

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:	<i>Trustees who served during the year of this report were:</i> 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 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. 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

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
 Anuj Kapilashrami
 _____ (Name)

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	-		0	11,959		11,959
patients, challenging police			0			-
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