatisation, and the migrant charging regime. We produced flyers for the PNP network to take to picket lines as a way in to connect with workers and grow awareness of NHS charging, and distributed over 15,000 leaflets. We ran teach-outs immediately after picket lines in East London and in Sheffield, delivering workshops on NHS charging and recruiting more health workers into the campaign. We mobilised 150 people to join the national demonstration for the NHS, forming a No Borders in the NHS bloc, to connect our struggles, and provided speakers for a number of national demos connecting the strikes, the hostile environment, and the Illegal Migration Bill.

4.2 Progress Indicators

Across Medact we use a range of metrics and indicators to track progress in our work. We use simple quantitative measures such as number of event or meeting attendees, number of report downloads, number of signatures on actions, number of members actively involved in group work, and overall number of members. We also use qualitative measures designed to give a more rounded view of progress in our organising work, this includes information on leadership development, the participation levels of members, and the skills and confidence of groups and individual members. We gather information through structured reflection in the campaign and organising teams and through one to one conversations directly with members.

4.3 Factors influencing our work

Much of Medact's work over the reporting period has been impacted by significant changes in staffing. We saw the departure of two Campaign and Programme Leads and the Executive Director, recruited 3 new members of staff, managed a reduction in capacity in our organising team, and returned to an interim co-directorship whilst we recruit a new Executive Director. Despite changes we were able to plan, set realistic objectives, and continue to meet our aims and charitable objects.

For those objectives we did not meet, changes in our activities were in no small part driven by necessary and important reactive work, responding both to changes in the political context and in the energy and focus of our membership. Many members were focused on organising in their unions for better pay and conditions throughout the reporting period, work we were able to provide support and solidarity to. The genocide in Palestine gave rise to a major and critical response from members, organising to resist the violence and in solidarity with people in Gaza facing devastating violence and an ensuing health crisis. We were able and right to shift our programme priorities to support members in this response.

4.4 Spending on Fundraising

Our direct spending on fundraising remained consistent with previous years. These funds cover the costs of the two appeals we run throughout the year, namely communications materials, design and printing, and postage. We continue to see positive net returns from our appeals and so we continue to see this expenditure as beneficial to our fundraising activities.

5. Financial Review

5.1 Principle income sources and areas of expenditure

Medact's financial position is characterised by its principle income sources, which are:

Membership subscriptions - individual members set up membership subscriptions for varying amounts, which provide a relatively dependable source of regular organisational income year-to-year.

Additional donations from members and non-members - in addition to membership subscriptions, Medact receives additional donations from individuals throughout the year, including in response to appeals it runs.

Grants from a variety of funding bodies - grant funds have been raised from a number of charitable trusts and foundations. Grant agreements typically provide funding over a 1-3 year period restricted for use on a specific project

Medact's primary source of expenditure is on employing staff to coordinate and deliver its various projects, followed by rent on its office space.

5.2 Summary of the financial year

There was a financial year increase in charity funds by £114,515, from £259,416 at 31st January 2023 to £373,931 at 31st January 2024.

Total expenditure of the charity in the financial year was £452,100, a decrease of £33,328 from the previous year's total expenditure of £485,428.

When discounting grants disbursed to partner organisations, expenditure on Medact's own operations decreased from £447,928 in the previous year to £410,400 this year, largely a result of reduced spending on staffing costs.

Total income increased from £417,649 in the previous year to £566,614 this year. The increase was primarily in restricted grant income, a significant portion of which will be carried forward to future years.

Of the total funds available at 31st January 2024:

- £150,775 was restricted funding for various projects, primarily derived from grants and tied to specific project budgets
- £223,156 was held in general core funds.

5.3 Designated Funds

There are no designated funds at the end of the reporting period.

5.4 Reserves Policy

Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, its income flows and its objectives and aim to maintain sufficient reserves in the bank to wind up the organisation should there be a crisis. In doing so, Trustees have

noted the reasonably predictable income from members over the years of Medact's existence, as well as the less certain nature of grant fundraising.

The minimum reserve requirement is set at £65,336. This figure is derived from a calculation of the obligations and commitments Medact has in the event of wrapping up. It includes costs for staffing, premises and rent, and a safety buffer.

As at 31st January 2024 Medact's general core funds held £157,820 above our minimum reserve level, equating to around 4 and a half months of operating costs. Trustees have no immediate intention to spend down these core funds as they will be used to meet anticipated funding gaps in 2024/25 and provide necessary security to enable Medact to continue its charitable activities.

5.5 Significant Events & Management of Risk

There were no significant events that impacted the financial performance or position of Medact during the reporting period.

The Trustees, in partnership with the Co-Directors, proactively assess and manage risks facing the charity via a risk register that is updated quarterly at each Board meeting. The risk register covers risks in the below categories, including specific risks within each category, the likelihood and significance of each risk, and mitigation or management plans.

- We receive a complaint (substantiated or not) for breaching charity law
- We receive a complaint (substantiated or not) for breaching election law
- Charity and Campaigning operating environment continues to become more restrictive
- Data security
- Communications risks
- HR risks
- Financial and fundraising risks
- Mission and campaign-related risks
- Governance risks
- Movement-building risks
- Emerging risks

5.6 Financial Outlook & Performance

We have run a small unrestricted funds surplus for financial year 2023-24, however we forecast a deficit in 2024-25. This is currently manageable from accumulated reserves and fundraising prospects. We are monitoring our financial position closely to ensure reserve limits remain within our reserve policy. We are directing more resources into fundraising this year and will continue to do so in coming years to ensure that income meets expenditure in the long run.

6. Plans for Future Periods

Moving forward, the Board of Trustees is resolved to:

- continue to meet its charitable objectives by taking forward its activities as set out above, and in line with the overall organisational strategy agreed in 2018-19;

- contribute to the development of Medact's new Organisational Strategy;
- continue to reflect and engage the interests of its membership, continue its cooperation and collaboration with a wide range of actors, recruit new trustees to the board to reflect the skills and experience needed by the organisation; and
- ensure a sound financial basis for this ongoing work through prudent financial management and strategic fundraising, taking into account the current financial environment, and through the support of Medact members.

An annual operational plan has been developed and agreed for the financial year 2024-25. It sets out organisational priorities as follows:

- **Develop our Five Year Strategy in consultation and collaboration with our movement.** We feel confident that we have engaged the movement in key areas of our new strategy so its direction and methods are informed by accurate data, and the final strategy will speak to our collective vision for ambitious and impactful change
- **Perform systematic testing of our Organising Approach with the movement.** We are able to make a data-informed decision regarding the viability of our Organising Approach, identified areas for revision, and have a pathway towards implementation that we know will work with our movement.
- **Recruit a new Executive Director.** We have a new ED in place who is able to lead the organisation and support the team into the future, maintaining our organisational culture and focus on ensuring organisational stability and sustainability
- **Ensure we are financially sustainable and have the funding to do the work we need to do.** We reduce our projected deficit. We deliver outcomes in line with business needs and currently budgeted positions. Our approach to fundraising is developed and diversified into an effective strategy.
- **Grow our movement of members and supporters.** We will use a range of approaches and leverage election-year engagement to achieve 10% growth in membership (dues-paying) and additional growth of supporters (non-dues paying), strengthening our national and local campaigns and bolstering our core funding stream

7. Preparation of financial statements

7.1 Responsibility of the Trustees for preparation of financial statements

Company law requires the Board of Trustees to prepare financial statements for each financial year 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 year. In preparing those financial statements, the management committee should follow best practice and:

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

The Board of Trustees is responsible for maintaining proper accounting records which disclose, with reasonable accuracy at any particular time, the financial position of the

charitable company, and which enable them to ensure that the financial statements comply with the Companies Act 2006.

The Board of Trustees is 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.

7.2 Statement of disclosure of information to auditors

We, the directors of the company who held office at the date of approval of these Financial Statements, as set out above, each confirm, in accordance with company law, that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware;
- 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 company's auditors are aware of the same.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (SORP FRS 102).

Approved by the Board of Trustees on 30/10/24 and signed on its behalf by:

Paul Harris

A handwritten signature in black ink, appearing to read 'Paul Harris', written in a cursive style.

Treasurer & Company Secretary

8. Statement of Financial Activities

Medact Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31st January 2024						
	Restricted Funds	Unrestricted Funds	Endowment Funds	Total Funds	Prior Period Funds	Notes
	£	£	£	£	£ (Restated)	
Income and endowments from:						
Donations and legacies	413,127	140,350		553,476	404,989	2
Charitable activities	-	8,703		8,703	12,183	3
Other trading activities				-	-	
Investments		3,226		3,226	389	
Other	-	1,208		1,208	88	
Total	413,127	153,487	-	566,614	417,649	
Expenditure on:						
Raising funds	128	9,972		10,100	43,993	
Charitable activities	321,706	62,656		384,362	360,047	
Other	13,112	44,526		57,638	81,388	
Total	334,946	117,154	-	452,100	485,428	4
Net gains/(losses) on investments						
Net income/(expenditure)	78,181	36,333	-	114,514	- 67,779	
Transfers between funds						
Other recognised gains/(losses):						
Gains/(losses) on revaluation of fixed assets						
Actuarial gains/(losses) on defined benefit pension schemes						
Other gains/(losses)						
Net movement in funds	78,181	36,333	-	114,514	- 67,779	
Reconciliation of funds:						
Total funds brought forward	72,594	186,823		259,417	327,195	
Total funds carried forward	150,775	223,156	-	373,931	259,416	

9. Balance Sheet

Medact			
Balance Sheet as at 31st January 2024			
	Total funds	Prior year funds	Notes
	£	£	
Fixed Assets:			
Intangible assets			
Tangible assets	1,737	1,377	5
Heritage assets			
Investments			
Total Fixed Assets	1,737	1,377	
Current Assets:			
Stocks			
Debtors	131,053	38,917	6
Investments	86,333	85,000	
Cash at bank and in hand	213,491	146,567	
Total Current Assets	430,878	270,484	
Liabilities:			
Creditors: Amounts falling due within one year	58,687	12,444	7
Net current assets or liabilities	372,191	258,040	
Total assets less current liabilities	373,928	259,417	
Creditors: Amounts falling due after more than one year			
Provisions for liabilities			
Net asset or liabilities excluding pension asset or liabilities			
Defined benefit pension scheme asset or liability			
Total Net Assets or Liabilities	373,928	259,417	
The Funds of The Charity:			8
Endowment funds			
Restricted income funds	150,775	72,594	
Unrestricted funds	223,153	186,823	
Revaluation reserve			

Pension reserve			
Total Unrestricted Funds	223,153	186,823	
Total Charity Funds	373,928	259,417	

For the period ending 31 January 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' Responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476
- The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements

These financial statements which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), were approved by the Board on 30/10/24 and signed on its behalf by:

Paul Harris

Treasurer & Company Secretary



10. Cashflow

10.1 Table 1 - Statement of Cashflows

Medact Statement of Cash Flows Cash flows from Operating Activities				
Table 1: Statement of cash flows				
		Total funds	Prior year funds	
		£	£	
	Cash flows from operating activities:			
	<i>Net cash provided by (used in) operating activities</i>	69,158	(71,505)	(Table 2)
	Cash flows from investing activities:			
	Dividends, interest and rents from investments	-	-	
	Proceeds from the sale of property, plant and equipment	-	-	
	Purchase of property, plant and equipment	(900)	(500)	
	Proceeds from sale of investments	-	-	
	Purchase of investments	-	-	
	<i>Net cash provided by (used in) investing activities</i>	(900)	(500)	
	Cash flows from financing activities:			
	Repayments of borrowing	-	-	
	Cash inflows from new borrowing	-	-	
	Receipt of endowment	-	-	
	<i>Net cash provided by (used in) financing activities</i>	-	-	
	<i>Change in cash and cash equivalents in the reporting period</i>	68,258	(72,005)	
	Cash and cash equivalents at the beginning of the reporting period	231,567	303,572	(Table 3)
	Change in cash and cash equivalents due to exchange rate movements	-	-	
	<i>Cash and cash equivalents at the end of the reporting period</i>	299,825	231,567	(Table 3)

10.2 Table 2 - Reconciliation of net income/(expenditure) to net cash flow from operating activities

Table 2: Reconciliation of net income/(expenditure) to net cash flow from operating activities			
		Current year	Prior year
		£	£
	<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	114,514	(67,779)
	Adjustments for:		
	Depreciation charges	539	540
	(Gains)/losses on investments	0	0
	Dividends, interest and rents from investments	0	0
	Loss/(profit) on the sale of fixed assets	0	0
	(Increase)/decrease in stocks	0	0
	(Increase)/decrease in debtors	(92,136)	(11,936)
	Increase/(decrease) in creditors	46,241	7,670
	<i>Net cash provided by (used in) operating activities</i>	69,158	(71,505)

10.3 Table 3 - Analysis of cash and cash equivalents

Table 3: Analysis of cash and cash equivalents			
		Current year	Prior year
		£	£
	Cash at bank and in hand	213,491	146,567
	Notice deposits (less than 3 months)	86,333	85,000
	Overdraft facility repayable on demand	-	-
	Total cash and cash equivalents	299,825	231,567

Notes to the Accounts

for the year ended 31 January 2024

Note 1 - Accounting policies

A. Statutory information

Medact is a charitable company limited by guarantee and is incorporated in the United Kingdom. Medact is an unincorporated charity registered with the Charity Commission for England and Wales. The registered office address is Pelican House, 144 Cambridge Heath Road, London, England, E1 5QJ

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) - (Charities SORP FRS 102) issued on the 1st January 2019, The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011. Assets and liabilities are initially recognized at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

C. Public benefit entity

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

D. Change in basis of accounting

There have been no changes made to the accounting policies since the last financial year ending 31st January 2023.

E. Changes to accounting estimates

No changes to accounting estimates occurred in the reporting period.

F. Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

G. Incoming resources

Incoming resources are included in the SOFA (Statement of Financial Activities) when the charity becomes entitled to the resources, the Trustees are certain they will receive the resources, and the monetary value can be measured with sufficient certainty. Where incoming resources have related expenditure (as with fundraising for contract income), the incoming resources and related expenditure are stated gross in the SOFA. Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the funds. The value of any volunteer help received is not included in the accounts but is described in the Trustee's annual report.

- a. Investment income is included when receivable.

H. Resources Expended

Liabilities are recognized as soon as there is a legal or constructive obligation committing the charity to pay out resources. Resources expended include attributable VAT which cannot be recovered. Governance costs include costs on the preparation and examination of statutory accounts, the costs of Trustee meetings and costs of any legal advice to the Trustees on governance or constitutional matters. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources e.g., Staff costs by the time spent and other costs by their usage.

I. Restricted and Unrestricted Funds

The accounts distinguish between restricted and unrestricted funds. Restricted funds are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

J. Tangible fixed assets

Tangible fixed assets are measured at cost or valuation less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

- a. Equipment 20% of cost or valuation

K. Debtors

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

L. Cash at bank and in hand

Cash at bank and 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.

M. Creditors and provisions

Creditors and provisions are recognized 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 recognized at their settlement amount after allowing for any trade discounts due.

Note 2 - Donations and Legacies

	Restricted	Un-	Total	Restricted	Un-	Total
	Funds	restricted	2024	Funds	restricted	2023
	£	£	£	£	£	£
				(Restated)	(Restated)	(Restated)
Donations and legacies						
Appeals		37,242	37,242		13,605	13,605
General donations		6,585	6,585		7,219	7,219
Gift Aid		20,134	20,134		17,592	17,592
Legacies		-	-		5,000	5,000
Memberships		76,389	76,389		77,495	77,495
			-		-	-
	-	140,350	140,350	-	120,911	120,911
Core grants						
Polden Puckham Charitable Foundation			-		11,000	11,000
Institute For Law, Accountability And Peace	7,739		7,739			-
Joseph Rowntree Charitable Trust - Cost Of Living Grant	11,066		11,066			-
Lankelly Chase	20,000		20,000			-
			-			-
Total core grants	38,805	-	38,805	-	11,000	11,000
Project grants						
Paul Hamlyn Foundation - Healthcare for all	45,200		45,200	42,500		42,500
Paul Hamlyn Foundation - Healthcare for all - for project partners	40,200		40,200	37,500		37,500
Trust for London - Migrant Access to Healthcare in London	16,500		16,500	31,500		31,500
Friends Provident - Economic Justice	84,425		84,425	71,329		71,329
Energy Transition Fund - Climate and Health	101,745		101,745	-		-
European Public Health Association - COP26			-	-		-
Joseph Rowntree Charitable Trust - Peace and Security	73,293		73,293	69,892		69,892
Joseph Rowntree Reform Trust - Empowering mental health	11,959		11,959	-		-
patients, challenging police			-	10,872		10,872
Other small grants	1,000		1,000	9,485		9,485
			-	-		-
Total project grants	374,322	-	374,322	273,078	-	273,078
Total donations and legacies	413,127	140,350	553,476	273,078	131,911	404,989

Note 3 - Income from Charitable Activities

Income from charitable activities						
	Restricted	Un-restricted	Total	Restricted	Un-restricted	Total
	Funds	Funds	2024	Funds	Funds	2023
	£	£	£	£ (Restated)	£ (Restated)	£ (Restated)
Other charitable income						
Arrangements with partners		8,120	8,120		10,840	10,840
Consultancy work		570	570		1,049	1,049
Sales of education/promotion materials		13	13		294	294
			-		-	-
Total other charitable income	-	8,703	8,703	-	12,183	12,183

Note: In previous years incoming from project grants was recorded as income from charitable activities. It is now recorded as income from donations as per SORP guidelines. For consistency this change is reflected in both current and prior year presentations in these accounts.

Note 4 - Resources Expended

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	2024	Funds	Funds	2023
	£	£	£	£	£	£
Cost of generating funds - fundraising						
Appeals	3,192	-	3,192	2,829		2,829
Payment processing	3,296	-	3,296	3,526		3,526
Other fundraising	3,484	128	3,612	138		138
Staffing - Fundraising				37,500		37,500
	9,972	128	10,100	43,993	-	43,993
Charitable activities - staffing and operations						
Affiliations and support for other organisations	1,392	-	1,392	1,482		1,482
Communications	287	4,428	4,715	2,210	8,135	10,345
Research and publications	-	683	683	80	1,120	1,200
Events	-	5,198	5,198	884	11,998	12,883
Other member expenses	-	748	748			-
Other miscellaneous direct expenses	1,438	976	2,413	150	465	615
Hosted projects	-	41,700	41,700			
Staffing	59,539	267,974	327,513	111,212	183,681	294,893
Grants to partners					37,500	37,500
Travel and meeting expenses				567	562	1,129
	62,656	321,706	384,362	116,585	243,461	360,047
Support costs						
Staff training and recruitment	576	3,401	3,978	2,247	316	2,563
Finance and legal	1,663	-	1,663	-		
Office	3,251	146	3,397	1,787	199	1,986
Premises	38,418	9,564	47,983	46,217		46,217
Project overhead allocations	-	-	-	(18,984)	18,984	-
Admin and finance	-	-	-	1,919		1,919
Staffing - support costs	-	-	-	12,000		12,000
	43,909	13,112	57,020	45,186	19,499	64,685
Governance						
Annual report and AGM				1,653		1,653
Staffing - governance				15,000		15,000
Trustee expenses	617		617	50		50
	617	-	617	16,703	-	16,703
Total	117,154	334,946	452,100	222,467	262,960	485,428

Note 5 - Fixed Assets - Equipment

Fixed Assets - Equipment		
COST		£
Balance At 31 January 2023		33,692.54
Additions In The Year		899.98
Disposals		
Balance At 31 January 2024		34,592.52
DEPRECIATION		
Balance At 31 January 2023		32315.89
Additions In The Year		539.16
Disposals		
Balance At 31 January 2024		32,855.05
NET BOOK VALUE		
Balance At 31 January 2024		1,737.47
Balance At 31 January 2023		1,377.00

Note 6 - Debtors

Debtors		2024	2023
		£	£
Gift aid receivable		10,089	
Grants receivable		116,969	34,945
Other debtors and prepayments		2,315	3,972
Rent deposit		2,250	
Provision for doubtful account receivables		(570)	
		131,053	38,917

Note 7 - Creditors: Amounts Falling Due Within One Year

Creditors: amounts falling due within one year			
		2024	2023
		£	£
Accounts Payable		13,072	10,581
PAYE: National Insurance		22	
Pension: Employee		82	
Pension: Employer		86	
Sundry Creditors And Accruals		45,425	1,865
		58,687	12,446

Note 8 - Funds Of the Charity

For The Year Ended 31st January 2024	At	Incoming	Outgoing	Transfers	At
	31/01/2023	Resources	Resources		31/01/2024
	£	£	£	£	£
Restricted Funds:					
Economic Justice	0	84,425	-81,969	0	2,456
Climate	0	101,745	-45,133	0	56,612
Human Rights (Healthcare Access) - Rights 1	44,970	85,400	-83,350	0	47,020
Human Rights (Healthcare Access) - Rights 2	0	16,500	-26,127	0	-9,627
Human Rights - For Partners - Rights 1	0	0	0	0	0
Human Rights (Healthcare Access) - Rights 3	1,500	0	-1,533	0	-33
Peace And Security - Peace 1	26,124	73,293	-86,277	0	13,140
Peace And Security - Peace 2	0	11,959	-9,558	0	2,401
Other	0	0	0	0	0
CORE Funding:					
Institute For Law, Accountability, Peace	0	8,739	-1,000	0	7,739
JRCT - Cost Of Living Core Grant	0	11,066	0	0	11,066
Lankelly Chase	0	20,000	0	0	20,000
Total Restricted Funds	72,594	413,127	-334,946	0	150,775
Unrestricted Funds					
Designated Funds					
Parental Leave					
Climate	0	6,320	-4,153	-2,167	0
Doctors Against Diesel	0	0	0	0	
IPPNW	950	500		-1,450	0
Total Designated Funds	950	6,820	-4,153	-3,617	0
General Funds	185,873	146,667	-113,001	3,617	223,156
Total Unrestricted Funds	186,823	153,487	-117,154	0	223,156
Total Funds	259,417	566,614	-452,100	0	373,931

For The Year Ended 31st January 2023		At	Incoming	Outgoing	Transfers	At
		31/01/202	Resource	Resource		31/01/202
		2	s	s		3
		£	£	£	£	£
Restricted Funds:						
Economic Justice			71,329	-71,329		0
Climate						
Human Rights (Healthcare Access)		39,715	81,000	-75,745		44,970
Human Rights - For Partners			39,000	-37,500		1,500
Peace And Security		22,761	81,749	-78,386		26,124
Total Restricted Funds		62,476	273,078	-262,960	0	72,594
Unrestricted Funds						
Designated Funds						
Parental Leave		5,500			-5,500	0
Climate			0	-37,127	37,127	0
Doctors Against Diesel			60	-60		0
IPPNW		950	0	0	0	950
Total Designated Funds		6,450	60	-37,187	31,627	950
General Funds		258,269	144,511	-185,280	-31,627	185,873
Total Unrestricted Funds		264,719	144,571	-222,467	0	186,823
Total Funds		327,195	417,649	-485,427	0	259,417

Note 9 - Analysis of Net Assets Between Funds

Analysis of net assets between funds					
Financial Year Ending 2023-24			Restricted Funds	Unrestricted Funds	Total Funds
			£	£	£
Tangible Fixed Assets				1,737	1,737
Current Assets			150,775	280,103	430,878
Current Liabilities				(58,687)	(58,687)
			150,775	223,153	373,928
Financial Year Ending 2022-23			Restricted Funds	Unrestricted Funds	Total Funds
			£	£	£
Tangible Fixed Assets				1,377	1,377
Current Assets			72,594	197,890	270,484
Current Liabilities				(12,444)	(12,444)
			72,594	186,823	259,417

Note 10 - Expenses Paid To Trustees Or Persons Connected With Trustees

Note 10 - Expenses Paid To Trustees Or Persons Connected With Trustees			
		2024	2023
		£	£
The aggregate amount of expenses paid to the trustees was		617	50
No expense payments were made to persons connected to the trustees			

Note 11 - Staff Costs And Emoluments

Staff Costs And Emoluments			
		2024	2023
		£	£
Staff Costs And Emoluments			
Gross salaries		297,411	327,717
Social security costs		22,923	23,695
Pension costs		7,178	7,981
			-
Total		327,513	359,393
Number of full time employees or full time equivalents			
None of the trustees received any remuneration during the year (2023: Nil)			
No employees earned more than £60,000 pa or more (2023:Nil)			
The average number of employees during the year		12	10
The charity operates a defined contribution pension scheme. Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme.			

The key management personnel of the Charity comprise the trustees (“Directors” for the purposes of the Companies Act) and Senior Management Team. The staff and roles for this financial year are as follows: Sophie Neuberg, Executive Director [resigned October 2023], Rosie Clarke, Interim Co-Director [Appointed Oct 2023], TJ Chuah, Interim Co-Director [Appointed Oct 2023], James Skinner,

Interim Co-Director [Appointed Oct 2023], Adefehinti Adedotun, Head of Finance [Appointed July 2023].

The total amounts paid in respect of the key management personnel of the Charity (including employer's National Insurance contributions and employers pension contributions) were £167,078 (2022/23: £112,842).

Independent Examiner's Report to the Trustees of Medact

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31st January 2024 from pages 17 to 32.

Responsibilities and basis of report

As the charity trustees (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2011 ('the Act').

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of being a Fellow Member of the Association of Charity Independent Examiners, which is one of the listed bodies.

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

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shruti Soni

Shruti Soni FCCA
Shruti Soni Ltd • Chartered Certified Accountants
117a St. John's Hill,
Sevenoaks TN13 3PE

Dated 30 October 2024

MEDACT

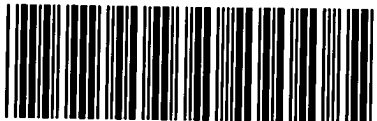
England & Wales - Charity number 1081097

Accounts

Registered number
02267125

Medact
Report and Accounts
31 January 2023

SATURDAY



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COMPANIES HOUSE

MEDACT Trustees Annual Report 2022-23

1. Reference and administrative details

Name of the charity: Medact
Previously known as: Medical Action for Global Security, Medical Campaign
Against Nuclear Weapons (MCANW), Medical
Association for the Prevention of War (MAPW)
Charity registration number: 1081097
Company registration number: 2267125
Registered office address: The Brick Yard (formerly The Grayston Centre)
28 Charles Square
London N1 6HT

Board of Trustees:

Trustees who served during the year of this report were:

Anuj Kapilashrami	(Chair)	[elected AGM 2022]
Alan Maryon-Davis	(Chair)	[resigned AGM 2022]
Hannah Wright (Treasurer)		
Jonathan Cunliffe		
Penelope Milsom		
Lesley Morrison		
Margaret Jackson		
Keerthi Mohan		
Anne Schulthess		
Richard Copley		[co-opted Feb 2021, elected AGM 2022]
Lorraine Haye		[co-opted Feb 2021, elected AGM 2022]
Sian Reece		[elected AGM 2022]
Annabel Sowemimo		[resigned AGM 2022]
Tom Wakeford		[resigned AGM 2022]
Lisa Murphy		[resigned AGM 2022]
Hannah Harniess		[resigned AGM 2022]

2. Structure, governance and management

2.1 Incorporation, governing document, & organisational structure

Medact is a charitable membership company limited by guarantee. It was incorporated on 13th June 1988, and registered as a charity 13th June 2020.

Its governing document is its Memorandum & Articles of Association. The latest version of this document was adopted by members at this year's Annual General Meeting, on 29th October 2022, including updates to clarify the process for running AGMs and appointment of Trustees.

Its organisational structure consists of the following:

Membership - membership is open to anyone who completes a membership form, and maintained with a membership subscription. Members are entitled to propose motions and vote at AGMs, stand for election to the Board of Trustees, and often are involved in day-to-day work as volunteers.

Board of Trustees - a Board of Trustees is elected by the membership and responsible for overall governance of the organisation on its behalf. The Charity Trustees are also the Company Directors, and under the Articles are known as the Board of Management.

Executive Director - the Board of Trustees delegates responsibility for running of the organisation to an employed Executive Director.

Staff team - a number of other employees form a staff team, which is managed by the Executive Director and works alongside members in delivering various organisational projects and programmes.

2.2 Recruitment & appointment of Trustees

Recruitment of Trustees is primarily via election by the membership at the AGM.

Any member may put themselves forward for election if they are seconded by another member. The Board of Trustees may also nominate additional candidates.

Trustees are elected for a three year term. A Board Member retiring after a first 3 year term shall be eligible for re-election for one further 3 year period only. A period of 3 years should elapse before any Member who has served two consecutive terms of 3 years may stand for re-election.

Stipulations for the composition of the Board were updated in the latest version of the Memorandum and Articles of Association, adopted at this year's AGM. They are now as follows:

- The maximum number of Trustees is set at sixteen. The minimum number of elected Trustees is set at six.
- Trustees may also invite additional co-opted Trustees, so long as the total number of Trustees remains within the maximum set, and the number of co-opted Trustees does not exceed the number of elected Trustees.
- Co-opted Trustees serve until the next AGM, at which point it is expected that they will stand for election by the membership.

2.3 Decision-making processes & responsibilities

Organisational decision-making responsibilities are set out in a newly adopted “delegated decision-making framework”.

Under this framework:

- the majority of day-to-day decision-making is delegated to the Executive Director and the staff team,
- decisions which are particularly risky or where the strategy does not give guidance are raised to the Board of Trustees for sign-off
- the framework contains a checklist for the Executive Director to use in assessing which decisions this applies to

In all decision-making, the Board of Trustees, Executive Director and staff team will aim to work in line with the organisational strategy that was agreed between the staff team, the Board, and the membership at the 2018 AGM; and engage in informal consultation with members and supporters where appropriate

The Board of Trustees and Executive Director will also consider whether any decisions are so significant that they ought to be formally taken to the wider membership.

2.4 Pay and remuneration policies

All members of the Board of Trustees give their time voluntarily and receive no benefits for their contribution.

The Executive Director and staff team are remunerated according to an organisational Staff Remuneration policy, which sets out a structure for pay scales for different roles, annual reviews and pay increments for length of service and cost of living (in line with inflation). Pay scales have been derived using the National Joint Council of Unions pay scales as a guide.

The Board of Trustees is in the process of developing and adopting a Parental Leave policy to define remuneration available to support staff members taking periods of parental leave.

3. Objectives and activities

3.1 Charitable objects

Medact’s charitable objects are:

- To advance the education of doctors, other health professionals and the public in the medical, psychological, social and economic causes and effects of warfare and other violent conflict, poverty and environmental degradation;
- To conduct, promote or otherwise further research into the medical, psychological, social and economic causes of warfare and other violent conflict, poverty and environmental degradation, their impact on health and human rights, and to publish or disseminate the useful results of such research;

- To assist in the relief of need, suffering and distress arising from or caused by the physical and psychological effects of armed conflict;
- To advance education in the ways of peace and in peaceful methods of resolving international disputes and to promote the study of peaceful relationships between nations

3.2 Strategic planning

Trustees have worked with the Executive Director to develop a framework for strategic planning over different time horizons for the delivery of these charitable objects, with reference to guidance contained in Charity Commission's guidance on Public Benefit.

An **Organisational Strategy** setting out a vision, objectives and principles for the delivery of Medact's charitable objects over a five-year period was agreed with the membership at the AGM in 2018, and runs through to 2023.

It sets out two key objectives over this time period:

- building a powerful and diverse movement of UK health workers who are a force to be reckoned with in the struggle for health equity, and for a safer and more just world
- Medact becoming well-known for leading successful campaigns and working with allies to achieve collective social justice goals - using sound research and evidence, to the significant improvement of health for all.

An annual **Operational Plan** sets out short-term objectives to deliver at both an organisational level and a programme-area level and intended to help move the Charity closer to the long-term objectives set out within the Organisational Strategy.

The headline priorities from the operational plan for the period of this report were:

- **Developing our organising approach** — defining and embedding our organising-centred approach to campaigning through workshops with the team and movement; building on our experience and begin to set out core principles about how we do our work, how we better distribute power within our movement, and how we grow and increase the power of our movement in a sustainable way
- **Growing our movement's skills, confidence and power** — focusing on developing our health workers through training that enables them to deeply understand the work, take strategic action and grow their existing groups
- **Develop and implement our anti-oppression framework** to guide us in embedding a liberatory approach to our work — beginning the tasks outlined in the framework and continuing to engage the team, movement and board in building anti-oppression into the core of their work
- **Stabilise growth, prioritise our work and maintain our strategic focus** — following three years of significant growth as an organisation, through the number of staff, the number of campaigns we hold, and the number of people we support in taking action, we must now take stock and understand how we can work most effectively and sustainably at this new scale and in line with our Organisational Strategy

- **Improve organisational and team health** by working out how to make our work and the continual growth of our movement, and therefore our activities, more sustainable

Under these headline priorities, strategic priorities for different work areas are set out alongside criteria for assessing progress against them, and an assessment of resources required for their delivery.

Further to this, the Operational Plan includes an organisational budget for the financial year setting out the management and allocation of organisational funds to sustainably match resourcing needs.

3.3 Charitable activities

Medact's charitable activities are:

- Urging the abolition of nuclear weapons and other weapons of mass destruction
- Seeking to understand the causes of violent conflict and working towards its prevention.
- Advocating changes to those economic policies which harm the health of individuals and communities
- Promoting environmental policies which contribute to global health.

Specific projects and campaigns in line with these objects are organised under four programme areas: Peace & Security, Climate & Ecology, Economic Justice, Human Rights. An individual staff member leads work under each programme area.

A number of core staff engage in cross-programme Movement Building activities to raise awareness about the organisation and encourage more members and supporters to understand and get involved in its work; and developing organisational capacity to produce Research and Communications outputs.

3.4 Volunteer contributions

Medact actively encourages its members and other supporters to get involved in its projects and campaigns in a voluntary capacity.

Volunteer contributions are primarily through involvement in one of Medact's "member groups". Groups organise semi-autonomously with support from the Medact staff team, either around specific issue areas or localities in the UK.

Around 30 individuals are involved as group co-ordinators at any given time, with many dozens more active as group members or in other roles such as campaign spokespeople throughout the course of the year.

4. Achievements & Performance

Significant achievements in the reporting year:

- Co-ordinated members in the production and publication of reports throughout the year on topics including: the medical consequences of “contingency accommodation” for people seeking asylum; “A People’s Economy”— three booklets exploring the health benefits of tax justice, secure housing and liveable incomes; and a chapter for *Global Health Watch 6*, all with corresponding online events
- Involved over 300 members of the Medact movement in a survey regarding our membership model, motivations for involvement in our work, shared values and potential alternative models, gathering useful data around awareness and opinion of how membership functions, why people get involved and what they want to see change
- Published a study on the relationship between health and non-violent resistance, in which Medact members were asked about their understanding of non-violent resistance, identifying a range of barriers
- Organised a roundtable for members and representatives from the psychiatric community—including the BMA, RCPsych, BACP and Muslim Counselling and Psychotherapist Network—to discuss the harmful impacts of the Prevent duty in mental health care, leading to the initial conception of a coalition of organisations and membership bodies to lobby for removal of the duty from ethical frameworks
- Organised a two-day national summit in September 2022 for almost one hundred members of our Patients Not Passports campaign to come together in-person, reflect on the previous year’s achievements and challenges, and collectively design future strategy
- We have been participating in a coalition of organisations, grassroots groups and individuals to plan and execute a two-day People’s Health Tribunal in May 2023, in which most-affected communities as well as movement leaders will put Shell and Total on trial for their crimes against health and the environment, supporting attendees to hold community watch parties across the world
- Supported over twenty members in two cohorts to participate in the eight-week “Organizing for Power” training, designed and led by Rosa-Luxenburg Stiftung and Jane McAlevey, upskilling and empowering attendees with the essential skills needed for building power and winning campaigns
- Focused our Economic Justice group on housing campaigns, supporting members to engage in localised tenant-led housing campaigns, using their standing as health workers to speak to the health impacts of bad quality, poorly maintained housing – achieved press coverage and successfully pressured local councils into taking action against bad landlords in Birmingham and Harrow, paving the way for future coalition work with the New Economics Foundation

5. Financial Review

5.1 Principle income sources and areas of expenditure

Medact's financial position is characterised by its principle income sources, which are:

Membership subscriptions - individual members set up membership subscriptions for varying amounts, which provide a relatively dependable source of regular organisational income year-to-year.

Additional donations from members and non-members - in addition to membership subscriptions, Medact receives additional donations from individuals throughout the year, including in response to appeals it runs.

Grants from a variety of funding bodies - grant funds have been raised from a number of charitable trusts and foundations. Grant agreements typically provide funding over a 1-3 year period restricted for use on a specific project

Medact's primary source of expenditure is on employing staff to co-ordinate and deliver its various projects, followed by rent on its office space.

5.2 Summary of the financial year

There was a financial year decrease in charity funds by £67,779, from £395,958 at 31st January 2022 to £327,195 at 31st January 2023.

Total expenditure of the charity in the financial year was £485,428, an increase of £47,185 from the previous year's total expenditure of £438,243. When accounting for shared grants disbursed to partner organisations, expenditure on Medact's own operations increased slightly in cash terms, from £432,170 to £447,928 — though when accounting for price inflation, this reflects a small decrease in real-terms expenditure.

Total income increased from £369,480 in the previous year to £417,649 this year. The increase was primarily in restricted grant income, some of which will be carried forward to future years.

Of the total funds available at 31st January 2023:

- £72,594 was restricted funding for various projects, primarily derived from grants and tied to specific project budgets
- £186,823 was held in general core funds.

5.3 Reserves Policy

Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, its income flows and its objectives and aim to maintain sufficient reserves in the bank to wind up the organisation should there be a crisis. In doing so, Trustees have noted the reasonably predictable income from members over the years of Medact's existence, as well as the less certain nature of grant fundraising.

The minimum reserve requirement is set at 3 months of regular organisational expenditure, excluding any large, one-time expenditures.

Total expenditure for the last 3 months of the financial year was £99,049, excluding a one-time grant disbursement of £37,500 to a project partner. The level of unrestricted funds available therefore represents around 5.5 months expenditure, comfortably above the 3 months minimum required by the Reserves Policy.

5.4 Financial Outlook

We have run a deficit for financial year 2022-23 and we are forecast to run a deficit also in 2023-24. This is currently manageable from accumulated reserves. We are monitoring our financial position closely to ensure reserve limits remain within our reserve policy for the year. We are directing more resources into fundraising this year and will continue to do so in coming years to ensure that income meets expenditure in the long run.

6. Plans for Future Periods

Moving forward, the Board of Trustees is resolved to:

- continue to meet its charitable objectives by taking forward its activities as set out above, and in line with the overall organisational strategy agreed in 2018-19;
- contribute to the development of Medact's new Organisational Strategy;
- continue to reflect and engage the interests of its membership, continue its cooperation and collaboration with a wide range of actors, recruit new trustees to the board to reflect the skills and experience needed by the organisation; and
- ensure a sound financial basis for this ongoing work through prudent financial management and strategic fundraising, taking into account the current financial environment, and through the support of Medact members.

An annual operational plan has been developed and agreed for the financial year 2023-24. It sets out organisational priorities as follows:

- Develop our new strategy in consultation and collaboration with our movement
- Continue to practise our organising approach and work over the year to develop it in more detail within resource constraints.
- Ensure Medact's campaigns are integrally connected with one another in a holistic and strategic campaigning approach which makes them more than the sum of their parts
- Ensure we are financially sustainable and have the funding to do the work we need to do
- Ensure our structure and processes enable us to get our work done effectively and for the team to work together in a way that supports individual and collective wellbeing and facilitates professional growth.

7. Preparation of financial statements

7.1 Responsibility of the Trustees for preparation of financial statements

Company law requires the Board of Trustees to prepare financial statements for each financial year 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 year. In preparing those financial statements, the management committee should follow best practice and:

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

The Board of Trustees is responsible for maintaining proper accounting records which disclose, with reasonable accuracy at any particular time, the financial position of the charitable company, and which enable them to ensure that the financial statements comply with the Companies Act 2006.

The Board of Trustees is 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.

7.2 Statement of disclosure of information to Independent Examiners

We, the directors of the company who held office at the date of approval of these Financial Statements, as set out above, each confirm, in accordance with company law, that:

- so far as we are aware, there is no relevant information of which the company's Independent Examiners are unaware;
- we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant information and to establish that the company's Independent Examiners are aware of that information.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (SORP FRS 102).

Approved by the Board of Trustees on and signed on its behalf by:


Anuj Kapilashjani

17/10/23

Chair of the Board

**INDEPENDENT EXAMINER'S REPORT
to the trustees of Medact**

We report on the accounts of the company for the year ended 31 January 2023 which are set out on pages 11 to 18.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER

The trustees, who are also the directors of the company for the purpose of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under Charities Act and that an independent examination is needed. . Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- examine the accounts under the Charities Act.
- to follow the procedures laid down in the general Directions given by the Charity Commission under the Charities Act; and
- to state whether particular matters have come to our attention

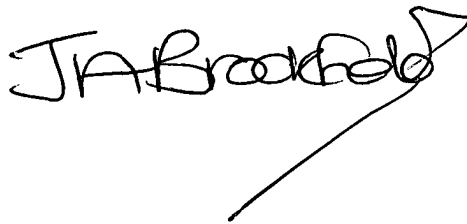
BASIS OF INDEPENDENT EXAMINER'S REPORT

Our examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with our examination, no matter has come to our attention which gives us reasonable cause to believe in any material respect the requirements: to keep accounting records in accordance with section 386 of the Companies Act 2006; and to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice; Accounting and reporting by Charities have not been met.

J A Brookfield
Brookfield & Co
Registered Auditors



17/10/23.
Date:

Medact
Statement of Financial Activities
for the year ended 31 January 2023

		Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	Notes	2023 £	2023 £	2023 £	2022 £
Incoming resources					
Voluntary Income	5		120,911	120,911	120,930
Investment income		-	477	477	52
Income from charitable activities	6	273,078	23,183	296,261	248,498
Total Incoming Resources		<u>273,078</u>	<u>144,571</u>	<u>417,649</u>	<u>369,480</u>
Resources expended					
Costs of generating funds -Fundraising		-	43,993	43,993	34,839
Charitable activities		243,461	116,585	360,047	329,403
Support costs		19,499	45,186	64,685	59,751
Governance		-	16,703	16,703	14,250
Total resources expended	7	<u>262,960</u>	<u>222,467</u>	<u>485,428</u>	<u>438,243</u>
Net incoming resources for the Year		10,118	(77,896)	(67,779)	(68,763)
Funds brought forward		62,476	264,719	327,195	395,958
Total Funds carried forward		<u>72,594</u>	<u>186,823</u>	<u>259,417</u>	<u>327,195</u>

All of the above results derive from continuing charitable grants and activities and there were no recognised gains or losses other than the above results

The notes on pages 13 to 18 form part of these accounts.

**Medact
Balance Sheet
as at 31 January 2023**

	Notes	2023 £	2022 £
Tangible fixed assets	8	1,377	1,417
Current assets			
Debtors	9	38,917	26,980
Cash at bank and in hand		231,567	303,572
		<u>270,484</u>	<u>330,552</u>
Creditors: amounts falling due within one year	10	(12,444)	(4,774)
Net Current Assets		<u>258,040</u>	<u>325,778</u>
Net Assets		<u>259,417</u>	<u>327,195</u>
Funds of the Charity	12		
Restricted Funds		72,594	62,476
Unrestricted Funds		186,823	264,719
Total Funds		<u>259,417</u>	<u>327,195</u>


The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

Members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The notes on pages 13 to 18 form part of these accounts



Anuj Kapilashrami
Chair of the Board

Approved by the board on 7 September 2023

1. Basis of accounting and accounting policies

a) Accounting Conventions
The financial statements have been prepared under the historical cost convention and on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the charity's funding is inherently uncertain as it is only agreed by the funding bodies every one to three years. Should grant funding be discontinued in future years, the charity would have to find other sources of funding, or significantly curtail its activities. 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 for Smaller Entities published on 16/7/14. The Financial Reporting Standard for Smaller Entities (effective January 2015) 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 notes(s).

Change in basis of accounting
There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

b) Incoming resources
Incoming resources are included in the SOFA when the charity becomes entitled to the resources, the Trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient certainty. Where incoming resources have related expenditure (as with fundraising for contract income), the incoming resources and related expenditure are stated gross in the SOFA. Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the funds. The value of any volunteer help received is not included in the accounts, but is described in the Trustee's annual report. Investment income is included when receivable.

c) Resources Expended
Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources. Resources expended include attributable VAT which cannot be recovered. Governance costs include costs on the preparation and examination of statutory accounts, the costs of Trustee meetings and central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources e.g. Staff costs by the time spent and other costs by their usage.

d) Restricted and Unrestricted Funds
The accounts distinguish between restricted and unrestricted funds. Restricted funds are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

e) Tangible fixed assets
Tangible fixed assets are measured at cost or valuation less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:
Equipment 20% of cost or valuation

f) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

h) Cash at bank and in hand
Cash at bank and 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.

i) 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.

j) 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.

Medact
Notes to the Accounts
for the year ended 31 January 2023

	2023	2022
	£	£
2 Net Income for the year is stated after charging:		
Independent Auditors' Remuneration (Inc VAT) - Brookfield & Co (2022 - additional cost for Audit rather than Independent Examination)	1,500	2,500
3 Expenses paid to trustees or persons connected with trustees		
The aggregate amount of expenses paid to trustees was	50	Nil
	2023	2022
	£	£
4 Staff Costs and Emoluments		
Gross Salaries	327,717	317,559
Social security costs	23,695	30,633
Pension costs	7,981	7,058
	<u>359,393</u>	<u>355,250</u>
Numbers of full time employees or full time equivalents	2023	2022
None of the Trustees received any remuneration during the year (2022: Nil)	Nos	Nos
No employees earned more than £60000 pa or more. (2022: Nil)		
The average number of employees	<u>10</u>	<u>9.5</u>
The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.		

5 Voluntary Income	Restricted Funds	Unrestricted Funds	Total	
	£	£	2023	2022
			£	£
Appeals		13,605	13,605	25,366
General Donations		7,219	7,219	3,266
Gift Aid		17,592	17,592	18,901
Legacies		5,000	5,000	-
Memberships		77,495	77,495	73,397
Total	-	<u>120,911</u>	<u>120,911</u>	<u>120,930</u>

6 Income from Charitable Activities	Restricted Funds	Unrestricted Funds	Total	
	£	£	2023	2022
			£	£
Core grants				
Polden Puckham Charitable Foundation		11,000	11,000	11,000
Total core grants	-	<u>11,000</u>	<u>11,000</u>	<u>11,000</u>

Project Grants	Restricted Funds	Unrestricted Funds	Total	
	£	£	2023	2022
			£	£
Paul Hamlyn Foundation - Healthcare for all	42,500		42,500	30,190
Paul Hamlyn Foundation - Healthcare for all - for project partners	37,500		37,500	3,470
Trust for London - Migrant Access to Healthcare in London	31,500		31,500	30,000
Friends Provident - Economic Justice	71,329		71,329	60,173
European Climate Foundation - Climate & Health	-		-	9,898
European Public Health Association - COP26	-		-	16,501
Joseph Rowntree Charitable Trust - Peace & Security	69,892		69,892	69,892
Joseph Rowntree Reform Trust - Empowering mental health patients, challenging police	10,872		10,872	-
Other small grants	9,485		9,485	1,450
Total project grants	<u>273,078</u>	-	<u>273,078</u>	<u>221,574</u>

Other charitable income	Restricted Funds	Unrestricted Funds	Total	
	£	£	2023	2022
			£	£
Arrangements with Partners		10,840	10,840	13,740
Consultancy Work		1,049	1,049	374
Sale of Edu / Promo Materials		294	294	1,810
Total Other charitable income	-	<u>12,183</u>	<u>12,183</u>	<u>15,924</u>

Total	<u>273,078</u>	<u>23,183</u>	<u>296,261</u>	<u>248,498</u>
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Medact
Notes to the Accounts
for the year ended 31 January 2023

7 Resources Expended

	Restricted Funds	Unrestricted Funds	Total 2023	2022
	£	£	£	£
Costs of generating funds -Fundraising				
Appeals	-	2,829	2,829	2,349
Other fundraising	-	138	138	959
Payment Processing	-	3,526	3,526	3,532
Staffing - fundraising	-	37,500	37,500	28,000
	-	43,993	43,993	34,839
Charitable activities				
Communications	8,135	2,210	10,345	13,585
Events	11,998	884	12,883	4,773
Grants to Partners	37,500	-	37,500	6,073
Other Direct Expenses	465	150	615	-
Research & Publications	1,120	80	1,200	5,529
Staffing - direct charitable	183,681	111,212	294,893	296,433
Support for other charities	-	1,482	1,482	1,741
Travel & Meeting Expenses	562	567	1,129	1,269
	243,461	116,585	360,047	329,403
Support costs				
Admin & Finance	-	1,919	1,919	2,173
Office	199	1,787	1,986	1,943
Premises	-	46,217	46,217	42,614
Staff Training & Recruitment	316	2,247	2,563	2,764
Staffing - support costs	-	12,000	12,000	10,257
Project overhead allocations	18,984	(18,984)	-	-
	19,499	45,186	64,685	59,751
Governance				
Annual Report & AGM	-	1,653	1,653	2,650
Staffing - governance	-	15,000	15,000	11,000
Trustee Expenses	-	50	50	600
	-	16,703	16,703	14,250
	262,960	222,467	485,428	438,243

8 Fixed Assets - Equipment

Cost		
Balance at 31 January 2022		33,193
Additions in the year		500
Disposals		-
Balance at 31 January 2023		33,693
Depreciation		
Balance at 31 January 2022		31,776
Charge for the year		540
Disposals		-
Balance at 31 January 2023		32,316
Net Book Value		
Balance at 31 January 2023		1,377
Balance at 31 January 2022		1,417

Medact
Notes to the Accounts
for the year ended 31 January 2023

	2023	2022
	£	£
9 Debtors		
Gift aid receivable		2,992
Grants receivable	34,945	20,899
Other debtors and prepayments	3,972	3,089
	<u>38,917</u>	<u>26,980</u>

10 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors and accruals	12,444	4,774
	<u>12,444</u>	<u>4,774</u>

11 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Funds £	Total Funds £
Tangible fixed assets	-	1,377	1,377
Current Assets	72,594	197,890	270,484
Current Liabilities	-	(12,444)	(12,444)
	<u>72,594</u>	<u>186,823</u>	<u>259,417</u>

12 Funds of the charity

	At 1/2/22	Incoming Resources	Outgoing Resources	Transfers	At 31/1/23
Restricted Funds:					
Economic Justice	-	71,329	(71,329)	-	-
Human Rights	39,715	81,000	(75,745)	-	44,970
Human Rights - for partners	-	39,000	(37,500)	-	1,500
Peace & Security	22,761	81,749	(78,386)	-	26,124
Total Restricted Funds	<u>62,476</u>	<u>273,078</u>	<u>(262,960)</u>	<u>-</u>	<u>72,594</u>
Unrestricted Funds:					
Designated Funds					
Parental Leave	5,500	-	-	(5,500)	-
Climate	-	-	(37,127)	37,127	-
Doctors Against Diesel	-	60	(60)	-	-
IPPNW	950	-	-	-	950
Total Designated Funds	<u>6,450</u>	<u>60</u>	<u>(37,187)</u>	<u>31,627</u>	<u>950</u>
General Funds	258,269	144,511	(185,280)	(31,627)	185,873
Total Unrestricted Funds	<u>264,719</u>	<u>144,571</u>	<u>(222,467)</u>	<u>-</u>	<u>186,823</u>
Total Funds	<u>327,195</u>	<u>417,649</u>	<u>(485,427)</u>	<u>-</u>	<u>259,417</u>

**12 Funds of the charity
(Continued)**

Restricted funds

Economic Justice

Funds for work on advocating for alternatives economic systems centred on health equity and wellbeing — from a grant from the Friends Provident.

Human rights

Funds for a campaign to challenge restrictions to healthcare access for migrants in the UK, from:

- a grant from Trust for London, for work primarily focused on London
- two grants from the Paul Hamlyn Foundation
- a further smaller grant from the Evan Cornish Foundation.

Human rights - for partners

Funds received from Paul Hamlyn Foundation and Evan Cornish Foundation for partners in the above project.

Peace & security

- funds for a project to harness the voice of public health professionals in countering militarisation in wider society - from a grant from the Joseph Rowntree Charitable Trust.
- funds for a project researching the impact of mental health and policing policies — from a grant from Joseph Rowntree Reform Trust
- funds for printing of reports looking at PREVENT in the NHS — from a grant from Lionel Penrose Trust.

Designated funds

Climate

Funds designated for our climate & health programme whilst this is not fully grant funded

Doctors Against Diesel

Funds for the Doctors Against Diesel campaign - using the voice of health professionals to drive policy to combat the detrimental health effects of urban air pollution.

IPPNW

Funds to support the wider network of the International Physicians for the Prevention of Nuclear (of which Medact is the UK affiliate).

Parental Leave

Funds set aside to cover the cost of parental leave support for a staff member according to our Parental Leave Policy. The separate fund was closed this year to simplify budgeting — the commitment to fund parental leave according to current policy remains in place, but will be drawn from general funds.

13 Related party transactions and trustees' remuneration

Trustees' Remuneration

Trustees received no remuneration in respect of their services as Trustees (2022 £nil). Expenses of £50 were paid in the period (2022 £Nil).

Related Party Transactions

There were no related party transactions in the year

MEDACT

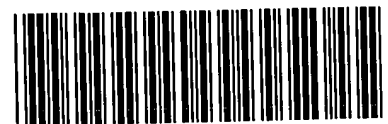
England & Wales - Charity number 1081097

Accounts

Registered number
02267125

Medact
Report and Accounts
31 January 2022

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MEDACT Trustees Annual Report 2021-22

1. Reference and administrative details

Name of the charity: Medact
Previously known as: Medical Action for Global Security, Medical Campaign Against Nuclear Weapons (MCANW), Medical Association for the Prevention of War (MAPW)
Charity registration number: 1081097
Company registration number: 2267125
Registered office address: The Brick Yard (formerly The Grayston Centre)
28 Charles Square
London N1 6HT

Board of Trustees:

Trustees who served during the year of this report were:

Alan Maryon-Davis	(Chair)
Hannah Wright	(Treasurer) [co-opted Sept 2020, elected AGM 2021]
Jeremy Wight	[resigned AGM 2021]
Jonathan Cunliffe	
Penelope Milsom	
Lesley Morrison	
Margaret Jackson	
Keerthi Mohan	
Annabel Sowemimo	
Tom Wakeford	
Lisa Murphy	
Anne Schulthess	
Hannah Harniess	[co-opted Feb 2021]
Richard Copsey	[co-opted Feb 2021]
Lorraine Haye	[co-opted Feb 2021]

2. Structure, governance and management

2.1 Incorporation, governing document, & organisational structure

Medact is a charitable membership company limited by guarantee. It was incorporated on 13th June 1988, and registered as a charity 13th June 2000.

Its governing document is its Memorandum & Articles of Association, the latest version of which is that dated 7th September 2019.

Its organisational structure consists of the following:

Membership - membership is open to anyone who completes a membership form, and maintained with a membership subscription. Members are entitled to propose motions and vote at AGMs, stand for election to the Board of Trustees, and often are involved in day-to-day work as volunteers.

Board of Trustees - a Board of Trustees is elected by the membership and responsible for overall governance of the organisation on its behalf. The Charity Trustees are also the Company Directors, and under the Articles are known as the Board of Management.

Executive Director - the Board of Trustees delegates responsibility for running of the organisation to an employed Executive Director.

Staff team - a number of other employees form a staff team, which is managed by the Executive Director and works alongside members in delivering various organisational projects and programmes.

2.2 Recruitment & appointment of Trustees

Recruitment of Trustees is primarily via election by the membership at the AGM.

Any member may put themselves forward for election if they are seconded by another member. The Board of Trustees may also nominate additional candidates.

Trustees are elected for a three year term. A Board Member retiring after a first 3 year term shall be eligible for re-election for one further 3 year period only. A period of 3 years should elapse before any Member who has served two consecutive terms of 3 years may stand for re-election.

The Board of Trustees may also choose to invite up to three further co-opted Trustees to join the Board. Co-opted Trustees serve until the next AGM, at which point it is expected that they will stand for election by the membership.

2.3 Decision-making processes & responsibilities

Organisational decision-making responsibilities are set out in a newly adopted “delegated decision-making framework”.

Under this framework:

- the majority of day-to-day decision-making is delegated to the Executive Director and the staff team,
- the framework contains a checklist for the Executive Director to use in assessing which decisions this applies to
- decisions which are particularly risky or where the strategy does not give guidance are raised to the Board of Trustees for sign-off

In all decision-making, the Board of Trustees, Executive Director and staff team will aim to work in line with the organisational strategy that was agreed between the staff team, the Board, and the membership at the 2018 AGM; and engage in informal consultation with members and supporters where appropriate.

The Board of Trustees and Executive Director will also consider whether any decisions are so significant that they ought to be formally taken to the wider membership.

2.4 Pay and remuneration policies

All members of the Board of Trustees give their time voluntarily and receive no benefits for their contribution.

The Executive Director and staff team are remunerated according to an organisational Staff Remuneration policy, which sets out a structure for pay scales for different roles, annual reviews and pay increments for length of service and cost of living (in line with inflation). Pay scales have been derived using the National Joint Council of Unions pay scales as a guide.

The Board of Trustees is in the process of developing and adopting a Parental Leave policy to define remuneration available to support staff members taking periods of parental leave.

3. Objectives and activities

3.1 Charitable objects

Medact’s charitable objects are:

- To advance the education of doctors, other health professionals and the public in the medical, psychological, social and economic causes and effects of warfare and other violent conflict, poverty and environmental degradation;

- To conduct, promote or otherwise further research into the medical, psychological, social and economic causes of warfare and other violent conflict, poverty and environmental degradation, their impact on health and human rights, and to publish or disseminate the useful results of such research;
- To assist in the relief of need, suffering and distress arising from or caused by the physical and psychological effects of armed conflict;
- To advance education in the ways of peace and in peaceful methods of resolving international disputes and to promote the study of peaceful relationships between nations

3.2 Strategic planning

Trustees have worked with the Executive Director to develop a framework for strategic planning over different time horizons for the delivery of these charitable objects, with reference to guidance contained in Charity Commission's guidance on Public Benefit.

An **Organisational Strategy** setting out a vision, objectives and principles for the delivery of Medact's charitable objects over a five-year period was agreed with the membership at the AGM in 2018, and runs through to 2023.

It sets out two key objectives over this time period:

- building a powerful and diverse movement of UK health workers who are a force to be reckoned with in the struggle for health equity, and for a safer and more just world;
- Medact becoming well-known for leading successful campaigns and working with allies to achieve collective social justice goals - using sound research and evidence, to the significant improvement of health for all.

An annual **Operational Plan** sets out short-term objectives to deliver at both an organisational level and a programme-area level and intended to help move the Charity closer to the long-term objectives set out within the Organisational Strategy.

The headline priorities from the operational plan for the period of this report were to:

- work towards ensuring no return to the inequities of previous 'normal' life, and that new injustices related to the pandemic don't get locked in to the future;
- centre our anti-oppressive approach to systemic change, working with our partners to achieve joint goals; prioritising relationships with and accountability to groups representing people who are directly affected by the issues we campaign on;
- develop and begin to deliver a clear communication strategy which strengthens our campaigns and helps to build our profile and our supporter engagement;
- review and update organisational strategy to ensure continued maximum relevance in the during and post (acute) Covid world, working with our movement

- ensure we continue to grow and strengthen our movement, embedding anti-oppressive practice even further into our approach, and supporting the progressive health community to achieve their goals even during these difficult times;
- maintain organisational and team health as the pandemic continues: internal comms and collaboration; team culture and mutual support; individual team member mental health and relationship to work; transition back to office.

Under these headline priorities, strategic priorities for different work areas are set out alongside criteria for assessing progress against them, and an assessment of resources required for their delivery.

Further to this, the Operational Plan includes an organisational budget for the financial year setting out the management and allocation of organisational funds to sustainably match resourcing needs.

3.3 Charitable activities

Medact's charitable activities are:

- Urging the abolition of nuclear weapons and other weapons of mass destruction;
- Seeking to understand the causes of violent conflict and working towards its prevention;
- Advocating changes to those economic policies which harm the health of individuals and communities;
- Promoting environmental policies which contribute to global health.

Specific projects and campaigns in line with these objects are organised under four programme areas: Peace & Security, Climate & Ecology, Economic Justice, Human Rights. An individual staff member leads work under each programme area.

A number of core staff engage in cross-programme Movement Building activities to raise awareness about the organisation and encourage more members and supporters to understand and get involved in its work; and developing organisational capacity to produce Research and Communications outputs.

3.4 Volunteer contributions

Medact actively encourages its members and other supporters to get involved in its projects and campaigns in a voluntary capacity.

Volunteer contributions are primarily through involvement in one of Medact's "member groups". Groups organise semi-autonomously with support from the Medact staff team, either around specific issue areas or localities in the UK.

Around 30 individuals are involved as group co-ordinators at any given time, with many dozens more active as group members or in other roles such as campaign spokespeople throughout the course of the year.

4. Achievements & Performance

Significant achievements in the reporting year include:

- co-ordinating members in the production and publication of a series of briefings throughout the year, on topics including 'UK economic policy and public health during COVID-19', 'the public health case for a Green New Deal' and 'the public health case against the Policing Bill'
- publishing a follow-up to our 2020 report revealing information about a secretive counterterrorism police-led mental health project called 'Vulnerability Support Hubs'
- organising a regular series of 'Alternative Prevent Trainings', exploring health workers questions about the Prevent duty in healthcare, and the harm and marginalisation it causes
- organising members of our Patients Not Passports campaign in support of the Solidarity Knows No Borders 'Week of Action' in October 2020
- organising a series of member-led actions and communications pieces in the run up to and during the COP21 climate conference in Glasgow, as part of our Health for a Green New Deal campaign

5. Financial Review

5.1 Principle income sources and areas of expenditure

Medact's financial position is characterised by its principle income sources, which are:

Membership subscriptions - individual members set up membership subscriptions for varying amounts, which provide a relatively dependable source of regular organisational income year-to-year.

Additional donations from members and non-members - in addition to membership subscriptions, Medact receives additional donations from individuals throughout the year, including in response to appeals it runs.

Grants from a variety of funding bodies - grant funds have been raised from a number of charitable trusts and foundations. Grant agreements typically provide funding over a 1-3 year period restricted for use on a specific project

Medact's primary source of expenditure is on employing staff to co-ordinate and deliver its various projects, followed by rent on its office space.

5.2 Summary of the financial year

There was a financial year decrease in charity funds by £68,763, from £395,958 at 31st January 2021 to £327,195 at 31st January 2022.

Total expenditure of the charity in the financial year was £438,244, an increase of £9,960 from the previous year's total expenditure of £428,283. When accounting for shared grants disbursed to partner organisations, expenditure on Medact's own operations increased from £368,086 to £431,746 – an increase of £63,660. This reflects a continued increase in the scope of Medact's operations, primarily through growth in the staff team.

Total income decreased from previous year by £169,614, from £539,092 to £369,480. This was primarily due to a decrease in grant income, reflecting a combination of planned spending down of accumulated restricted funds for multi-year grant projects and some difficulties with securing new grants.

Of the total funds available at 31st January 2022:

- £62,476 was restricted funding for various projects, primarily derived from grants and tied to specific project budgets
- £5,500 was set aside in a designated fund for providing employee benefits in case of a staff member taking Parental Leave;
- £258,717 was held in general core funds.

5.3 Reserves Policy

Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, its income flows and its objectives and aim to maintain sufficient reserves in the bank to wind up the organisation should there be a crisis. In doing so, Trustees have noted the reasonably predictable income from members over the years of Medact's existence, as well as the less certain nature of grant fundraising.

A new Reserves Policy was adopted in April 2022. The minimum reserve requirement is set at 3 months of regular organisational expenditure, excluding any large, one-time expenditures.

Total expenditure for the last 3 months of the financial year was £110,857. The level of unrestricted funds available therefore represents around 7 months expenditure, comfortably above the 3 months minimum required by the Reserves Policy.

This financial year saw some spending down of accumulated reserves, from the previous level of 10 to 11 months expenditure. A further planned deficit in the coming financial year will continue to draw down on accumulated reserves, while maintaining the minimum requirement.

6. Plans for Future Periods

Moving forward, the Board of Trustees is resolved to:

- continue to meet its charitable objectives by taking forward its activities as set out above, and in line with the overall organisational strategy agreed in 2019-2020;
- continue to reflect and engage the interests of its membership, and continue its cooperation and collaboration with a wide range of actors; and
- ensure a sound financial basis for this ongoing work through prudent financial management and strategic fundraising, taking into account the current financial environment, and through the support of Medact members.

An annual operational plan has been developed and agreed for the financial year 2022-23. It sets out organisational priorities as follows:

- **Developing our organising approach** — defining and embedding our organising-centred approach to campaigning through workshops with the team and movement; building on our experience and begin to set out core principles about how we do our work, how we better distribute power within our movement, and how we grow and increase the power of our movement in a sustainable way;
- **Growing our movement's skills, confidence and power** — focusing on developing our health workers through training that enables them to deeply understand the work, take strategic action and grow their existing groups;
- **Developing and implementing our anti-oppression framework** to guide us in embedding a liberatory approach to our work — beginning the tasks outlined in the framework and continuing to engage the team, movement and board in building anti-oppression into the core of their work;
- **Stabilising growth, prioritising our work and maintaining our strategic focus** — following three years of significant growth as an organisation, through the number of staff, the number of campaigns we hold, and the number of people we support in taking action, we must now take stock and understand how we can work most effectively and sustainably at this new scale and in line with our Organisational Strategy;
- **Improving organisational and team health** by working out how to make our work and the continual growth of our movement, and therefore our activities, more sustainable .

7. Preparation of financial statements

7.1 Responsibility of the Trustees for preparation of financial statements

Company law requires the Board of Trustees to prepare financial statements for each financial year 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 year. In preparing those financial statements, the management committee should follow best practice and:

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

The Board of Trustees is responsible for maintaining proper accounting records which disclose, with reasonable accuracy at any particular time, the financial position of the charitable company, and which enable them to ensure that the financial statements comply with the Companies Act 2006.

The Board of Trustees is 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.

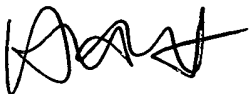
7.2 Statement of disclosure of information to auditors

We, the directors of the company who held office at the date of approval of these Financial Statements, as set out above, each confirm, in accordance with company law, that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware;
- 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 company's auditors are aware of that information.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (SORP FRS 102).

Approved by the Board of Trustees on and signed on its behalf by:



Hannah Wright
Treasurer & Company Secretary

**Medact
Independent auditors' report
to the members of Medact**

We have audited the accounts of Medact for the year ended 31 January 2022 which comprise the Profit and Loss Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS102 'The Financial Reporting Standard Applicable in the UK and the Republic of Ireland'.

This report is made solely to the company's members, as a body, in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

In accordance with the exemption provided by APB Ethical Standard - Provisions Available for Smaller Entities (Revised), we have prepared and submitted the company's returns to the tax authorities and assisted with the preparation of the accounts.

Opinion on the accounts

In our opinion the accounts:

- give a true and fair view of the state of the company's affairs as at 31 January 2022 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

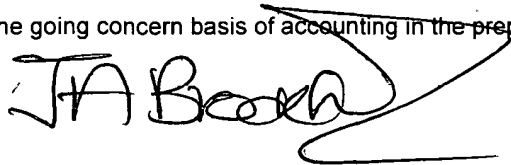
Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where 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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the accounts and the trustees' report in accordance with the small companies regime.
- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate



J A Brookfield
(Senior Statutory Auditor)
for and on behalf of
Brookfield & Co
Accountants and Statutory Auditors
15 June 2022

18 Concanon Road
London

SW2 5TA

Medact
Statement of Financial Activities
for the year ended 31 January 2022

		Restricted Funds	Unrestricted Funds	Total Funds	Total Funds year to 31 January 2021
	Notes	2022 £	2022 £	2022 £	2021 £
Incoming resources					
Voluntary Income	5		120,930	120,930	125,900
Investment income		-	52	52	117
Income from charitable activities	6	221,574	26,924	248,498	413,075
Total Incoming Resources		<u>221,574</u>	<u>147,906</u>	<u>369,480</u>	<u>539,092</u>
Resources expended					
Costs of generating funds		-	34,839	34,839	18,062
Charitable activities and support costs		255,655	133,499	389,154	401,659
Governance		-	14,250	14,250	8,562
Total resources expended	7	<u>255,655</u>	<u>182,588</u>	<u>438,243</u>	<u>428,283</u>
Net incoming resources for the Year		(34,081)	(34,682)	(68,763)	110,809
Funds brought forward		96,557	299,401	395,958	285,149
Total Funds carried forward		<u>62,476</u>	<u>264,719</u>	<u>327,195</u>	<u>395,958</u>

All of the above results derive from continuing charitable grants and activities and there were no recognised gains or losses other than the above results

The notes on pages 13 to 18 form part of these accounts.

**Medact
Balance Sheet
as at 31 January 2022**

	Notes	2022 £	2021 £
Tangible fixed assets	8	1,417	1,165
Current assets			
Debtors	9	26,980	45,888
Cash at bank and in hand		303,572	356,142
		<u>330,552</u>	<u>402,030</u>
Creditors: amounts falling due within one year	10	(4,774)	(7,237)
Net Current Assets		<u>325,778</u>	<u>394,793</u>
Net Assets		<u>327,195</u>	<u>395,958</u>
Funds of the Charity			
Restricted Funds	12	62,476	96,557
Unrestricted Funds		264,719	299,401
Total Funds		<u>327,195</u>	<u>395,958</u>

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

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The notes on pages 13 to 18 form part of these accounts



Hannah Wright
Treasurer & Company Secretary
Approved by the board on 15 June 2022

1. Basis of accounting and accounting policies

a) Accounting Conventions

The financial statements have been prepared under the historical cost convention and on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the charity's funding is inherently uncertain as it is only agreed by the funding bodies every one to three years. Should grant funding be discontinued in future years, the charity would have to find other sources of funding, or significantly curtail its activities. 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 for Smaller Entities published on 16/7/14, The Financial Reporting Standard for Smaller Entities (effective January 2015) 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 note(s).

Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

b) Incoming resources

Incoming resources are included in the SOFA when the charity becomes entitled to the resources, the Trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient certainty. Where incoming resources have related expenditure (as with fundraising for contract income), the incoming resources and related expenditure are stated gross in the SOFA. Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the funds. The value of any volunteer help received is not included in the accounts, but is described in the Trustee's annual report. Investment income is included when receivable.

c) Resources Expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources. Resources expended include attributable VAT which cannot be recovered. Governance costs include costs on the preparation and examination of statutory accounts, the costs of Trustee meetings and costs of any legal advice to the Trustees on governance or constitutional matters. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources e.g. Staff costs by the time spent and other costs by their usage.

d) Restricted and Unrestricted Funds

The accounts distinguish between restricted and unrestricted funds. Restricted funds are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

e) Tangible fixed assets

Tangible fixed assets are measured at cost or valuation less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment 20% of cost or valuation

f) Debtors

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

h) Cash at bank and in hand

Cash at bank and 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.

i) 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.

j) 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.

Medact
Notes to the Accounts
for the year ended 31 January 2022

	2022	2021
	£	£
2 Net Income for the year is stated after charging:		
Independent Auditors' Remuneration (Inc VAT) - Brookfield & Co (Ye2021 - Independent Examination only)	2,500	1,764
3 Expenses paid to trustees or persons connected with trustees		
The aggregate amount of expenses paid to trustees was	-	85
	2022	2021
	£	£
4 Staff Costs and Emoluments		
Gross Salaries	317,559	275,779
Social security costs	30,633	22,074
Pension costs	7,058	5,690
	<u>355,250</u>	<u>303,543</u>
Numbers of full time employees or full time equivalents	2022	2021
None of the Trustees received any remuneration during the year (2020: Nil)	Nos	Nos
No employees earned more than £60000 pa or more. (2020: Nil)		
The average number of employees		
Engaged on Project Service	2.41	4.35
Core staff	6.70	4.09
Parental Leave	0.35	0.27
	<u>9.46</u>	<u>8.71</u>
The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.		
5 Voluntary Income	2022	2021
	£	£
Appeals	25,366	20,851
General Donations	3,266	21,430
Gift Aid	18,901	16,069
Legacies	-	678
Memberships	73,397	66,872
	<u>120,930</u>	<u>125,900</u>
6 Income from Charitable Activities	2022	2021
	£	£
Core Grants		
Polden Puckham Charitable Foundation	11,000	11,000
Total Core Grants	<u>11,000</u>	<u>11,000</u>
Project Grants		
Paul Hamlyn Foundation - Healthcare for all	30,190	52,802
Paul Hamlyn Foundation - Healthcare for all - for project partners	3,470	60,198
Open Society Foundations - Healthcare for all	-	16,917
Trust for London - Migrant Access to Healthcare in London	30,000	23,725
Friends Provident - Economic Justice	60,173	66,283
European Climate Foundation - Climate & Health	9,898	96,716
European Public Health Association - COP26	16,501	-
Joseph Rowntree Charitable Trust - Peace & Security	69,892	68,297
Other small grants	1,450	-
Total Project Grants	<u>221,574</u>	<u>384,938</u>
Other Charitable Income		
Arrangements with Partners	13,740	15,890
Consultancy Work	374	165
Sale of Edu / Promo Materials	1,810	1,082
Total Other Charitable Income	<u>15,924</u>	<u>17,137</u>
Total Income from Charitable Activities	<u>248,498</u>	<u>413,075</u>

Medact
Notes to the Accounts
for the year ended 31 January 2022

7 Resources Expended

	Restricted Funds	Unrestricted Funds	2022 £ Total	2021 £ Total
Fundraising				
Appeals	-	2,349	2,349	2,611
Other fundraising costs	-	959	959	-
Payment Processing	-	3,532	3,532	2,881
Staffing costs	-	28,000	28,000	12,570
Total Fundraising			-	18,062
Direct Charitable Activities				
Communications	12,109	1,475	13,584	3,172
Events	3,475	1,299	4,774	2,522
Research & Publications	5,409	120	5,529	818
Travel & Meeting Expenses	1,162	107	1,269	1,864
Staffing costs	205,031	92,718	297,749	276,123
Affiliations & Support for Other Charities	-	1,315	1,315	1,753
Grants to Partner Organisations	6,073	426	6,499	60,198
Total Direct Charitable Activities	233,259	97,460	330,719	346,449
Support Costs				
Admin & Finance	35	2,138	2,173	2,129
Project Overhead Contributions	21,010	(21,010)	-	-
Office	200	1,743	1,943	1,579
Premises	-	42,614	42,614	41,349
Staff Training & recruitment	1,151	1,613	2,764	2,003
Staffing costs	-	8,942	8,942	8,150
Total Support Costs	22,396	36,039	58,435	55,210
Governance				
Annual Reporting & AGM	-	2,650	2,650	1,777
Trustee Expenses	-	600	600	85
Staffing costs	-	11,000	11,000	6,700
Total Governance	-	14,250	14,250	8,562
Total resources expended	255,655	182,588	438,243	428,283

8 Fixed Assets - Equipment

Cost		
Balance at 31 January 2021		32,693
Additions in the year		1,000
Disposals		(500)
Balance at 31 January 2022		<u>33,193</u>
Depreciation		
Balance at 31 January 2021		31,528
Charge for the year		382
Disposals		(133)
Balance at 31 January 2022		<u>31,776</u>
Net Book Value		
Balance at 31 January 2022		<u>1,417</u>
Balance at 31 January 2021		<u>1,165</u>

Medact
Notes to the Accounts
for the year ended 31 January 2022

	2022 £	2021 £
9 Debtors		
Gift aid receivable	2,992	14,291
Grants receivable	20,899	28,167
Other debtors and prepayments	3,089	3,430
	<u>26,980</u>	<u>45,888</u>

	2022 £	2021 £
10 Creditors: amounts falling due within one year		
Other creditors and accruals	4,774	7,237
	<u>4,774</u>	<u>7,237</u>

11 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Funds £	Total Funds £
Tangible fixed assets	-	1,417	1,417
Current Assets	62,476	268,076	330,552
Current Liabilities	-	(4,774)	(4,774)
	<u>62,476</u>	<u>264,719</u>	<u>327,195</u>

12 Funds of the charity

	At 1/2/21	Incoming Resources	Outgoing Resources	Transfers	At 31/1/22
Restricted Funds:					
Climate	24,871	26,399	(51,270)	-	-
Peace & Security	16,374	69,892	(63,505)	-	22,761
ICAN UK	5,577	1,000	(6,577)	-	-
Human Rights	48,133	64,110	(72,528)	-	39,715
Economic Justice	-	60,173	(60,173)	-	-
People vs PFI	1,602	-	(1,602)	-	-
Total Restricted Funds	<u>96,557</u>	<u>221,574</u>	<u>(255,655)</u>	<u>-</u>	<u>62,476</u>
Unrestricted Funds:					
Designated Funds					
Conference	245	-	-	(245)	-
Parental Leave	5,500	-	(2,442)	2,442	5,500
Climate	-	8,810	(22,548)	13,738	-
Doctors Against Diesel	-	55	(55)	-	-
IPPNW	950	-	-	-	950
Total Designated Funds	<u>6,695</u>	<u>8,865</u>	<u>(25,045)</u>	<u>15,935</u>	<u>6,450</u>
General Funds	292,706	139,490	(157,544)	(15,935)	258,717
Total Unrestricted Funds	<u>299,401</u>	<u>147,906</u>	<u>(182,588)</u>	<u>-</u>	<u>264,719</u>
Total Funds	<u>395,958</u>	<u>369,480</u>	<u>(438,243)</u>	<u>-</u>	<u>327,195</u>

12 Funds of the charity
(Continued)

Restricted funds

ICAN UK

Funds for ICAN UK, the UK branch of the International Campaign to Abolish Nuclear Weapons — primarily from a shared grant from the Joseph Rowntree Charitable Trust in 2017-19 for work by Medact, the Acronym Institute for Disarmament Diplomacy, Article 36 and the Campaign for Nuclear Disarmament to co-ordinate research, publications, meetings, parliamentary engagement, a social media presence, events and outreach as part of ICAN's international strategy to outlaw and ban nuclear weapons.

People vs PFI

Funds for the People vs PFI campaign to end the use of the Private Finance Initiative by the UK Government. The campaign has now set up its own bank account, so the balance of funds was transferred for the campaign's direct use in August 2021.

Climate

Funds for health worker campaigning for transition away from fossil fuels - from grants from European Climate Foundation and European Public Health Association.

Human rights

Funds for a campaign to challenge restrictions to healthcare access for migrants in the UK. Work in London is primarily funded by a grant from Trust for London; work across the UK by a grant from the Paul Hamlyn Foundation.

Peace & security

Funds for a project to harness the voice of public health professionals in countering militarisation in wider society - from a grant from the Joseph Rowntree Charitable Trust.

Economic Justice

Funds for work on advocating for alternatives economic systems centred on health equity and wellbeing — from a grant from the Friends Provident.

Designated funds

Climate

Funds designated for our climate & health programme whilst this is not fully grant funded.

Doctors Against Diesel

Funds for the Doctors Against Diesel campaign - using the voice of health professionals to drive policy to combat the detrimental health effects of urban air pollution.

IPPNW

Funds to support the wider network of the International Physicians for the Prevention of Nuclear (of which Medact is the UK affiliate).

Parental Leave

Funds set aside to cover the cost of parental leave support for a staff member according to our Parental Leave Policy.

Conference

Funds for running Medact's annual conference.

Medact
Notes to the Accounts
for the year ended 31 January 2022

13 Related party transactions and trustees' remuneration

Trustees' Remuneration

Trustees received no remuneration in respect of their services as Trustees (2021 £nil). Expenses of £nil were paid in the period (2021 £85).

Related Party Transactions

There were no related party transactions in the year

MEDACT

England & Wales - Charity number 1081097

Accounts

Registered number
02267125

Medact
Report and Accounts
31 January 2021



MEDACT Trustees Annual Report 2020-21

1. Reference and administrative details

Name of the charity: Medact

Previously known as: Medical Action for Global Security, Medical Campaign Against Nuclear Weapons (MCANW), Medical Association for the Prevention of War (MAPW)

Charity registration number: 1081097

Company registration number: 2267125

Registered office address: The Grayston Centre
28 Charles Square
London N1 6HT

Board of Trustees: *Trustees who served during the year of this report were:*

Alan Maryon-Davis (Chair)
Hannah Wright (Treasurer) [co-opted Sept 2020]
Jeremy Wight
Jonathan Cunliffe
Penelope Milsom
Lesley Morrison
Margaret Jackson
Keerthi Mohan
Annabel Sowemimo
Tom Wakeford
Lisa Murphy [elected AGM 2020]
Anne Schulthess [elected AGM 2020]
Daniel Flecknoe [resigned July 2020]
Sridhar Venkatapuram [stepped down AGM 2020]
Paul Cotterill [resigned November 2020]

New Trustees who joined the Board after the end of the reporting year, but before the date of this report, were:

Hannah Harniess [co-opted Feb 2021]
Richard Copsey [co-opted Feb 2021]
Lorraine Haye [co-opted Feb 2021]

2. Structure, governance and management

2.1 Incorporation, governing document, & organisational structure

Medact is a charitable membership company limited by guarantee. It was incorporated on 13th June 1988, and registered as a charity on 13th June 2020.

Its governing document is its Memorandum & Articles of Association, the latest version of which is that dated 7th September 2019.

Its organisational structure consists of the following:

Membership - membership is open to anyone who completes a membership form, and maintained with a membership subscription. Members are entitled to propose motions and vote at AGMs, stand for election to the Board of Trustees, and often are involved in day-to-day work as volunteers.

Board of Trustees - a Board of Trustees is elected by the membership and responsible for overall governance of the organisation on its behalf. The Charity Trustees are also the Company Directors, and under the Articles are known as the Board of Management.

Executive Director - the Board of Trustees delegates responsibility for running of the organisation to an employed Executive Director.

Staff team - a number of other employees form a staff team, which is managed by the Executive Director and works alongside members in delivering various organisational projects and programmes.

2.2 Recruitment & appointment of Trustees

Recruitment of Trustees is primarily via election by the membership at the AGM.

Any member may put themselves forward for election if they are seconded by another member. The Board of Trustees may also nominate additional candidates.

Trustees are elected for a three year term. A Board Member retiring after a first 3 year term shall be eligible for re-election for one further 3 year period only. A period of 3 years should elapse before any Member who has served two consecutive terms of 3 years may stand for re-election.

The Board of Trustees may also choose to invite up to three further co-opted Trustees to join the Board. Co-opted Trustees serve until the next AGM, at which point it is expected that they will stand for election by the membership.

2.3 Decision-making processes & responsibilities

Organisational decision-making responsibilities are set out in a newly adopted “delegated decision-making framework”.

Under this framework:

- the majority of day-to-day decision-making is delegated to the Executive Director and the staff team
- decisions which are particularly risky or where the strategy does not give guidance are raised to the Board of Trustees for sign-off
- the framework contains a checklist for the Executive Director to use in assessing which decisions this applies to

In all decision-making, the Board of Trustees, Executive Director and staff team will aim to work in line with the organisational strategy that was agreed between the staff team, the Board, and the membership at the 2018 AGM; and engage in informal consultation with members and supporters where appropriate.

The Board of Trustees and Executive Director will also consider whether any decisions are so significant that they ought to be formally taken to the wider membership.

2.4 Pay and remuneration policies

All members of the Board of Trustees give their time voluntarily and receive no benefits for their contribution.

The Executive Director and staff team are remunerated according to an organisational Staff Remuneration policy, which sets out a structure for pay scales for different roles, annual reviews and pay increments for length of service and cost of living (in line with inflation). Pay scales have been derived using the National Joint Council of Unions pay scales as a guide.

The Board of Trustees is in the process of developing and adopting a Parental Leave policy to define remuneration available to support staff members taking periods of parental leave.

3. Objectives and activities

3.1 Charitable objects

Medact's charitable objects are:

- To advance the education of doctors, other health professionals and the public in the medical, psychological, social and economic causes and effects of warfare and other violent conflict, poverty and environmental degradation
- To conduct, promote or otherwise further research into the medical, psychological, social and economic causes of warfare and other violent conflict, poverty and environmental degradation, their impact on health and human rights, and to publish or disseminate the useful results of such research
- To assist in the relief of need, suffering and distress arising from or caused by the physical and psychological effects of armed conflict
- To advance education in the ways of peace and in peaceful methods of resolving international disputes and to promote the study of peaceful relationships between nations

3.2 Strategic planning

Trustees have worked with the Executive Director to develop a framework for strategic planning over different time horizons for the delivery of these charitable objects, with reference to guidance contained in Charity Commission's guidance on Public Benefit.

An **Organisational Strategy** setting out a vision, objectives and principles for the delivery of Medact's charitable objects over a five-year period was agreed with the membership at the AGM in 2018, and runs through to 2023.

It sets out two key objectives over this time period:

- building a powerful and diverse movement of UK health workers who are a force to be

reckoned with in the struggle for health equity, and for a safer and more just world

- Medact becoming well-known for leading successful campaigns and working with allies to achieve collective social justice goals - using sound research and evidence, to the significant improvement of health for all

An annual **Operational Plan** sets out short-term objectives to deliver at both an organisational level and a programme-area level and intended to help move the Charity closer to the long-term objectives set out within the Organisational Strategy.

The headline priorities from the operational plan for the period of this report were:

- clarifying what being member-led means, and what it means to be a member
- ensuring the necessary structures and culture are in place to suit and keep healthy the bigger organisation that we have become
- matching the effectiveness and skill of our campaigning with great comms which amplify our work and build our profile
- making significant progress on building a health and climate movement; fighting for universal healthcare access in the NHS; developing a strong Economic Justice campaign; continuing to be key players in the medical peace movement in a variety of ways

Under these headline priorities, strategic priorities for different work areas are set out alongside criteria for assessing progress against them, and an assessment of resources required for their delivery.

Further to this, the Operational Plan includes an organisational budget for the financial year setting out the management and allocation of organisational funds to sustainably match resourcing needs.

In this year it was necessary to take a flexible and adaptable approach to implementation of the operational plan in light of the operational and strategic impacts of the coronavirus pandemic since March 2020. This included indefinite postponement of a conference planned for Spring 2020.

3.3 Charitable activities

Medact's charitable activities are:

- Urging the abolition of nuclear weapons and other weapons of mass destruction
- Seeking to understand the causes of violent conflict and working towards its prevention.
- Advocating changes to those economic policies which harm the health of individuals and communities
- Promoting environmental policies which contribute to global health

Specific projects and campaigns in line with these objects are organised under four programme areas: Peace & Security, Climate & Ecology, Economic Justice, Human Rights. An individual staff member leads work under each programme area.

A number of core staff engage in cross-programme Movement Building activities to raise awareness about the organisation and encourage more members and supporters to understand and get involved in its work; and developing organisational capacity to produce Research and Communications outputs.

3.4 Volunteer contributions

Medact actively encourages its members and other supporters to get involved in its projects and campaigns in a voluntary capacity.

Volunteer contributions are primarily through involvement in one of Medact's "member groups". Groups organise semi-autonomously with support from the Medact staff team, either around specific issue areas or localities in the UK.

Around 30 individuals are involved as group co-ordinators at any given time, with many dozens more active as group members or in other roles such as campaign spokespeople throughout the course of the year.

4. Achievements & Performance

Significant achievements in the reporting year include:

- hosting an open letter urging more substantial social protection measures as part of the UK's response to the coronavirus pandemic, helping to raise awareness about the many social dimensions of the public health response
- publication of a new report considering the impacts of counter-extremism duty in healthcare, containing significant original research findings about impacts on health equity
- co-ordinating an open letter from health workers and students to the organisers of the (delayed) COP21 climate conference in Glasgow urging for more ambitious action
- hosting a series of webinars and workshops throughout the pandemic for members and supporters to learn about our projects and campaigns
- continuing to grow the profile of the organisation and the numbers of people engaging with our work either through online actions, attending events, or joining groups.

5. Financial Review

5.1 Principle income sources and areas of expenditure

Medact's financial position is characterised by its principle income sources, which are:

Membership subscriptions - individual members set up membership subscriptions for varying amounts, which provide a relatively dependable source of regular organisational income year-to-year.

Additional donations from members and non-members - in addition to membership subscriptions, Medact receives additional donations from individuals throughout the year, including in response to appeals it runs.

Grants from a variety of funding bodies - grant funds have been raised from a number of charitable trusts and foundations. Grant agreements typically provide funding over a 1-3 year period restricted for use on a specific project

Medact's primary source of expenditure is on employing staff to co-ordinate and deliver its various projects, followed by rent on its office space.

5.2 Summary of the financial year

There was a financial year increase in charity funds of £110,809, from £285,149 at 31st January 2020 to £395,958 at 31st January 2021.

Total expenditure of the charity in the financial year was £428,283, an increase of £22,881 from the previous year's total expenditure of £405,404. When accounting for shared grants disbursed to partner organisations, expenditure on Medact's own operations increased from £297,834 to £368,086 – an increase of £70,252. This reflects an increased in the scope of Medact's operations, in part due to growth in the staff team.

The growth in expenditure was more than matched by an increase in total income, from £451,566 to £539,092. This increase in income of £87,526 came primarily from successful grant fundraising efforts.

Of the total funds available at 31st January 2021:

- £96,557 was restricted funding for various projects, primarily derived from grants and tied to specific project budgets
- £5,500 was set aside in a designated fund for providing employee benefits in case of a staff member taking Parental Leave
- £292,706 was held in unrestricted core funds

5.3 Reserves Policy

Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, its income flows and its objectives and aim to maintain sufficient reserves in the bank to wind up the organisation should there be a crisis. In doing so, Trustees have noted the reasonably predictable income from members over the years of Medact's existence, as well as the less certain nature of grant fundraising.

The current Reserves policy was adopted in the financial year ending January 2019. The minimum reserve requirement is set at 3 months of core expenditure, plus three months of all other payroll expenditure.

The total of core expenditure and payroll expenditure for the last 3 months of the financial year was £83,968. The level of unrestricted funds available therefore represent between 10 and 11 months expenditure, comfortably above the 3 months minimum required by our Reserves Policy.

In part, this accumulation of reserve funds reflects delays to expenditure budgeted for the financial year owing to operational impacts of the coronavirus pandemic. A planned deficit in the coming financial year will draw down on accumulated reserves.

Trustees have also considered whether to increase the minimum reserve requirement in line with potential risks to future income owing to the impact of the pandemic. A final decision will be made in the coming financial year.

6. Plans for Future Periods

Moving forward, the Board of Trustees is resolved to:

- continue to meet its charitable objectives by taking forward its activities as set out above, and in line with the overall organisational strategy agreed in 2018-2019
- continue to reflect and engage the interests of its membership, and continue its cooperation and collaboration with a wide range of actors; and
- ensure a sound financial basis for this ongoing work through prudent financial management and strategic fundraising, taking into account the current financial environment, and through the support of Medact members

An annual operational plan has been developed and agreed for the financial year 2020-21. It sets out organisational priorities as follows:

- work towards ensuring no return to the inequities of previous 'normal' life, and that new injustices related to the pandemic don't get locked in to the future
- centre our anti-oppressive approach to systemic change, working with our partners to achieve joint goals; prioritising relationships with and accountability to groups representing people who are directly affected by the issues we campaign on
- develop and begin to deliver a clear communication strategy which strengthens our campaigns and helps to build our profile and our supporter engagement
- review and update organisational strategy to ensure continued maximum relevance in the during and post (acute) Covid world, working with our movement
- ensure we continue to grow and strengthen our movement, embedding anti-oppressive practice even further into our approach, and supporting the progressive health community to achieve their goals even during these difficult times
- maintain organisational and team health as the pandemic continues: internal comms and collaboration; team culture and mutual support; individual team member mental health and relationship to work; transition back to office

7. Preparation of financial statements

7.1 Responsibility of the Trustees for preparation of financial statements

Company law requires the Board of Trustees to prepare financial statements for each financial year 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 year. In preparing those financial statements, the management committee should follow best practice and

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

The Board of Trustees is responsible for maintaining proper accounting records which disclose, with reasonable accuracy at any particular time, the financial position of the charitable company, and which enable them to ensure that the financial statements comply with the Companies Act 2006.

The Board of Trustees is 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.

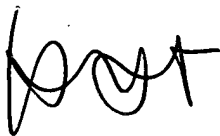
7.2 Statement of disclosure of information to Independent Examiner

We, the directors of the company who held office at the date of approval of these Financial Statements, as set out above, each confirm, in accordance with company law, that

- so far as we are aware, there is no relevant audit information of which the company's Independent Examiner are unaware
- we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant Independent Examination information and to establish that the company's auditors

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Approved by the Board of Trustees on and signed on its behalf by:



23 June 2021.

Hannah Wright

Treasurer & Company Secretary

**INDEPENDENT EXAMINER'S REPORT
to the trustees of Medact**

We report on the accounts of the company for the year ended 31 January 2021 which are set out on pages 10 to 17.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND EXAMINER

The trustees, who are also the directors of the company for the purpose of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under Charities Act and that an independent examination is needed. Having satisfied ourselves that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- examine the accounts under the Charities Act.
- to follow the procedures laid down in the general Directions given by the Charity Commission under the Charities Act; and
- to state whether particular matters have come to our attention

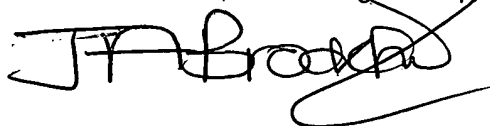
BASIS OF INDEPENDENT EXAMINER'S REPORT

Our examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with our examination, no matter has come to our attention which gives us reasonable cause to believe in any material respect the requirements: to keep accounting records in accordance with section 386 of the Companies Act 2006; and to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice; Accounting and reporting by Charities have not been met.

J A Brookfield
Brookfield & Co
Registered Auditors



Date: 11/8/21

Medact
Statement of Financial Activities
for the year ended 31 January 2021

	Notes	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds year to 31 January 2020 £
Incoming resources					
Voluntary Income	5		125,900	125,900	134,817
Investment income		-	-	117	384
Income from charitable activities	6	385,303	27,772	413,075	316,365
Total Incoming Resources		<u>385,303</u>	<u>153,789</u>	<u>539,092</u>	<u>451,566</u>
Resources expended					
Costs of generating funds		-	18,062	18,062	15,359
Charitable activities and support costs		343,769	57,890	401,659	379,532
Governance		-	8,562	8,562	10,513
Total resources expended	7	<u>343,769</u>	<u>84,514</u>	<u>428,283</u>	<u>405,404</u>
Net incoming resources for the Year		41,534	69,275	110,809	46,162
Transfers between funds		-	-	-	-
Funds brought forward		55,023	230,126	285,149	238,987
Total Funds carried forward		<u>96,557</u>	<u>299,401</u>	<u>395,958</u>	<u>285,149</u>

All of the above results derive from continuing charitable grants and activities and there were no recognised gains or losses other than the above results

The notes on pages 12 to 17 form part of these accounts.

**Medact
Balance Sheet
as at 31 January 2021**

	Notes	2021 £	2020 £
Tangible fixed assets	8	1,165	460
Current assets			
Stock of printed materials			314
Debtors	9	45,888	28,888
Cash at bank and in hand		356,142	261,314
		<u>402,030</u>	<u>290,516</u>
Creditors: amounts falling due within one year	10	(7,237)	(5,827)
Net Current Assets		<u>394,793</u>	<u>284,689</u>
Net Assets		<u>395,958</u>	<u>285,149</u>
Funds of the Charity			
Restricted Funds	12	96,557	55,023
Unrestricted Funds		299,401	230,126
Total Funds		<u>395,958</u>	<u>285,149</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

Members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The notes on pages 12 to 17 form part of these accounts



Hannah Wright
Treasurer & Company Secretary
Approved by the board on 23 June 2021

1. Basis of accounting and accounting policies

a) Accounting Conventions

The financial statements have been prepared under the historical cost convention and on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the charity's funding is inherently uncertain as it is only agreed by the funding bodies every one to three years. Should grant funding be discontinued in future years, the charity would have to find other sources of funding, or significantly curtail its activities. 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 for Smaller Entities published on 16/7/14, The Financial Reporting Standard for Smaller Entities (effective January 2015) 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 note(s).

Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

b) Incoming resources

Incoming resources are included in the SOFA when the charity becomes entitled to the resources, the Trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient certainty. Where incoming resources have related expenditure (as with fundraising for contract income), the incoming resources and related expenditure are stated gross in the SOFA. Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the funds. The value of any volunteer help received is not included in the accounts, but is described in the Trustee's annual report. Investment income is included when receivable.

c) Resources Expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources. Resources expended include attributable VAT which cannot be recovered. Governance costs include costs on the preparation and examination of statutory accounts, the costs of Trustee meetings and costs of any legal advice to the Trustees on governance or constitutional matters. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources e.g. Staff costs by the time spent and other costs by their usage.

d) Restricted and Unrestricted Funds

The accounts distinguish between restricted and unrestricted funds. Restricted funds are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

e) Tangible fixed assets

Tangible fixed assets are measured at cost or valuation less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Equipment 20% of cost or valuation

f) Debtors

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

h) Cash at bank and in hand

Cash at bank and 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.

i) 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.

j) 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.

Medact
Notes to the Accounts
for the year ended 31 January 2021

	2021	2020
	£	£
2 Net Income for the year is stated after charging:		
Independent Examiners' Remuneration (Inc VAT) - Brookfield & Co	1,764	1,500
3 Expenses paid to trustees or persons connected with trustees		
The aggregate amount of expenses paid to trustees was	85	978
	2021	2020
	£	£
4 Staff Costs and Emoluments		
Gross Salaries	275,779	211,253
Social security costs	22,074	17,809
Pension costs	5,690	5,365
	<u>303,543</u>	<u>234,427</u>
Numbers of full time employees or full time equivalents	2021	2020
None of the Trustees received any remuneration during the year (2020: Nil)	Nos	Nos
No employees earned more than £60000 pa or more. (2020: Nil)		
The average number of employees		
Engaged on Project Service	4.35	2.75
Core staff	4.09	3.43
Parental Leave	0.27	0.85
	<u>8.71</u>	<u>7.03</u>
The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.		
5 Voluntary Income	2021	2020
	£	£
Appeals	20,851	22,485
General Donations	21,430	24,105
Gift Aid	16,069	16,997
Legacies	678	7,000
Memberships	66,872	64,230
	<u>125,900</u>	<u>134,817</u>
6 Income from Charitable Activities	2021	2020
	£	£
Project grants		
Paul Hamlyn Foundation - Healthcare for All	52,802	40,584
Paul Hamlyn Foundation - Healthcare for All - for project partners	60,198	81,416
Open Society Foundations - Healthcare for All	16,917	-
Trust for London - Migrant Access to Healthcare in London	23,725	31,000
Friends Provident - Economic Justice	66,283	9,676
European Climate Foundation - Climate & Health	96,716	-
Joseph Rowntree Charitable Trust - ICAN UK	-	24,000
Joseph Rowntree Charitable Trust - Health for Peace 2020-23	46,593	-
Joseph Rowntree Charitable Trust - Health for Peace 2018-20	21,704	65,104
Sainsbury's Family Charitable Trusts - Fossil Fuel Divestment	-	35,000
Total Project Grants	<u>384,938</u>	<u>286,780</u>
Core Grants		
Polden Puckham Charitable Foundation	11,000	10,000
Total Core Grants	<u>11,000</u>	<u>10,000</u>
Other Charitable Income		
Arrangements with Partners	15,890	19,095
Events	-	-
Consultancy Work	165	200
Sale of Edu / Promo Materials	1,082	290
Other Charitable Income	<u>17,137</u>	<u>19,585</u>
Total Income from Charitable Activities	<u>413,075</u>	<u>316,365</u>

Medact
Notes to the Accounts
for the year ended 31 January 2021

7 Resources Expended

	Restricted Funds	Unrestricted Funds	2021 £ Total	2020 £ Total
Costs of generating funds				
Appeals	-	2,611	2,611	1,321
Payment Processing	-	2,881	2,881	2,538
Staff Time on Fundraising	-	12,570	12,570	11,500
	-	18,062	18,062	15,359
Direct Charitable Activities				
Communications	1,527	1,645	3,172	2,996
Events	1,930	592	2,522	3,171
Publications	687	131	818	1,917
Staff & Meeting Expenses	1,792	71	1,863	748
Other Direct Expenses	-	-	-	752
Payroll	236,595	39,528	276,123	211,327
Affiliations & Support for Other Charities	-	1,753	1,753	2,645
Grants to Partner Organisations	60,198	-	60,198	107,569
	302,729	43,720	346,449	331,125
Support Costs				
Admin & Finance	1	2,128	2,129	2,509
Project Overhead Contributions	38,910	(38,910)	-	-
Office	451	1,128	1,579	1,174
Premises	20	41,329	41,349	36,061
Staff Training & recruitment	1,658	345	2,003	4,663
Staff Time on Support	-	8,150	8,150	4,000
	41,040	14,170	55,210	48,407
Governance Costs				
AGM & Annual Reporting	-	13	13	435
Audit / External Examination	-	1,764	1,764	1,500
Trustee Expenses	-	85	85	978
Staff Time on Governance	-	6,700	6,700	7,600
	-	8,562	8,562	10,513
	343,769	84,514	428,283	405,404

8 Fixed Assets - Equipment

Cost	
Balance at 31 January 2020	31,573
Additions in the year	1,120
Balance at 31 January 2021	32,693
Depreciation	
Balance at 31 January 2020	31,113
Charge for the year	415
Balance at 31 January 2021	31,528
Net Book Value	
Balance at 31 January 2021	1,165
Balance at 31 January 2020	460

Medact
Notes to the Accounts
for the year ended 31 January 2021

	2021 £	2020 £
9 Debtors		
Gift aid recoverable	14,291	15,268
Grants receivable	28,167	-
Other debtors and prepayments	3,430	13,934
	<u>45,888</u>	<u>29,202</u>

10 Creditors: amounts falling due within one year

	2021 £	2020 £
Other creditors and accruals	7,237	5,827
	<u>7,237</u>	<u>5,827</u>

11 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Funds £	Total Funds £
Tangible fixed assets	-	1,165	1,165
Current Assets	96,557	305,473	402,030
Current Liabilities	-	(7,237)	(7,237)
	<u>96,557</u>	<u>299,401</u>	<u>395,958</u>

12 Funds of the charity

	At 1/2/20	Incoming Resources	Outgoing Resources	Transfers	At 31/1/21
Restricted Funds:					
ICAN UK	5,727	-	(150)	-	5,577
Climate and Health	-	96,716	(71,845)	-	24,871
People vs PFI	1,986	-	(384)	-	1,602
Fossil Fuel Divestment	7,458	-	(7,458)	-	-
Healthcare Access	21,128	93,444	(66,439)	-	48,133
Healthcare Access - project partners	-	60,198	(60,198)	-	-
Health for Peace	16,170	68,662	(68,458)	-	16,374
Prevent in the NHS	2,554	-	(2,554)	-	-
Economic Justice	-	66,283	(66,283)	-	-
Total Restricted Funds	<u>55,023</u>	<u>385,303</u>	<u>(343,769)</u>	<u>-</u>	<u>96,557</u>
Unrestricted Funds:					
Designated Funds					
Doctors Against Diesel	-	70	(68)	(2)	-
IPPNW	600	350	-	-	950
Parental Leave	5,500	-	(126)	126	5,500
Conference	80	317	(152)	-	245
Total Designated Funds	<u>6,180</u>	<u>737</u>	<u>(346)</u>	<u>124</u>	<u>6,695</u>
General Funds	223,946	153,052	(84,168)	(124)	292,706
Total Unrestricted Funds	<u>230,126</u>	<u>153,789</u>	<u>(84,514)</u>	<u>-</u>	<u>299,401</u>
Total Funds	<u>285,149</u>	<u>539,092</u>	<u>(428,283)</u>	<u>-</u>	<u>395,958</u>

**12 Funds of the charity
(Continued)**

Restricted funds
ICAN UK

Funds for Medact's work on ICAN UK, the UK branch of the International Campaign to Abolish Nuclear Weapons. These includes some outstanding funds from a grant from the Joseph Rowntree Charitable Trust, as well as a number of restricted donations.

People vs PFI

Funds for the People vs PFI campaign to end the use of the Private Finance Initiative by the UK Government.

Fossil Fuel Divestment

Funds for work to campaign for health sector institutions to divest from fossil fuels - primarily from a grant from the Sainsbury's Family Charitable Trusts. This project was completed in Spring-Summer 2020 and the fund closed.

Healthcare Access

Funds for the Patients Not Passports campaign to challenge restrictions to healthcare access for migrants in the UK. Work in London is primarily funded by a grant from Trust for London. Work across the UK is funded by grants from the Paul Hamlyn Foundation and Open Society Foundations, which are shared with partner organisations Migrants Organise and the New Economics Foundation. Funds received from Paul Hamlyn Foundation for distribution to these two organisations are marked separately.

Health for Peace

Funds for a project to harness the voice of health workers in countering militarisation and reframing security in wider society - primarily from a grant from the Joseph Rowntree Charitable Trust.

Prevent in the NHS

Funds for work researching how the UK's PREVENT counter-terrorism duties impact on the day-to-day work of health professionals in the National Health Service - from a grant from Open Society Foundations. This project was completed in Summer 2020 and the fund closed.

Economic Justice

Funds for work on advocating for alternatives economic systems centred on health equity and wellbeing – primarily from a grant from the Friends Provident.

Designated funds

Doctors Against Diesel

Funds for the Doctors Against Diesel campaign - using the voice of health professionals to drive policy to combat the detrimental health effects of urban air pollution.

IPPNW

Funds to support the wider network of the International Physicians for the Prevention of Nuclear (of which Medact is the UK affiliate).

Parental Leave

Funds set aside to cover the cost of parental leave support for a staff member according to our Parental Leave Policy.

Conference

Funds for running Medact's annual conference. The conference planned for Spring 2020 was postponed indefinitely due to coronavirus.

13 Related party transactions and trustees' remuneration

Trustees' Remuneration

Trustees received no remuneration in respect of their services as Trustees (2020 £nil). Expenses of £85 were paid in the period (2020 £978).

Related Party Transactions

There were no related party transactions in the year