

**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

<b>1. Reference and administrative details</b>	<b>3</b>
<b>2. Structure, governance and management</b>	<b>4</b>
2.1 Incorporation, governing document, & organisational structure	4
2.2 Recruitment & appointment of Trustees	4
2.3 Decision-making processes & responsibilities	5
2.4 Pay and remuneration policies	5
2.5 Relationships between Medact and related parties	5
<b>3. Objectives and activities</b>	<b>5</b>
3.1 Charitable objects	5
3.2 Strategic planning	6
3.3 Charitable activities	7
3.4 Volunteer contributions	8
<b>4. Achievements &amp; Performance</b>	<b>9</b>
4.1 Significant achievements & progress towards objectives	9
4.2 Progress Indicators	12
4.3 Factors influencing our work	12
4.4 Spending on Fundraising	12
<b>5. Financial Review</b>	<b>12</b>
5.1 Principle income sources and areas of expenditure	12
5.2 Summary of the financial year	13
5.3 Designated Funds	13
5.4 Reserves Policy	13
5.5 Significant Events & Management of Risk	14
5.6 Financial Outlook & Performance	14
<b>6. Plans for Future Periods</b>	<b>14</b>
<b>7. Preparation of financial statements</b>	<b>15</b>
7.1 Responsibility of the Trustees for preparation of financial statements	15
7.2 Statement of disclosure of information to auditors	15
<b>8. Statement of Financial Activities</b>	<b>17</b>
<b>9. Balance Sheet</b>	<b>18</b>
<b>10. Cashflow</b>	<b>20</b>
10.1 Table 1 - Statement of Cashflows	20
10.2 Table 2 - Reconciliation of net income/(expenditure) to net cash flow from operating activities	21
10.3 Table 3 - Analysis of cash and cash equivalents	21
<b>Notes to the Accounts</b>	<b>22</b>
Note 1 - Accounting policies	22
Note 2 - Donations and Legacies	23
Note 3 - Income from Charitable Activities	24
Note 4 - Resources Expended	25
Note 5 - Fixed Assets - Equipment	26
Note 6 - Debtors	26
Note 7 - Creditors: Amounts Falling Due Within One Year	27
Note 8 - Funds Of the Charity	28
Note 9 - Analysis of Net Assets Between Funds	30
Note 10 - Expenses Paid To Trustees Or Persons Connected With Trustees	31
Note 11 - Staff Costs And Emoluments	31

# 1. Reference and administrative details

<b>Name of the charity:</b>	Medact
<b>Previously known as:</b>	Medical Action for Global Security, Medical Campaign Against Nuclear Weapons (MCANW), Medical Association for the Prevention of War (MAPW)
<b>Charity registration number:</b>	1081097
<b>Company registration number:</b>	2267125
<b>Registered office address:</b>	Pelican House 144 Cambridge Heath Road London E1 5QJ
<b>Board of Trustees:</b>	<i>Trustees who served during the year of this report were:</i>  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]
<b>Executive Director(s):</b>	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 be '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)	
<b>Income and endowments from:</b>						
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	
<b>Total</b>	<b>413,127</b>	<b>153,487</b>	<b>-</b>	<b>566,614</b>	<b>417,649</b>	
<b>Expenditure on:</b>						
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	
<b>Total</b>	<b>334,946</b>	<b>117,154</b>	<b>-</b>	<b>452,100</b>	<b>485,428</b>	<b>4</b>
Net gains/(losses) on investments						
<b>Net income/(expenditure)</b>	<b>78,181</b>	<b>36,333</b>	<b>-</b>	<b>114,514</b>	<b>- 67,779</b>	
<b>Transfers between funds</b>						
<b>Other recognised gains/(losses):</b>						
Gains/(losses) on revaluation of fixed assets						
Actuarial gains/(losses) on defined benefit pension schemes						
Other gains/(losses)						
<b>Net movement in funds</b>	<b>78,181</b>	<b>36,333</b>	<b>-</b>	<b>114,514</b>	<b>- 67,779</b>	
<b>Reconciliation of funds:</b>						
Total funds brought forward	72,594	186,823		259,417	327,195	
<b>Total funds carried forward</b>	<b>150,775</b>	<b>223,156</b>	<b>-</b>	<b>373,931</b>	<b>259,416</b>	

## 9. Balance Sheet

<p style="text-align: center;"><b>Medact</b> Balance Sheet as at 31st January 2024</p>			
	<b>Total funds</b>	<b>Prior year funds</b>	<b>Notes</b>
	£	£	
<b>Fixed Assets:</b>			
Intangible assets			
Tangible assets	1,737	1,377	5
Heritage assets			
Investments			
<b>Total Fixed Assets</b>	<b>1,737</b>	<b>1,377</b>	
<b>Current Assets:</b>			
Stocks			
Debtors	131,053	38,917	6
Investments	86,333	85,000	
Cash at bank and in hand	213,491	146,567	
<b>Total Current Assets</b>	<b>430,878</b>	<b>270,484</b>	
<b>Liabilities:</b>			
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			
<b>Total Net Assets or Liabilities</b>	<b>373,928</b>	<b>259,417</b>	
<b>The Funds of The Charity:</b>			8
Endowment funds			
Restricted income funds	150,775	72,594	
Unrestricted funds	223,153	186,823	
Revaluation reserve			

Pension reserve			
<b>Total Unrestricted Funds</b>	223,153	186,823	
<b>Total Charity Funds</b>	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

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

## 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
		£	£
	<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>114,514</b>	<b>(67,779)</b>
	<b>Adjustments for:</b>		
	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
	<b>Net cash provided by (used in) operating activities</b>	<b>69,158</b>	<b>(71,505)</b>

## 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	-	-
	<b>Total cash and cash equivalents</b>	<b>299,825</b>	<b>231,567</b>

# 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 31<sup>st</sup> 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-restricted	Total	Restricted	Un-restricted	Total
	Funds	Funds	2024	Funds	Funds	2023
	£	£	£	£ (Restated)	£ (Restated)	£ (Restated)
<b>Donations and legacies</b>						
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
<b>Core grants</b>						
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			-
			-			-
<b>Total core grants</b>	<b>38,805</b>	<b>-</b>	<b>38,805</b>	<b>-</b>	<b>11,000</b>	<b>11,000</b>
<b>Project grants</b>						
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
			-	-		-
<b>Total project grants</b>	<b>374,322</b>	<b>-</b>	<b>374,322</b>	<b>273,078</b>	<b>-</b>	<b>273,078</b>
<b>Total donations and legacies</b>	<b>413,127</b>	<b>140,350</b>	<b>553,476</b>	<b>273,078</b>	<b>131,911</b>	<b>404,989</b>

## 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)
<b>Other charitable income</b>						
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
			-		-	-
<b>Total other charitable income</b>	-	<b>8,703</b>	<b>8,703</b>	-	<b>12,183</b>	<b>12,183</b>

**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
	£	£	£	£	£	£
<b>Cost of generating funds - fundraising</b>						
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
<b>Charitable activities - staffing and operations</b>						
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
<b>Support costs</b>						
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
<b>Governance</b>						
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
<b>Total</b>	<b>117,154</b>	<b>334,946</b>	<b>452,100</b>	<b>222,467</b>	<b>262,960</b>	<b>485,428</b>

## Note 5 - Fixed Assets - Equipment

Fixed Assets - Equipment		
<b>COST</b>		<b>£</b>
Balance At 31 January 2023		33,692.54
Additions In The Year		899.98
Disposals		
Balance At 31 January 2024		34,592.52
<b>DEPRECIATION</b>		
Balance At 31 January 2023		32315.89
Additions In The Year		539.16
Disposals		
Balance At 31 January 2024		32,855.05
<b>NET BOOK VALUE</b>		
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
		£	£	£	£	£
<b>Restricted Funds:</b>						
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
<b>CORE Funding:</b>						
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
<b>Total Restricted Funds</b>		72,594	413,127	-334,946	0	150,775
<b>Unrestricted Funds</b>						
<b>Designated Funds</b>						
Parental Leave						
Climate		0	6,320	-4,153	-2,167	0
Doctors Against Diesel		0	0	0	0	
IPPNW		950	500		-1,450	0
<b>Total Designated Funds</b>		950	6,820	-4,153	-3,617	0
<b>General Funds</b>		185,873	146,667	-113,001	3,617	223,156
<b>Total Unrestricted Funds</b>		186,823	153,487	-117,154	0	223,156
<b>Total Funds</b>		259,417	566,614	-452,100	0	373,931

For The Year Ended 31st January 2023		At	Incoming	Outgoing	Transfers	At
		31/01/2022	Resources	Resources		31/01/2023
		£	£	£	£	£
<b>Restricted Funds:</b>						
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
<b>Total Restricted Funds</b>		62,476	273,078	-262,960	0	72,594
<b>Unrestricted Funds</b>						
<b>Designated Funds</b>						
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
<b>Total Designated Funds</b>		6,450	60	-37,187	31,627	950
<b>General Funds</b>		258,269	144,511	-185,280	-31,627	185,873
<b>Total Unrestricted Funds</b>		264,719	144,571	-222,467	0	186,823
<b>Total Funds</b>		327,195	417,649	-485,427	0	259,417

## Note 9 - Analysis of Net Assets Between Funds

<b>Analysis of net assets between funds</b>					
<b>Financial Year Ending 2023-24</b>			<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>
			<b>Funds</b>	<b>Funds</b>	<b>Funds</b>
			<b>£</b>	<b>£</b>	<b>£</b>
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
<b>Financial Year Ending 2022-23</b>			<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>
			<b>Funds</b>	<b>Funds</b>	<b>Funds</b>
			<b>£</b>	<b>£</b>	<b>£</b>
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

<b>Note 10 - Expenses Paid To Trustees Or Persons Connected With Trustees</b>			
		<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
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

<b>Staff Costs And Emoluments</b>			
		<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
<b>Staff Costs And Emoluments</b>			
Gross salaries		297,411	327,717
Social security costs		22,923	23,695
Pension costs		7,178	7,981
			-
<b>Total</b>		<b>327,513</b>	<b>359,393</b>
<b>Number of full time employees or full time equivalents</b>			
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 31<sup>st</sup> 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  
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Sevenoaks TN13 3PE

Dated 30 October 2024