THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales · Charity number 1101575

Details

Status	Registered
Legal form	Charitable company
Company number	04978121
Registered	2004-01-16
Register	View on the Charity Commission register

Contact

Address	167-169 Great Portland Street Fifth Floor London W1W 5PF
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Website	www.bihr.org.uk

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Activities

Objects: TO PROMOTE AND ADVANCE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND UNITED NATIONS CONVENTIONS AND DECLARATIONS; THE EUROPEAN CONVENTION FOR THE PROTECTION OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS AND ITS PROTOCOLS AND OTHER EUROPEAN HUMAN RIGHTS TREATIES; INTER-AMERICAN AND AFRICAN HUMAN RIGHTS TREATIES; AND UK DOMESTIC LEGISLATION ON HUMAN RIGHTS) THROUGHOUT THE UNITED KINGDOM AND INTERNATIONALLY BY ALL OR ANY OF THE FOLLOWING MEANS: A) MONITORING ABUSES OF HUMAN RIGHTS; B) MONITORING COMPLIANCE WITH INTERNATIONAL AND DOMESTIC HUMAN RIGHTS STANDARDS; C) COMMISSIONING OR CONDUCTING RESEARCH INTO HUMAN RIGHTS ISSUES; D) PRODUCING OR PUBLISHING RESEARCH AND OTHER MATERIALS ON HUMAN RIGHTS ISSUES; E) EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS; F) PROVIDING TECHNICAL ADVICE AND BRIEFINGS TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS; G) CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW; H) COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION AND POLICY DEVELOPMENTS; I) RAISING AWARENESS OF HUMAN RIGHTS ISSUES; J) PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS; K) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS, CORPORATIONS AND PUBLIC AUTHORITIES; L) CONDUCTING AND PROMOTING INTERNATIONAL ADVOCACY OF HUMAN RIGHTS; M) OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE; N) PROMOTING THE ELIMINATION OF INFRINGEMENTS OF HUMAN RIGHTS.

Activities: Provide information and other resources Develop and deliver training and consultancy Lead and/or collaborate on demonstration and pilot projects across the voluntary and community and public sectors Undertake research and policy analysis Lobby national government and Parliament, conduct media activity and campaigns and occasional strategic legal interventions

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WORLDWIDE
- Northern Ireland
- Scotland
- Throughout England And Wales

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£342,819	£399,902	-	-
2024-12-31	£462,574	£524,096	-	-
2023-12-31	£428,947	£419,658	-	-
2022-12-31	£436,157	£400,316	-	-
2021-12-31	£283,698	£313,341	-	-
2020-12-31	£311,636	£235,488	-	-

Trustees

Name	Role	Appointed
Imran Khan	Chair	2013-10-24
Edith Prak		2017-07-17
Joseph Graham Powell		2021-04-26
Mark Anthony Hilton		2018-07-16
Stephen Edward Pittam		2013-02-12
The Baroness Tanni Grey-Thompson		2013-12-16

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THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales - Charity number 1101575

Accounts

The British Institute of Human Rights

Trustees' Report and Financial Statements for the year ended 31 December 2025

For THE BRITISH INSTITUTE OF HUMAN RIGHTS

(A company limited by guarantee
and a registered charity)

Company Number: 04978121
Charity Number: 1101575

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REFERENCE AND ADMINISTRATIVE DETAILS

STATUS: The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission as a charity on 16 January 2004. Its governing rules are its Memorandum and Articles of Association.

REGISTERED CHARITY NUMBER: 1101575

REGISTERED COMPANY NUMBER: 04978121

COUNTRY OF INCORPORATION: England and Wales

REGISTERED OFFICE: 167-169 Great Portland Street, Fifth Floor, London, W1W 5PF

DIRECTORS & TRUSTEES

- Imran Khan KC
- Mark Hilton
- Baroness Grey-Thompson
- Stephen Pittam
- Edith Prak
- Joe Powell

KEY MANAGEMENT

- CEO (Chief Executive Officer): Sanchita Hosali
- Head of Policy & Programmes: Carlyn Miller
- Head of Operations: Phil Moore

INDEPENDENT EXAMINER

Francis Corbishley FCA, Independent Examiner
First Floor, 73-75 High Street, Stevenage, Hertfordshire, SG1 3HR

BANKERS

CAF Bank Ltd
West Malling, Kent, ME19 4TA

Barclays Bank PLC
PO Box 289, Leicestershire, LE87 2BB

SOLICITORS

Bates, Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE

WEBSITE ADDRESS: www.bihr.org.uk

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR YEAR ENDED 31 DECEMBER 2025

The Directors and Trustees present their annual report and financial statements for the year ended 31 December 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

ABOUT US

The British Institute of Human Rights (BIHR) is a well-established, independent UK charity dedicated to promoting and advancing human rights across the UK. Founded in 1970, we were an early and consistent voice calling for the incorporation of the European Convention on Human Rights into domestic law. Since the Human Rights Act (HRA) was passed in 1998 to do precisely this, we have focused on its practical implementation: supporting people, communities, public bodies and officials to understand and use human rights in everyday life. Our work helps build a culture in which people can benefit from legal protections, and public authorities at all levels fulfil their duties under the HRA.

In 2025 this mission was more vital than ever. As set out in the external environment section, the year was characterised by political ambivalence around human rights protections, and growing strain on communities and public services. Against this backdrop, BIHR remained a trusted, evidence-based organisation working to ensure that human rights remain practical tools for fairness, dignity and accountability.

Public Benefit

BIHR's charitable objectives are to promote and advance human rights throughout the UK. The Trustees have had due regard to Charity Commission guidance on public benefit, including the guidance on political activity and the advancement of education. Our work delivers public benefit in a variety of ways, including:

- **Education and empowerment:** accessible HRA information and training that enables individuals to ask questions, speak up and challenge decisions affecting their lives.
- **Co-production and lived-experience involvement:** ensuring those most affected by rights issues shape our tools, programmes and resources, notably through our Lived Experience Experts (LEEs).
- **Information and guidance:** producing accessible explainers and resources on rights in health, care, education, housing and wider public services.
- **Policy analysis and evidence-sharing** informing national debates with real-world insights from people and public services across the UK.

These activities help prevent human rights violations, secure accountability in real life, support better decision-making in public services, and strengthen systems that uphold fairness for all.

Our Mission and Vision

BIHR's vision is that of a strong and just society, in which all people can live well and flourish, safe in the knowledge that their human rights are being respected, protected, and fulfilled in their local communities and at the national level.

BIHR's mission is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

Our Strategic Approach & Aims

BIHR's work in 2025 was guided by our Strategic Framework (2020–2025), which focuses on enabling people, communities and public bodies to use the Human Rights Act to prevent, challenge and change poor decisions, policies and systems. Our approach remained rooted in co-production, accessibility and the integration of lived experience.

1. **Support people to know and use their rights:** delivering accessible human rights information and training that empowers individuals to challenge decisions that affect them.
2. **Support communities and civil society to drive rights-based change:** through long-term programmes such as the UK-wide Community Programme and the London Communities Human Rights Programme.
3. **Support public bodies to embed a rights-respecting culture:** including capacity-building with partners such as the Housing Ombudsman Service, Partners in Care and Health, and Midlands ADASS/NHSE.
4. **Inform national policy through evidence from practice:** amplifying insights from communities and frontline practitioners to ensure policy debates remain grounded in lived realities.
5. **A Vibrant BIHR:** sustaining and developing BIHR as a strong, resilient organisation with the capacity, governance, funding, and expertise needed to deliver our mission, maintain independence, and operate UK-wide beyond the "London bubble."

Our People

BOARD OF TRUSTEES

Our Trustees govern BIHR and bring a breadth of expertise across human rights law, equality, finance, governance, social change, and lived experience. Their leadership ensures BIHR remains focused on our charitable purpose, compliant with legal requirements, and strategically grounded during a year marked by significant political and funding volatility. Trustee profiles are on our website.

- **Imran Khan KC** (Chair) is a founding member of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.
- **Mark Hilton** (Treasurer) is the Executive Director at the International Psychoanalysis Association. Mark is an experienced leader and holds a BSc in International Relations and MScs in International Development Management and in Charity Accounting and Financial Management.
- **Baroness Grey-Thompson** is a celebrated Paralympian and broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of

advocating for equality within parliament and in her wider work brings important insights to BIHR.

- **Stephen Pittam** is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.
- **Joe Powell** Joe is the Chief Executive of All Wales People First, recruited as their first leader with lived experience of living in learning disability services. Prior to this Joe had lived in care services for eleven years and had to fight to get out of a system that defined him as being limited because of disability.
- **Edith Prak** is an experienced development professional. She is former Director of Advancement at The University of Nottingham and was Director of Development at The Elders and The Open University. She has a background in international economics and politics, teaching and advisory roles.

STAFF TEAM

The staff team continued to deliver BIHR's work with professionalism, compassion, and deep expertise in human rights law, training, co-production, and programme delivery. The team's ability to translate complex legal standards into accessible tools and practical approaches remains one of BIHR's defining strengths. Our staff team is led by CEO Sanchita Hosali; all team profiles are listed on our website.

- Sanchita Hosali, CEO
- Carlyn Miller, Head of Policy, and Programme (returned from maternity leave April 2025)
- Phil Moore, Head of Operations
- Annie Smith, Senior Human Rights Officer
- Jacob Charnick, Senior Human Rights Officer (was Human Rights Officer in 2025, promoted February 2026)
- Valentina Carlet, Administration Officer

During 2025 the following staff left BIHR:

- Emily Malcolm, Delivery Team Senior Manager, maternity cover (until June 2025)
- Katrin McEntee, Programmes & Policy Lead (until July 2025)
- Helen Walden, Communications & Public Affairs Officer (until September 2025)

LIVED EXPERIENCE EXPERTS (LEE) CONSULTANTS

Our three LEE Consultants continue to be central to our work; they are Charli Clement, Hanna Gawron and Kirsten Peebles. They help shape programme development, co-deliver training, contribute to resources, and provide insight that

grounds our work in the realities faced by people navigating rights issues across a range of areas. All LEE profiles are listed on our website.

THE EXTERNAL OPERATING ENVIRONMENT

The external environment in 2025 was marked by political uncertainty, shifting debates about human rights, and significant pressure on public services. Whilst various government figures reiterated the UK's commitment to the European Convention on Human Rights (ECHR), this has been accompanied by rhetoric about "rebalancing" its application. This ambivalence was visible throughout the year and highlighted during BIHR's Human Rights Day 2025 Gathering.

The year also marked 75 years of the ECHR and 25 years of the Human Rights Act (HRA), creating opportunities for reflection and public engagement. As raised at our Human Rights Day Gathering, and as themes in our ECHR 75th Anniversary Zine, much of the discussion often relies on inaccurate or partial claims about human rights, frequently framed through the lens of migration. This narrowed focus obscures the Convention's everyday relevance across everyday life in the UK, including in health, education, housing, policing and social care.

Wider societal pressures also shaped our 2025 operating context. Rising polarisation, declining trust in institutions and the political system, and increased hostility towards marginalised groups continued to affect the communities we support. Public bodies who seek our services faced operational and resource constraints, creating environments where human rights risks come not only from individual decisions but from stretched systems struggling to meet people's needs.

The charitable funding landscape also shifted. As the immediate threat of HRA repeal receded after the 2024 General Election, some funders redirected priorities away from human rights implementation, despite ongoing political and practical pressures on the Act. This reduction in dedicated human rights funding risks creating complacency at a moment when long-term investment in rights-respecting practice remains essential.

Across this landscape, BIHR's work remained both crucial and in high demand. Communities, civil society groups and public services demonstrated a clear need for accessible, legally grounded support. Our focus on the practical implementation of the HRA - ensuring people and public bodies can use the rights they already hold - proved essential not just in itself but as a driver for systems change, and law and policy reform.

Challenging Financial Period and Resilience

These external pressures translated into a challenging financial year for BIHR. The organisation experienced sudden contractions in public-sector commissioning following national restructuring and reduced budgets in health and social care, leading to planned programmes being paused or withdrawn.

Shifts in charitable funding trends added further difficulty. Several funders narrowed focus to specific themes or locations, reducing opportunities for organisations like BIHR that provide wider enabling and human rights-based infrastructure grounded in solidarity across communities. Taken together, and in an unexpected parallel, these pressures created a financial challenge, which our forecasting identified the earlier in the year.

In response, BIHR conducted a careful internal review and implemented cost-saving measures, including one redundancy, the planned end of a maternity-cover post, delayed recruitment, and a temporary reduction in working hours. These decisions were taken with transparency and with the long-term sustainability of the organisation – and retaining our knowledgeable and skilled staff team - in mind.

Even with these pressures, the team showed exceptional resilience. Programme delivery continued without compromise; community partners were supported; and significant policy influence was secured, including major progress on mental health law reform and significant HRA and ECHR visibility.

By the latter part of 2025, renewed consultancy income, new grants and careful planning began to stabilise our financial position, allowing BIHR to prepare for essential recruitment in early 2026.

The year reinforced the importance of organisations working to embed human rights in everyday decision-making; vital infrastructure that often sits outside traditional funding priorities yet remains critical to fairness, dignity and justice across systems.

OUR ACHIEVEMENTS AND IMPACT

In 2025, BIHR continued its unique role in the UK's human rights landscape: translating the Human Rights Act (HRA) into practical tools for change across communities and public services and amplifying this evidence to shape national

policy and systems. Despite a challenging financial year, demand for our human rights support and input remained consistently high. Across community partnerships, our London programme, and extensive public-body training, we reached thousands of people directly, enabling rights-respecting change in health, care, education, housing, and migration systems. **Our impact reflects the strengths of BIHR's approach: practical legal expertise on the HRA, co-production with lived experience, accessible tools, and an unwavering commitment to embedding human rights in everyday decisions.**

Community Impact

UK-WIDE COMMUNITY PROGRAMME

2025 marked the conclusion of BIHR's three-year UK Community Human Rights Programme, a flagship initiative delivering long-term, practical HRA implementation support to community and voluntary groups across all four nations. Over three years, **106 organisations from all 4 nations applied for just 30 places**, reflecting exceptional national demand for accessible, accurate human rights capacity-building.

The programme supported groups working across asylum and migration, learning disability and autism, self-advocacy, domestic abuse, poverty, trauma recovery, LGBT rights, children and families, and Gypsy, Roma and Traveller communities. Many partners had never previously accessed human rights training. Workshop evaluations showed understanding rising from **2.8 to 4.3/5**, and confidence from **3.2 to 4.1/5**, with participants reporting they felt more able to challenge local decisions and public service access as a direct result.

Co-designed tools and practical impact: A defining feature of the programme was BIHR's intensive co-design partnerships, producing **10 tailored human rights support tools** grounded in lived experience and developed in accessible formats, including Easy Read, multilingual, visual, and video/audio versions. Partners consistently described the process as empowering and enabling long-term change across their organisations.

PARTNER	IMPACT
Awesta	**Applied human rights arguments to challenge unsafe housing, support refugees' right to work and strengthen advocacy for women entrepreneurs. "Equipped our team with the knowledge and confidence we needed to challenge unfairness."**

Cwm Taf People First	**Co-designed an Easy Read human rights card game. Members reported pride and empowerment, saying BIHR "held our members' interests at heart and made sure their voice was central."**
Parent and Carer Alliance	**Developed a rights-based guide for families of disabled children; used to influence decisions and keep families together. "This will make a huge difference."**
ATD Fourth World	**Reported a major shift in how they use the HRA in anti-poverty work; now applying rights reasoning in both internal and public discussions. "A very powerful tool to ensure respect for people in my community."**

Broader system influence: The programme's reach extended far beyond individual groups. Community evidence fed directly into BIHR's submissions to Parliament, national policy engagement and public-facing resources such as the ECHR 75th Anniversary Zine. Partners used HRA tools to challenge restrictive practices in mental health and social care, secure safer housing, and strengthen advocacy in education and migration settings. These ripple effects show how early, accurate HRA support can shift systems as well as individual outcomes.

What communities told us: Community partners consistently said the HRA gave them a clear, lawful language to articulate injustice and shift conversations with public bodies from requests to enforceable duties. Many reported increased agency, stronger solidarity across issues, and long-term cultural change within their organisations. As one participant put it: **"I will now use human rights on a daily basis."**

What communities say they need next: At BIHR's 2025 Funder Learning Event to share insights, community partners articulated three UK-wide calls for sustaining and expanding this model of support:

1. Resource HRA advocacy now, before the next political crisis; early support builds the foundations for collective defence of rights.
2. Champion everyday HRA upskilling, the "quiet" but vital work that secures independence, stops unlawful detention, and prevents harmful cuts. These everyday wins drive systemic change.
3. Amplify community voices, ensuring authentic stories of people using the HRA to secure dignity, safety and fairness are heard and valued. Positive storytelling strengthens legitimacy and counters misinformation.

A transformative legacy: Partners described the programme as invaluable - yet far too short – and consistently called for continued support. **The cumulative impact is clear: when communities understand and can use the HRA**

confidently, they drive meaningful change in everyday decisions and influence national policy, exactly as the HRA intended.

LONDON COMMUNITIES' HUMAN RIGHTS PROGRAMME

2025 was the first full delivery year of our London Communities Programme, developed with Just Fair. It supports communities experiencing inequality to use the HRA to challenge unfair decisions in housing, education, community safety and migration.

PARTNER	IMPACT
IRMO	Young people and families connected rights to experiences of exclusion; human rights now integrated into staff and volunteer induction. Understanding rose from 3.1 to 3.6/5.
Southall Community Alliance	Applied rights to early years, safety and local service access; understanding of human rights rose from 2.7 to 4/5; support for HRA reached 100%. HRA helped structure engagement with councillors.
Unfold	Young people and women reported this was the first time rights felt relevant to their experiences; understanding of human rights increased from 3.4 to 3.7/5; support for the Act reached 100%.
Community Plan for Holloway	Used human rights to influence redevelopment of the former Holloway Prison site, improving focus on women's safety and inclusion. Understanding of human rights rose from 3.1 to 3.7/5.

Partners described how the HRA gave clarity in complex situations, strengthened local advocacy, and built solidarity among communities facing different but interconnected inequalities.

London Summer Human Rights Event: In July 2025 we hosted a packed London Summer Human Rights Event to mark the end of the programme's first full delivery year. Over 50 community members and representatives from grassroots organisations across London joined IRMO, Southall Community Alliance, Unfold and Community Plan for Holloway to share learning and celebrate progress. The event included an interactive human rights workshop and a panel where partners spoke about how using the HRA has strengthened their advocacy. From challenging discriminatory school admissions to improving women's safety in local redevelopment plans, through to young people directly sharing how their discussions with local officials have shifted dramatically. A consistent message from all partners was the power of the Human Rights Act to give real authority to

community-led advocacy. The event closed with a creative session where participants produced rights-based letters and posters to use in their local organising, reinforcing the growing confidence and solidarity across London's diverse communities.

Impact Story: Community Campaigning for Systems Change
When the Council proposed closing most local children's centres, SCA used BIHR's support to use the HRA to mobilise local parents with rights-based campaigning tools. Community members spoke up at public meetings and raised human rights-based concerns, contributing to ongoing scrutiny of the proposals.

Impact Story: Individual Advocacy Changing Lives
IRMO used HRA arguments to challenge a refusal of temporary accommodation for Sara and Ana, a mother and daughter fleeing domestic violence. Human rights advocacy secured safe temporary accommodation, keeping the family together.

ADDITIONAL COMMUNITY SUPPORT

Beyond formal programmes, BIHR delivered targeted support to groups across the UK. This included follow-up support and short-form training for organisations newly encountering rights risks in health, housing, education and care.

Public Body Impact

Public bodies remained central to BIHR's change model. As duty-bearers under the HRA, their decisions directly affect people's lives; practical HRA implementation support is a powerful tool to strengthen fairness, accountability and lawful practice. In 2025, our major partnerships demonstrated the depth of impact that rights-based training can achieve.

WEST MIDLANDS ADASS & NHS ENGLAND MIDLANDS

A regional programme supporting rights-respecting discharge and reducing inappropriate inpatient placements for autistic people and people with learning disabilities. It included leadership workshops, practitioner training and practice-leadership cohorts. **Impact:**

- Understanding of human rights and duties rose from 2.9 to 4.1 out of 5.
- Confidence to use this human rights knowledge rose from 3.6 to 4.5 out of 5
- Support for the HRA rose from 70% to 98%
- 93% were more likely to use the HRA in their work
- 100% of our Human Rights Practice Leader participants would recommend undertaking this BIHR learning and support to colleague.

Practitioners reported challenging blanket restrictions, amending care plans, raising proportionality arguments and securing less restrictive options - demonstrating immediate systems impact.

"I didn't realise the extent to which the HRA can be helpful in helping us articulate 'doing the right thing' before. It's important that all public sector workers understand the duty and their responsibilities within it". Commissioner in leadership support

PARTNERS IN CARE AND HEALTH (PCH)

A national programme supporting practitioners working with young autistic people and young people with a learning disability. In 2025 we delivered four in-person workshops for 62 practitioners. **Impact:**

- 100% would recommend the training
- Improved understanding of the rights and duties to secure freedom from inhuman treatment, the right to liberty, and to respect for private and family life, including wellbeing, community, choice and relationships (Articles 3, 5 and 8)
- Stronger confidence using human rights decision-making tools and principles, such as the FAIR model and proportionality
- Practitioners felt more equipped to challenge restrictive practice in Continuing Healthcare decisions, safeguarding and transitions planning.

"I think this training should be mandatory for all social workers and managers"

HOUSING OMBUDSMAN SERVICE (HOS)

We delivered a major organisational capacity-building programme for nearly 300 staff. In 2025, we completed the programme work, with an internal handbook following 25 workshops delivered the previous year. Staff strengthened their ability to apply the HRA in investigations, reviews and decisions across complaints handling and adjudication functions.

Strategic Implementation Learning Themes

- **Demand far exceeds capacity:** the Community Programme was oversubscribed 4:1; public bodies are consistently seeking ongoing support but do not always have the budgets to commission this.
- **Long-term engagement drives deeper change:** multi-stage programmes enable partners to embed human rights in processes, policy, frontline decisions and organisational culture.

- **Usability transforms the HRA:** once community advocates and practitioners learned tools like FAIR and proportionality, they integrated them rapidly in everyday work.
- **Co-production with lived experience is vital:** grounding legal concepts in real experiences builds trust and ensures relevance.
- **The HRA is a universal, unifying framework:** across sectors, partners used it to articulate fairness, dignity and accountability with the power of legal backing.

Together, these insights underline that embedding the HRA requires time, partnership and practical tools. When organisations are supported well, human rights become a driver of tangible change in decisions, systems and outcomes.

Policy and Legal Influence Impact

In 2025, BIHR's policy and influencing work generated significant, tangible impact across national debates, legislative, policy and systems reforms about human rights. Our work ensured that lived experience and practical insights of the Human Rights Act (HRA) from communities and public bodies shaped decisions at the highest levels of government and parliament. In a year marked by political ambivalence and increasing concerns about people's social and economic realities, BIHR provided clear, accurate, accessible, and human evidence driven by our HRA in practice expertise, strengthening the UK's human rights ecosystem.

THE RITES COMMITTEE

Our RITES Committee - which stands for Real-life Insights, Tips, Experiences, and Stories - brings together people who have effectively used our Human Rights Act to bring about meaningful change for themselves, loved ones and their communities. Drawn from our practical collaborations with various communities and frontline services, the members exemplify the universalism of human rights in action. Our experts share valuable insights on the HRA in critical areas such as social work, learning disabilities, neurodiversity, autism, substance recovery, migration, education, asylum, mental health, and advocacy by and with marginalised communities. We support the RITES Committee through core funding, ensuring members have the resources and time needed, including from our staff team, to thrive, backed by a paid participation policy. The RITES Committee played a key role in our influencing achievements in 2025:

- co-produced BIHR's evidence submitted to parliamentary processes on mental health reform
- provided key contributions to the ECHR 75th Zine

- co-led Human Rights Day sessions showcasing lived examples of rights in practice
- shaped Easy Read and plain-language explainers

Parliamentary reports quoted RITES members, and BIHR secured a dedicated lived experience roundtable at Westminster, ensuring that people with first-hand experience informed scrutiny of legislative change on mental health law. Their insights demonstrably shifted the tone and content of political scrutiny. A member reflected: "This roundtable was ground-breaking in how it listened to us, and that is something to celebrate in and of itself."

MENTAL HEALTH ACT REFORM

BIHR played a key role in shaping what became the new Mental Health Act, passed in December 2025. Our involvement led to direct and significant improvements in the law, the scrutiny process and the protections available to people receiving mental health care. Key achievements included:

- supporting lived experience experts, carers, social workers and mental health professionals to contribute evidence to the Joint Committee on Human Rights
- securing direct quotations of RITES evidence in parliamentary reports and debates
- prompting Parliament's Human Rights Committee to host a dedicated lived-experience roundtable on mental health reform

- producing accessible explainers and Easy Read materials accessed over 1,000 times, supporting public engagement with the legislative process
- working with partners to close a human rights loophole affecting people receiving after-care from independent providers

One of the most significant achievements was the successful advocacy for an amendment recognising that mental health after-care delivered by independent providers still carries human rights duties. This change strengthens accountability and safeguards the rights of people whose care is arranged or funded by the NHS. It also demonstrates the impact of BIHR's combined strengths in HRA legal expertise, lived experience leadership and long-standing practical insight in mental health settings. We have now been invited to be on the Department of Health & Social Care expert group informing the development of the statutory

Code of Practice for the new Mental Health Act, providing an important opportunity for ensuring people's human rights are at its heart.

ECHR 75TH ANNIVERSARY ZINE

To mark 75 years of the ECHR and 25 years of the HRA, BIHR produced the ECHR 75th Anniversary Zine - a creative, accessible resource designed to shift public and political conversation back to the people whose lives are shaped by human rights. It brought together real stories from across the UK, contributions from lived experience experts, and insights from legal and civil society partners.

The Zine showed what the ECHR and HRA look like in everyday life across health care, housing, education, migration and community safety. It quickly became a widely shared tool used by community groups, service providers and national organisations to build confidence, spark conversations and counter misinformation. Its focus on real stories reinforced that human rights are not abstract, they are practical protections that matter in daily life.

HUMAN RIGHTS DAY 2025

BIHR's Human Rights Day 2025 gathering brought together community organisations, young people, lived experience experts, legal practitioners, academics, parliamentarians and civil society groups to reflect on 75 years of the ECHR and 25 years of the HRA. It provided a national platform where rights-holders and community advocates could speak alongside policymakers and legal experts, grounding discussions in real-world experience.

Hanna, Lived Experience Expert, BIHR

The Minister for Human Rights opened the event by acknowledging BIHR's role in making rights practical and accessible, and reaffirmed the UK's commitment to the ECHR. He also received BIHR's open letter - signed by more than 180 groups - calling for continued protection of the HRA and ECHR, supported by community-created Easy Read and video versions.

Jake Richards MP, Under-Secretary of State, Ministry of Justice

The event showcased BIHR's strengths as a convenor: centring the HRA and ECHR and lived experience, amplifying community voices rarely heard in Westminster

and connecting them with legal and policy expertise. It strengthened sector solidarity, anchoring the national conversation in the everyday realities of rights.

EVIDENCE-INFORMED POLICY ENGAGEMENT

Throughout 2025, BIHR provided parliamentarians, government officials and civil society networks with accessible, accurate analysis of the HRA and its application across housing, mental health, asylum, equality law, the rule of law, and social care. Our contributions included explaining legal standards, identifying rights risks in proposed reforms and sharing examples from frontline practice and community casework.

CIVIL SOCIETY NETWORKS AND COLLABORATION

BIHR continued to play an active role across the wider human rights ecosystem. We supported organisations to speak confidently about the HRA, contributed to coalition work across human rights, equalities, migration, mental health and disability rights, and shared insight from our community and frontline programmes. Our convening power is widely recognised as a bridge between lived experience, public-service practice and national policy thinking.

STRENGTHENING THE HUMAN RIGHTS ECOSYSTEM

2025 confirmed the ongoing need for long-term investment in human rights implementation. Through our influencing work, BIHR secured legislative improvements, strengthened public understanding, equipped communities and practitioners with practical tools, and ensured that lived experience and real-world practice shaped national debates. Our work demonstrated that practical HRA implementation is essential infrastructure for fairness, accountability and dignity across systems in the UK.

Sustaining BIHR

FINANCIAL CHALLENGES AND RESILIENCE

2025 brought significant financial pressures for BIHR. Public-sector commissioning became unpredictable due to national restructuring and reduced budgets in health and social care, leading to several planned commissions being paused or withdrawn. At the same time, shifts in the charitable funding landscape meant fewer opportunities for Human Rights Act implementation work, as funders increasingly prioritised issue or place-based programmes. These combined trends created sustained uncertainty in income and required careful financial management throughout the year.

In response, BIHR implemented targeted cost-saving measures to protect delivery and maintain organisational stability. Staffing, our largest expenditure, underwent structured review, leading to one redundancy, the planned end of a maternity cover post, and a temporary reduction in working hours. Operational spending was tightly controlled, with non-essential costs paused and efficiencies introduced across procurement and internal systems. Despite these unavoidable adjustments, programme delivery continued uninterrupted, supported by the dedication, resilience and flexibility of the staff team.

By late 2025, income from renewed consultancy work, additional grants and careful financial oversight helped stabilise the organisation. BIHR ended the year in a stronger position than anticipated mid-year, enabling essential recruitment planning for 2026 and positioning the organisation for recovery and future growth.

OUR STAFF

OUR TEAM: Our small team brings together specialist HRA/ECHR expertise and professional backgrounds across social work, health, education, welfare and community development. This is supported by strong finance, operations, governance and charity-law capability. In 2025 we successfully supported a period of maternity leave, recruiting temporary cover to ensure continuity of delivery and welcoming the postholder back into their role later in the year. Cost-saving measures introduced during the year meant BIHR's staffing structure changed. Across 2025 we had nine staff members and ended the year with six, with plans to recruit at least one post early in 2026. A full list of staff is on page 7.

STAFF WELLBEING AND REMOTE WORKING: Staff wellbeing remained a priority. Measures included monthly wellbeing time during working hours, decompression time after delivery, monthly team sessions, and planned non-delivery periods to support balance and sustainability during a pressured year.

IT AND OPERATIONS: BIHR continued to invest in IT and cybersecurity infrastructure, ensuring strong systems, updated policies and secure processes. The organisation achieved Cyber Essentials re-certification in 2025.

OUR TRUSTEES

Our Board of Trustees brings strategic and operational expertise spanning operations, finance, HR, human rights law, parliamentary work, social change, fundraising and lived experience of disability and service use. There were no new trustee appointments in 2025. A full list of trustees is provided on page 8. Trustees remained highly engaged throughout the year, chairing and speaking at

programme and policy events, and participating in the annual whole-team and trustee meeting to support learning, accountability and strategic alignment.

OUR GRANT FUNDING

BIHR continued to prioritise a balanced funding mix across core and project grants. However, 2025 brought a more challenging environment. With the perceived threat to the Human Rights Act reduced after 2024, several funders shifted away from rights-infrastructure work, contributing to uncertainty in long-term funding. Despite this, BIHR secured new restricted and unrestricted grants later in the year and navigating these sector-wide shifts remains a strategic focus for 2026. In 2025 our grant funders included:

- AB Charitable Trust
- The Bromley Trust
- The Baring Foundation - UK Programme (ended in 2025)
- The Baring Foundation + City Bridge Trust (London Programme)
- The John Ellerman Foundation (ended in 2025)
- The Joseph Rowntree Charitable Trust (ending March 2026)
- The Tudor Trust (ending March 2026)

We secured multi-year funding for 2026+ from: The Baring Foundation and LEF.

FINANCIAL REVIEW

Overview

The Statement of Financial activities show total net outgoing resources in the year of £57.082 (2024: outgoing resources of £61,523) and total funds being carried forward at year-end of £64,850 (2024: £121,932). The balance in the unrestricted funds decreased by £38,840 (2024: decreased by £46,078) from £103,072 on 1 January 2025 to £64,232 on 31 December 2025. The balance in the restricted funds decreased by £18,242 (2024: decreased by £15,444) from £18,860 on 1 January 2025 to £618 on 31 December 2025.

Although year-end funds were lower than in previous years, it should be noted that confirmation of two new grants was received in December 2025, one for £150,000 over three years and another for £180,000 over three years. The first instalments of these two grants (£50,000 and £75,000 respectively) were paid to the Charity in January 2026. In addition, new training and consultancy work was agreed with clients at the end of 2025, with payments from these agreements (£156,270 in total) due and received in January 2026, with a total of £281,270 in

newly secured income due and received In January 2026, the year-end position was in reality far stronger, therefore, than the year-ends funds alone might suggest.

Risks: Income, Expenditure and Mitigations

2025 brought significant financial challenges. Several expected public-sector commissions were paused or withdrawn due to wider system restructuring and reduced budgets in health and social care, directly impacting BIHR's fee-based work. At the same time, shifts in charitable funding priorities - with many funders focusing on specific themes or geographies - reduced opportunities for long-term grants supporting HRA implementation. These combined pressures required close financial monitoring throughout the year.

In response, BIHR implemented targeted cost-saving measures to protect delivery and organisational stability. Staffing, the largest area of expenditure, underwent structured review, resulting in one redundancy, the planned end of a maternity-cover post, and a temporary reduction in working hours across the team. Operational costs were tightly controlled, with non-essential spending paused and procurement efficiencies introduced. Despite these reductions, programme delivery continued without interruption, supported by the resilience and flexibility of the staff team.

The Board monitored financial risk closely, reviewing income volatility, restricted and unrestricted funding availability, the impact of reduced staffing capacity and external economic uncertainty. Regular reporting and proactive decision-making enabled BIHR to sustain its core work while navigating a difficult operating environment.

End-of-Year Position and Reserves

BIHR's reserves policy is to maintain unrestricted reserves equivalent to three to six months of operating expenditure, setting a target range of £125,000 to £250,000. This provides a financial buffer to protect continuity of activities during periods of instability. For most of 2025 the organisation remained within this target range.

Mid-year forecasting, however, indicated that year-end reserves were likely to fall below the lower threshold due to the income pressures described above. Trustees therefore agreed early mitigation measures, including cost reductions and a temporary draw on reserves to safeguard delivery while new income was

secured. This strategic use of reserves enabled BIHR to maintain core activities and preserve organisational stability.

While the figure for year-end reserves (£64,232) did, as a result, indeed fall below the lower threshold of £125,00 specified above, it should be noted, as outlined earlier, that a total of £281,270 in newly secured income (a mix of grant, training and consultancy income) was due (and received) in January 2026. This helped to strengthen BIHR's financial position significantly, allowing the year to close on a far more stable footing than anticipated mid-year. Trustees will prioritise rebuilding reserves during 2026 to ensure resilience amidst ongoing sector uncertainty.

Looking Ahead

While 2025 was a difficult year, the organisation ended the period in a more stable position than anticipated at mid-year. BIHR begins 2026 with:

- A more secure financial footing
- Renewed consultancy opportunities
- Strengthened relationships with long-standing funders
- Clear plans to rebuild capacity where needed
- A resilient and committed team

Our focus in 2026 will be to consolidate this recovery, diversify income further, and reinforce BIHR's unique role in supporting the practical implementation of the Human Rights Act across the UK.

PLANS FOR THE FUTURE PERIOD

BIHR enters 2026 with a clear, shared strategy shaped through six months of learning and consultation with community partners, staff and Trustees. This work confirmed both the urgency of the moment and the scale of opportunity. The next five years will see a deepening of political contestation around the Human Rights Act (HRA) and European Convention on Human Rights (ECHR), growing pressure on public services, and increasing division across the UK. These realities informed BIHR's new Strategy for 2026–2031, which sets a focused, practical programme to secure everyday justice.

At its core, the new strategy recognises that the challenge ahead is not simply to defend rights in principle, but to further and more fully embed them in practice.

Much of the harm facing people and communities stems not from gaps in the law, but from gaps in implementation: low legal literacy, systems under strain and a political narrative that misrepresents human rights as obstacles rather than safeguards. BIHR's future work will address these challenges directly, strengthening everyday use of the HRA while building the evidence, stories and alliances needed to protect universal rights nationally.

Over the next year, BIHR will focus on five priorities.

1. Deepen community partnerships and human rights capacity: We will expand our community programmes across all four nations, focusing on groups closest to rights issues but furthest from support. Partners will co-develop practical advocacy tools, build confidence to challenge unfair decisions and contribute directly to national influencing, ensuring lived experience remains at the centre of change.

2. Strengthen public service systems through strategic HRA implementation: Work with public bodies will focus on embedding human rights across health, care, housing, welfare and education. Multi-part programmes, practice leadership, tailored tools and reflective spaces will support lawful, fair and rights-respecting decisions across everyday services.

3. Amplify authentic stories of human rights in action: BIHR will expand its evidence base by capturing real examples of decisions changed, practices improved and dignity secured. These stories will inform policy, strengthen public understanding and challenge misinformation with practical truth. They will also create a stronger, shared narrative across civil society.

4. Build alliances and resilience across the human rights ecosystem: BIHR will continue to convene and connect community groups, public bodies and civil society networks, ensuring learning flows across sectors and across UK nations. This will support collective responses to threats to the HRA/ECHR and build solidarity around rights-respecting practice.

5. Invest in organisational sustainability: To deliver its strategy, BIHR will focus on diversifying income, strengthening digital and evaluation systems, and supporting staff wellbeing and development. Trustees will prioritise rebuilding reserves to protect long-term stability and impact.

Taken together, these plans position BIHR to meet the next five years with clarity, confidence and purpose. Our focus is simple: to further and more fully embed the Human Rights Act where it matters most, in the systems and decisions that shape

everyday life, and build the collective strength needed to secure universal human rights for the future.

STRUCTURE, GOVERNANCE & MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

The Trustees, who are also the Directors for the purpose of company law, and who served during the year and up to the date of the signature of the financial statements were:

- Imran Khan KC
- Mark Hilton
- Baroness Grey-Thompson
- Stephen Pittam
- Edith Prak
- Joe Powell

Sanchita Hosali is a Director, for Company Secretarial purposes, but not a Trustee.

None of the Trustees and Directors has any beneficial interest in the company. All the Trustees and Directors are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustee Selection Methods

New trustees are appointed by existing trustees, who use a variety of methods, including direct research and approaches, and open advertising and selection, depending on need. Trustees serve for a term of three years and are eligible for re-appointment. During 2025 no new Trustees were appointed.

Trustee Responsibilities

The trustees meet quarterly, with additional meetings as required. Trustees determine pay and remuneration for key management personnel on the advice of the Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach

and status. The ongoing management of the charity is delegated to the CEO. In 2024 activities were delivered mainly through the work of on average ten staff members, supported by trustees.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 21 May 2026 and signed on their behalf.

Imran Khan KC
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS & TRUSTEES OF THE BRITISH INSTITUTE OF HUMAN RIGHTS

I report to the Directors and Trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2025.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act) (amended 2022). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act (amended 2022).

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 (amended 2022). I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

F J Corbishley

Francis Corbishley FCA
Independent Examiner
Moore Northern Home Counties Limited
First Floor
73-75 High Street
Stevenage
Hertfordshire
SG1 3HR

Dated:

03 Jun 2026

STATEMENT OF FINANICAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	**3**	148,618	-	148,618	144,617	-	144,617
Charitable activities	**4**	121,489	71,003	192,492	150,914	163,588	314,502
Investments	**5**	1,709	-	1,709	3,455	-	3,455
Total income		271,816	71,003	342,819	298,986	163,588	462,574
Expenditure on:							
Charitable activities	**6**	310,657	89,245	399,902	350,130	173,966	524,096
Total expenditure		310,657	89,245	399,902	350,130	173,966	524,096
Net expenditure		(38,841)	(18,242)	(57,083)	(51,144)	(10,378)	(61,522)
Transfers between funds		-	-	-	5,066	(5,066)	-
Net movement in funds		(38,841)	(18,242)	(57,083)	(46,078)	(15,444)	(61,522)
Reconciliation of funds:							
Fund balances at 1 January 2025		103,074	18,860	121,934	149,152	34,304	183,456
Fund balances at 31 December 2025		64,233	618	64,851	103,074	18,860	121,934

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	**10**	156,511		438	
Cash at bank and in hand		100,736		188,731	
		257,247		189,169	
Creditors: amounts falling due within one year	**11**	(192,396)		(67,235)	
Net current assets			64,851		121,934
The funds of the charity					
Restricted income funds	**13**		618		18,860
Unrestricted funds			64,233		103,074
			64,851		121,934

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2025.

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

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.

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

The financial statements were approved by the Directors and Trustees on 21 May 2026

Mark Hilton
Trustee

Imran Khan KC
Trustee

Company registration number 04978121 (England and Wales)

NOTES TO FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

Charity information

The British Institute of Human Rights is a charitable company limited by guarantee incorporated in England and Wales. The registered office is 167-169 Great Portland Street, Fifth Floor, London, W1W 5PF, England.

1.1 Accounting convention

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

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

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

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

1.2 Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. 2025 brought significant financial pressures for BIHR in that public-sector commissioning became unpredictable, and shifts in the charitable funding landscape meant fewer opportunities for Human Rights Act implementation work. These trends adversely affected BIHR's income in 2025 but, in response, the charity implemented targeted cost-saving measures to protect delivery and maintain organisational stability. In late 2025, the charity also secured income for renewed consultancy work (to take place in 2026) and additional grants (for 2026 and beyond), and these helped stabilise the organisation further. BIHR therefore ended the year in a

far stronger position than anticipated mid-year. The trustees are therefore confident about the charity's future and, accordingly, the financial statements have been prepared on a going concern basis.

1.3 Income

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

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

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

Donated Services And Facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

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

Interest Receivable

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

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1.4 Expenditure

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

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

1.5 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.6 Employee benefits

Short Term Benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee Termination Benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful Economic Lives of Tangible Assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Contributions in Kind

The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets or liabilities within the financial year.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Unrestricted funds
	2025	2024
	£	£
Donations and gifts	148,618	144,617
Donations and Gifts		
Bromley Trust	15,000	10,000
John Elleman Foundation	-	42,000
Joseph Rowntree Charitable Trust	30,000	30,000
Tudor Trust	42,592	38,720
AB Charitable Trust	45,000	20,000
Other	16,026	3,897
	148,618	144,617

4. CHARITABLE ACTIVITIES

	Income from Charitable Activities 2025 £	Income from Charitable Activities 2024 £
Services provided under contract	121,489	150,914
Performance related grants	71,003	163,588
	192,492	314,502
Analysis by fund		
Unrestricted funds	121,489	150,914
Restricted funds	71,003	163,588
	192,492	314,502

Grants for the provision of goods and services	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
Baring Foundation (Community Programme)	16,667	-	16,667	54,000
Baring Foundation (London Communities)	54,336	-	54,336	107,488
Other Restricted Income	-	-	-	2,100
	71,003	-	71,003	163,588

Training, consultancy and contracts	Restricted Funds	Unrestricted Funds	Total 2025	Total 2024
	£	£	£	£
Parliamentary and Health Service Ombudsman	-	-	-	6,000
Local Government Association	-	8,654	8,654	16,002
NHS England & Improvement	-	1,705	1,705	-
Housing Ombudsman Service	-	-	-	38,058
Tees, Esk & Wear Valley NHS Foundation Trust	-	-	-	53,977
East of England NHS Specialised Mental Health Provider Collaborative	-	10,800	10,800	-
Leeds & York Partnership NHS Foundation Trust		34,551	34,551	-
Baring Foundation		500	500	
West Midlands ADASS		25,271	25,271	
BNP Paribas Real Estate		9,160	9,160	
Other public sector training and consultancy	-	-	-	28,230
Other not-for-profit sector training and consultancy	-	6,615	6,615	4,115
Other private sector training and consultancy	-		-	-
Reimbursed expenses	-	1,893	1,893	-
	-	99,148	99,148	146,382

Other	Restricted Funds	Unrestricted Funds	Total 2025	Total 2024
	£	£	£	£
Royalties, publishing & speaking fees	-	295	295	1,375
Sale of resources	-	172	172	334
Open courses income	-	21,874	21,874	2,823
	-	22,341	22,341	4,532

5. INCOME FROM INVESTMENTS

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,709	3,455

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Expenditure on charitable activities 2025 £	Expenditure on charitable activities 2024 £
Direct costs		
Staff costs	342,051	415,072
Programme Costs	21,407	59,969
Office Costs	25,256	33,247
Premises Costs	1,081	1,246
	389,795	509,534
Share of support and governance costs (see note 7)		
Governance	10,107	14,562
	399,902	524,096
Analysis by fund		
Unrestricted funds	310,657	350,130
Restricted funds	89,245	173,966
	399,902	524,096

7. SUPPORT COSTS

	Support costs £	Governance costs £	2025 £	Support costs £	Governance costs £	2024 £
Payroll and accounting	5,140	2,205	7,345	6,761	2,261	9,022
Independent Examination	-	2,700	2,700	-	2,604	2,604
Management committee	-	-	-	-	488	488
Other	-	62	62	-	2,448	2,448
	5,140	4,967	10,107	6,761	7,801	14,562
Analysed between Charitable activities	5,140	4,967	10,107	6,761	7,801	14,562

8. EMPLOYEES

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Staff	8	10

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	1	1

The charity does not operate its own pension fund but did contribute to the personal pension plans of ten (2024: twelve) employees during the year.

The key management personnel comprise the trustees and the senior management team (being the CEO, Head of Policy and Programmes and Head of Operations) (2024: being the CEO and Head of Policy and Programmes and Operations Manager). The total employee benefits of the key management personnel of the charity were £151,488 (2024: £163,776).

9. TAXATION

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

10. DEBTORS

	2025	2024
Amounts falling due within one year:	**£**	**£**
Trade debtors	156,270	-
Prepayments and accrued income	241	438
	156,511	438

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Notes	2025	2024
		£	**£**
Other taxation and social security		13,940	18,419
Deferred income	**12**	173,569	42,904
Trade creditors		627	1,742
Other creditors		4,260	4,170
		192,396	67,235

12. DEFERRED INCOME

	2025	2024
	£	£
Other deferred income	173,569	42,904

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	173,569	42,904
Movements in the year:		
Deferred income at 1 January 2025	42,904	172,869
Released from previous periods	(42,904)	(172,869)
Resources deferred in the year	173,569	42,904
Deferred income at 31 December 2025	173,569	42,904

13. RESTRICTED FUNDS

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 December 2025
	£	£	£	£	£
Baring Foundation (Community Programme)	10,810	16,667	(27,477)	-	-
Baring Foundation (London Communities)	8,050	54,337	(61,769)	-	618
	18,860	71,004	(89,246)	-	618

Previous year:	At 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2024 £
Baring Foundation (Community Programme)	13,561	54,000	(56,751)		10,810
Co-op Local Community Fund	4,703			(4,703)	-
The Law Society Charity	363			(363)	-
Baring Foundation (London Communities)	14,467	107,488	(113,905)		8,050
Tudor Trust (Wellbeing)	1,210		(1,210)		-
EHRC Travel Grant		2,100	(2,100)		-
	34,304	163,588	(173,966)	(5,066)	18,860

- **Baring Foundation (Community Programme)**: This grant was awarded to enable BIHR to increase support to civil society organisations on human rights practice through knowledge, confidence, and skills development, and through mentoring.
- **Baring Foundation (London Communities):** This grant was awarded to promote and develop the use of human rights-based approaches for London-focussed civil society organisations.
- **Co-op Local Community Fund**: This funding supported BIHR to hold free learning events on mental health and human rights in Tower Hamlets.
- **The Law Society Charity**: This grant supported BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services.
- **Tudor Trust (Wellbeing)**: This grant is to be used towards staff, volunteer and trustee wellbeing during the course of the main Tudor Trust unrestricted grant works.
- **EHRC Travel Grant**: This grant was to enable BIHR staff and RITES Committee members to present evidence at the United Nations in Geneva as part of the UN Human Rights Committee's review of the UK's implementation of the International Covenant on Civil and Political Rights (ICCPR).

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 December 2025 are represented by:						
Current assets/(liabilities)	64,233	618	64,851	103,074	18,860	121,934
	64,233	618	64,851	103,074	18,860	121,934

15. RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2024 - none).

THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales - Charity number 1101575

Accounts

Trustees' Report and Financial Statements for the year ended 31 December 2024

For

THE BRITISH INSTITUTE OF HUMAN RIGHTS

(A company limited by guarantee
and a registered charity)

Company Number: 04978121
Charity Number: 1101575

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REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2023

STATUS: The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission as a charity on 16 January 2004. Its governing rules are its Memorandum and Articles of Association.

REGISTERED CHARITY NUMBER: 1101575

REGISTERED COMPANY NUMBER: 04978121

COUNTRY OF INCORPORATION: England and Wales

REGISTERED OFFICE: 167-169 Great Portland Street, Fifth Floor, London, W1W 5PF

DIRECTORS AND TRUSTEES

Sir Nicolas Bratza (retired as Chair and Trustee 1 May 2024)
Mark Hilton (Treasurer)
Imran Khan KC (appointed Chair 1 May 2024)
Baroness Grey-Thompson DBE
Stephen Pittam
Edith Prak
Joe Powell

KEY MANAGEMENT

CEO (Chief Executive Officer): Sanchita Hosali
Head of Policy and Programmes: Carlyn Miller
Head of Operations: Phil Moore

INDEPENDENT EXAMINER

Francis Corbishley FCA, Independent Examiner
First Floor, 73-75 High Street, Stevenage, Hertfordshire, SG1 3HR

BANKERS

CafBank Limited
West Malling, Kent, ME19 4TA

Barclays Bank PLC
PO Box 289, Leicestershire, LE87 2BB

SOLICITORS

Bates, Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE

WEBSITE ADDRESS: www.bihr.org.uk

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR YEAR ENDED 31 DECEMBER 2024

The Directors and Trustees present their annual report and financial statements for the year ended 31 December 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

1. THE EXTERNAL OPERATING ENVIRONMENT

In 2023, the threat to the Human Rights Act from the Bill of Rights was averted, but this following year the protection of human rights remained uncertain. A General Election was anticipated, with the election called on May 23 and voting on July 4. During this short campaign period, the Human Rights Act and the European Convention on Human Rights were dividing and often contentious topics. Whilst the winning party's commitment to the Convention was welcome, their manifesto lacked specific pledges regarding the Human Rights Act.

Thankfully the new government is not hostile to the HRA. However, it remains to be seen if it will fully embrace its principles, ensure that human rights duties are central to government decision-making, and resist the political forces that are seeking to undermine it.

BIHR remains vigilant about rising negative rhetoric and political populism that could rekindle hostility toward human rights ahead of the next election. It is essential to continue advocating for the Human Rights Act and not to take the current situation for granted. Throughout 2024, BIHR has focused on

implementing human rights in practice and policy, demonstrating why the Human Rights Act is vital.

2. ABOUT US

Founded in 1970, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Early on, BIHR was a powerful voice calling for the European Convention on Human Rights to be incorporated into UK law, to provide people with the means to secure their rights here at home. Since those rights were embodied in the Human Rights Act (HRA) in 1998, BIHR has been a strong supporter of the HRA. We are focused on securing one of the Act's key, but often forgotten, aims - helping to support a culture of respect for human rights in the UK:

We work across the UK to enable positive change through the practical use of human rights law beyond the courts. We support people with the information they need to benefit from their rights; support community groups to advocate for social justice using human rights standards; and work with staff across local and national public bodies and services to support them to make rights-respecting decisions. We share this evidence of change and people's lived experiences to inform legal and policy debates. Our model of working enables us to call for the development of national law and policy which truly understands people's experiences of their human rights.

It is also important to be clear about what we do not do. We do not offer legal advice, case work support, or represent clients. BIHR is not a campaign group. We focus on using the current law in the Human Rights Act for positive practical and policy change. We do not campaign to change or go beyond human rights law as it stands in the Human Rights Act (and where relevant, the Convention). The Trustees and Directors always pay due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

2.1 Public Benefit

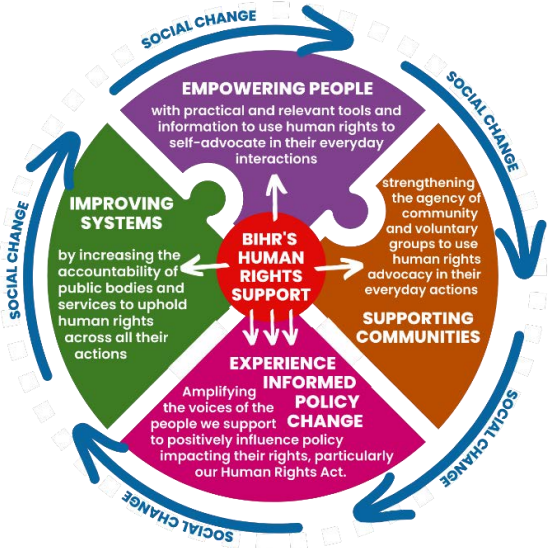
BIHR's core charitable objectives, set out in our governing documents, are to promote and advance human rights throughout the UK. The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

2.2 Our Mission and Vision

BIHR's vision is that of a strong and just society, in which all people can live well and flourish, safe in the knowledge that their human rights are being respected, protected, and fulfilled in their local communities and at the national level.

BIHR's mission is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

2.3 How: Our Strategic Aims and Activities



BIHR's 2020-2025 Strategic Framework sets out our Aims, which are underpinned by our organisational expertise in supporting the development of a culture of respect for human rights across the UK. We focus on change through human rights beyond the courts. We

provide the support and tools people and organisations need to use human rights law to resolve problematic situations. This is about preventing poor public services and policy or challenging and changing decisions when things have gone wrong. At the heart of each of our strategic aims is a commitment to bring about collaborative change using human rights advocacy and approaches to change practice and policy.

2.4 BIHR's People

BOARD OF TRUSTEES

A Board of Trustees governs BIHR, each trustee having varied expertise and skills:

- **Sir Nicolas Bratza** (Chair of the Board, retired 1 May 2024) is the former President of the European Court of Human Rights, where he was the Judge of the Court for over 14 years, elected in respect of the UK. Sir Nicolas is an invaluable source of advice, guidance, and inspiration for BIHR.
- **Imran Khan KC** (Chair of the Board, appointed 1 May 2024) is one of the founding members of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.
- **Mark Hilton** (Treasurer) is an independent management consultant, specialising in strategy and operational development across the charity and public sectors. Mark has a BSc in International Relations and MScs in International Development Management and Charity Accounting and Financial Management.
- **Baroness Grey-Thompson** is a celebrated Paralympian and broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of advocating for equality within parliament and in her wider work brings important insights to BIHR.
- **Stephen Pittam** is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.
- **Edith Prak** is Director of Advancement at The University of Nottingham, with a background in international economics and politics, teaching, advisory roles, and fundraising. She was previously Director of Development at The Elders and The Open University.

- **Joe Powell** is the Chief Executive of All Wales People First, with extensive personal and professional experience of defending the rights of people with learning disabilities and Autistic people.

STAFF TEAM

The Board of Trustees delegate the day to day operations of the charity to the CEO, who runs the organisation with the talented staff team:

- **Sanchita Hosali, CEO** (biography).
- **Carlyn Miller, Head of Policy, and Programme**, on maternity leave from August 2024 (returned April 2025) (biography).
- **Philip Moore, Head of Operations** (biography).
- **Emily Malcolm, Delivery Team Senior Manager** (maternity cover role from Sept 2024 – June 2025) (biography)
- **Katrin McEntee, Programmes & Policy Lead** (from June 2024, previously Senior Human Rights Officer)(biography).
- **Annie Smith, Senior Human Rights Officer** (biography)
- **Helen Walden, Communications and Public Affairs Officer** (biography)
- **Jacob Charnick, Human Rights Officer** (biography)
- **Valentina Carlet, Administration Officer** (biography)

During 2024 the following staff left BIHR:
- Charlotte Maguire, Senior Human Rights Officer until September 2024
- Phoebe Craig, Human Rights Officer until September 2024

LIVED EXPERIENCE EXPERT CONSULTANTS

In 2021, we developed the paid roles of Lived Experience Expert consultants (LEEs). Our LEEs have experience of children's inpatient mental health services either as a child or young person or as a parent, carer or close supporter. During 2024 we developed new programmes involving our LEEs. They are also part of our RITES Committee supporting BIHR's experience-informed policy work:

- **Charli Clement**, access Charli's biography
- **Hanna Gawron,** access Hanna's biography.
- **Kirsten Peebles ,** access Kirsten's biography.

3. OUR ACHIEVEMENTS AND IMPACT

We have a unique position in UK civil society and human rights ecology, translating law into practice, enabling rights-based community advocacy and public service delivery. By combining accurate, accessible legal expertise with lived experiences, we bring meaningful and impactful national policy analysis. We have focused on ensuring lived experience and co-production are not abstract values but integral to the way we work. We believe this is a powerful approach, especially when dealing with policies and national decision-making affecting people's lives. **This year we worked directly with over 3,000 people and reached many more through the distribution and downloads of our resources. We know many more people benefit from our support indirectly through the work of every person we empower.** BIHR's reach in 2024:

AIM 1 EMPOWERING PEOPLE

Enabling people to access practical and relevant tools and information to use human rights law to self-advocate in their everyday lives.

We believe in the power of self-advocacy and that knowledge and confidence to use your legally protected human rights is power. Human rights are for everyone. As a small, agile, charity working across the UK, BIHR empowers people to advocate for their rights and build confidence with decision-makers through our responsive, relevant, accurate and accessible tools, rooted in tackling the everyday injustices people face, supporting practical meaningful change.

During 2024 our practical work with individuals primarily focused on improving our information provision. Key to this was the continued development of our new website, and in particular the Get Informed section. This supports people to build their capacity to self-advocate for their rights. Additionally, our UK-wide Community Programme includes specific criteria on working directly with people (see Aim 2).

We emphasise **co-producing HRA tools** directly with people, bringing together lived experience with the legal framework to support positive and well-informed advocacy. We continue to be **committed to producing Easy Read versions** of as much of our information as possible. We often work **alongside our community partners and RITES Committee members to distribute resources back** into the sector.. This supports not only people with learning disabilities, but also people for whom English is not their first language, and those with other communication and processing issues.

We have redeveloped our website, with pathways based on rights, duties and issues, and focus on providing Explainers across rights issues to support people to speak up both for themselves and to engage in rights debates from an informed position. **We know this work is used by staff across health and social care, by equality and diversity professionals, by individuals and self-advocacy groups, campaigners and policy professionals, through to politicians** (including the former opposition frontbenchers in Bill of Rights debates, who drew on our Easy Read materials and specific stories of change to articulate what was at risk).

We continually work on keeping our information **updated as the law evolves**, new legal cases set precedent (making sure litigation changes are known about and utilised), and as **relatable practical stories of success emerge from our work with**

communities and public bodies. We also respond to policy information need, as identified in our practical work and through networks such as the Save Our HRA coalition, to provide the information that those we support require.

This element of our work is often overlooked, but we invest significant resources here, as we know the reach and importance of it, and it's a key element of our widest infrastructure support.

2024 Explainers included:

- What do we mean by the State, Governments & Public Bodies?
- Hybrid public bodies under the Human Rights Act?
- What are positive obligations? (Video)
- What are interim measures?
- Safety of Rwanda (Asylum & Immigration) Act: human rights explainer
- The Elections Act, Voter ID & the Right to Free Elections
- UK General Election 2024 Manifestos and Human Rights
- The Mental Health Bill: a human rights explainer

AIM 2

SUPPORTING COMMUNITIES

Strengthening the agency of community and voluntary groups to address social justice issues using human rights law advocacy in their everyday actions.

Community and voluntary groups are at the forefront of advocating for people's rights; yet, many do not always communicate this vital work in terms of human rights or feel equipped to leverage the Human Rights Act confidently. At BIHR we enable these community groups — from grassroots movements to national organiaations — to harness the power of legally protected human rights as part of their social justice toolkit, emboldening advocacy and acheicing meaningful change.

In 2024, we supported diverse community and voluntary groups, **impacting thousands of people's lives across the UK**. These were led by and for groups, including **Black and racialised communities,** including Black African, Gypsy, Roma, and Traveller, and Latin American communities, and **people navigating the asylum and immigration systems, disabled children and their families, people in drug and alcohol recovery, and people with learning disabilities and autistic and neurodiverse people**. We stood with **women and girls facing violence**, and **children and young people** with mental health challenges and experiencing **poverty**, as well as **older adults**, among many others.

UK-wide Community Programme

This program empowers community groups across the UK to use Human Rights Act (HRA) advocacy. By linking the injustices faced by these communities to legally protected rights, we enable them to advocate for the legal responsibilities to respect, protect, and fulfil those rights. Our approach helps community groups positively disrupt existing policies and practices. The programme has two key components: raising awareness and co-designing initiatives.:

1 AWARENESS RAISING WORKSHOPS

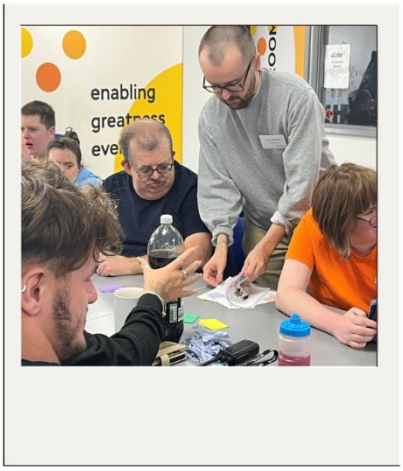
Demand has continued to outstrip the places available on our programme. **In 2023 we received almost 2.5 times as many applications and spaces; in 2024 this rose to 4 times as many applications versus spaces. This emphasises the increasing demand for this longer-term HRA support.** We continue to have a disproportionately high number of applications from **migration and asylum** groups and **disabled people's** groups, evidence of huge need.

In 2024 our community partners were:

- ✓ Aberdeen in Recovery (joined by Caithness Family Support Group)
- ✓ Allies for Justice & Families for Justice
- ✓ Association for Young People's Health
- ✓ ATD Fourth World
- ✓ Awesta Charitable Organisation
- ✓ Bristol Reclaiming Independent Living
- ✓ Bristol Refugee and Asylum Seeker Partnership
- ✓ Devon and Cornwall Refugee Support
- ✓ Dudley Voices for Choice
- ✓ People First Dorset
- ✓ Rochdale Women's Welfare Association
- ✓ Supported Loving
- ✓ The Traveller Movement
- ✓ Wyeside Arts Centre

Read more about the impact of our 2024 Community Human Rights Awareness Raising Workshop programme here.

2 CO-DESIGNING HUMAN RIGHTS SUPPORT WITH COMMUNITY PARTNERS



In 2024, demand for our 6-month support program with community partners surged, highlighting the potential for Human Rights Act advocacy among various groups. We collaborated with organizations focused on racial justice, refugee justice, and the rights of disabled individuals and caregivers. Together, we identified key concerns and explored how the Human Rights Act could drive change, resulting in the co-production of four essential advocacy tools.

The African Women Empowerment Forum (AWEF) is a Nottingham-based community group focused on empowering African women. We co-created a brochure to raise awareness of the Human Rights Act for African women arriving here. It covers key human rights related to discrimination, migration status, asylum accommodation, and treatment by police and health services. With our co-production budget, AWEF translated the brochure into Arabic and printed copies for distribution.

"It has been a pleasure working with BIHR … we truly appreciate the opportunity to contribute to such meaningful work. The African Women Empowerment Forum is grateful for the collaboration and the impact this programme has had on our community."

Cwm Taf People First is a self-advocacy charity in South Wales supporting people with learning disabilities. We co-produced a creative Easy Read human rights card game using real-life stories from their members and our experience. The game helps players explore applicable human rights for each story. With their coproduction budget, Cwm Taf printed the game, handled distribution, and organised a local launch event.

"BIHR really held our members interests at heart and worked with us to make sure that they were included in the process and that their voice was at the centre of our Game. This has allowed our members to see themselves within the final resource, generating a sense of pride, motivation to want to do more, and eagerness to share our work. We believe that the co-design project has generated a great foundation for us to champion human rights better in the future and to ensure that people with learning disabilities are not forgotten, overlooked or devalued when accessing and interacting with public services ."

The Northern Ireland Refugees and Asylum Seekers Women's Association (Bomoko NI) is a Belfast-based organisation created by and for women refugees and asylum seekers. We co-developed a pocket-sized leaflet for asylum seeker and refugee families in Northern Ireland to support women to use the Human Rights Act to challenge unfair housing decisions. Using our co-production budget, Bomoko translated the leaflet into Arabic and Somali, printed larger versions, and hosted a local launch event.

"The human rights pocket guide we've developed is far more than a manual—it's a practical resource designed for refugees, asylum seekers, and their advocates to navigate everyday challenges. It translates complex legal principles into clear, actionable insights … This initiative has been invaluable in empowering our members with essential knowledge and support in navigating their rights and housing challenges."

The Parent and Carer Alliance is a CIC supporting Gloucestershire families with children who have additional needs and disabilities. We co-developed a user-friendly guide outlining the human rights legal responsibilities of health, care, education, and local council officials with practical tools like template letters and flowcharts. With our coproduction budget, PCA printed and distributed several hundred copies and held a local launch event.

"This guide sets out some of the everyday situations that we see and provides a route map for families to be able to protect themselves. So often as a parent carer I would advocate for my child but not feel able to articulate the impact of the negative decision-making on my other children. I believe that for many families using this guide, it demonstrates how everyone within the household is affected and we hope, as a result, keeps families together …. the impact of the work that has been achieved will help so many more families in the future."

All resources were launched as part of Human Rights Day 2024, see Aim 4: Policy.

London Human Rights Community Programme

Funded by the Baring Foundation and City Bridge Foundation, BIHR and Just Fair work to empower London-based community groups with tools, resources, and support to leverage human rights for social change. BIHR focuses on enablement through the Human Rights Act, while Just Fair uses the international frameworks. Our development year activities had 2 phases:

The development year ended in July 2024, with Year 1 working with the 4 community partnerships starting in August. The remainder of 2024 focused on programme and support set up, with internal sessions, mapping, planning, and resource creation. Our work was put on hold for several weeks in the summer of 2024, recognising the impact of the London riots on the groups and communities we are supporting. We ensured we reached out to our partners offering support and signposting on managing large public trauma events. Year 1 continues into 2025.

Other human rights community support

- **CONSULTANCY SUPPORT FOR COMMUNITY GROUPS:** We continue to provide human rights support programmes, on a consultancy basis, for larger voluntary sector organisations. In 2024 we completed a second practice leadership programme with the Scottish Recovery Consortium for community advocates in addiction recovery in Scotland. The programme was highly successful, with increased knowledge and confidence to use human rights advocacy, alongside 3 stories of change securing healthcare in police custody, challenging restrictive practices as to where someone could live, and supporting a woman to seek accountability for the death of her brother. Find out more here, and watch the community advocate's video (link to the right).

- **CONTINUED TRAINING FOR COMMUNITY GROUPS:** Whilst our strategic focus has shifted to focus on programmatic support, we do continue to provide shorter paid-for training interventions because:
  - demand for our free to access programme support outstrips capacity;
  - training interventions are often very effective, especially for advocacy groups;
  - it is an important means to diversify the groups we do work with.

AIM 3

IMPROVING SYSTEMS

Increasing the accountability of public bodies to uphold human rights across all their actions, in everyday decisions, practices, and policies.

The Human Rights Act aimed to help to foster a culture of respect for human rights, ensuring that interactions with public officials are guided by rights and responsibilities. The HRA means the system cannot rely solely on people asserting their rights; those with public power must live up to their human rights duties. BIHR's work with public services equips staff with the knowledge and confidence to make rights-respecting decisions and policies. This work inspires them to champion people's rights while effectively managing risks, leading to better outcomes for people.

We worked directly with **several thousand people developing, delivering and managing public services across Great Britain**, including **NHS Trusts** and bodies, **local authorities**, city **and county councils, national bodies, regulators, providers of social care and education.** This has been focused on services accessed by people in **social housing, children and adults with mental health issues, who have learning disabilities and/or who are autistic.**

Our co-production model with our Lived Experience Experts is about co-development and co-delivery of our human rights learning and development work for public bodies.

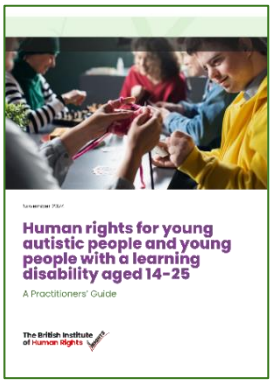
Housing Service Ombudsman

We developed and delivered a human rights staff capacity building programme for staff working in a range of roles across the Housing Ombudsman Service (HOS). The programme was to build on existing human rights knowledge within HOS and support staff to reflect on how they can apply human rights in their work and decision making. We also designed additional learning sets for a smaller cohort of HOS staff to build on what they learnt to help further embed a culture of respect for human rights within HOS.

"A really solid grounding in the Human Rights Act, and so useful because it also provided specific knowledge on how it applies to our sector."

Partners in Care and Health

Partners in Care and Health is a partnership between the Local Government Association and the Association of Directors of Adult Social Services, supporting councils to improve the way they deliver adult social care and public health services. PCH commissioned BIHR to develop and deliver a programme focused on using human rights to support young autistic people and people with a learning disability to access their rights. Running until March 2025 the programme elements are:



Creation of a digital resource for people working with young autistic people and young people with a learning disability. The resource was developed to support practitioners to strengthen their use of human rights to support decision making and empower people they are working with. It covers: (1) An overview of the Human Rights Act and how it works in practice; (2) A human rights approach to decision-making; (3) How human rights are key when moving to adult services, accessing suitable education and during care planning with worked through examples and tools.

Launch of the resource: in November, attended by 260 people - practitioners in local authority and NHS settings and loved ones of young people with learning disabilities and autistic people. **97% of surveyed attendees said they were more likely to rely on the HRA to make positive changes to their work supporting autistic people and people with learning disabilities.**

Into 2025 we will complete delivery of four in-person workshops. The workshops focus on applying a human rights lens to support a least restrictive approach to care and support, including discussions and real life practice.

Lived experience is mainstreamed throughout: One of our Lived Experience Experts co-developed and co-delivered this project, which was critical to learning:

"Excellent … compelling. I appreciate her honesty and her sharing her experience."

An NHS Trust

We continued our work with an NHS Trust to develop and deliver a human rights capacity programme available to over 800 staff. This built on previous programmes by continuing to offer two-part training to a wide cohort of staff across a range of settings and creating a third cohort of practice leads to champion human rights within the organisation. As part of this we saw positive successes with Group Thinking Spaces:

open structure peer support spaces for the practice leaders to join and work through using human rights to solve issues.

"I recently competed Human Rights training with BIHR. I found the training sessions extremely interesting and informative, coupled with the Group Thinking Space (GTS) where I was able to put the teaching into practice. These were instrumental to my learning and development, enabling me to apply the tools that we learned in the training sessions to real time scenarios. Having the BIHR lead at the sessions listening and guiding us to explore possibilities and ideas was critical. It felt like a safe space to voice my ideas with the support of an expert who would help me to consider alternative perspectives if needed. I personally feel that the Group Thinking Space has been essential to the understanding I now have of human rights. I would look forward to attending the sessions which offered a dedicated space to expanding my knowledge with my peers."

AIM 4 EXPERIENCE INFORMED POLICY

Amplifying the voices of the people we support to positively influence policy impacting their human rights, including securing our Human Rights Act.

BIHR's approach combines legal and practical expertise in human rights with the powerful narratives of people impacted by law and policy, which has the potential to transform policy at both local and national levels. We are seeing vital shifts in parliamentary scrutiny, emphasising not only technical details but also the profound human impact of policies. Initially focused on defending the Human Rights Act from being scrapped, we also prioritise mainstreaming human rights in policy work to address everyday injustices highlighted in our practical work with people, communities and public services, including around disability, the cost of living, and migration. Our policy work includes empowering civil society to advocate for human rights vigorously, championing their own causes while promoting the universality of human rights for all.

With the very real threat of the Human Rights Act being scrapped being seen off in 2023, our policy work in 2024 had more room for positive proactive interventions. **Our policy strategy had 3 strands: (1) Promoting the HRA; (2) Safeguarding the ECHR in the UK; and (3) Mainstreaming HRA-respecting changes across policy and legal changes in health, care, education, social welfare and housing.**

This was all **underpinned by coproduction with our lived experience RITES Committee**, as well as enabling the Committee to drive its own HRA national interventions.

Our RITES Committee

The RITES Committee, which stands for Real-life Insights, Tips, Experiences, and Stories, brings together people who have effectively used our Human Rights Act to foster meaningful change for themselves and their communities. Selected from our practical collaborations with various groups and frontline services, the members exemplify the universalism of human rights in action. Our experts share valuable insights on the HRA in critical areas such as social work, learning disabilities, neurodiversity, autism, substance recovery, asylum, mental health, and advocacy by and with marginalised communities. We support the RITES Committee through core funding, ensuring members have the resources and time needed, including from our staff team, to thrive, backed by a paid participation policy. Impactful highlights from 2024 include:

- **HUMAN RIGHTS AND CO-PRODUCTION:** To celebrate their 2nd anniversary, the Committee developed and delivered an event focused on a human rights-based approach to co-production. They presented their coproduction work with us challenging around asylum accommodation, commitment to Easy Read information, and with NHS England's children's mental health services. Attendees, including funders and public service representatives, reported gaining valuable insights. One participant noted, "It's important to consider who isn't in the room and the need for trauma-informed care. Hearing about successful practices is very helpful." You can watch clips from the event here

- **HUMAN RIGHTS ACTION PLAN:** the RITES Committee proposed, and with our assistance, put together an initiative that could be joined by individuals, groups and staff in public services to take everyday actions to help make human rights real across the UK. In September 2024 we launched the Action Plan together and are using this as a tool to positively and proactively engage everyday human rights advocacy, rather than being in "defence mode".

- **SOCIAL MEDIA PACK TALKING ABOUT HUMAN RIGHTS:** RITES Committee members identified the need to support people to speak up positively for human rights online. Three of the members – Charli, Hanna and Ian worked together, to produce a social media pack. Ian shared "we can all help raise the profile of human rights with those we support and work with… by doing this we will make people more aware of their rights and better able to support themselves and challenge … it was an enlightening and positive experience, working with others with lived experience, sharing knowledge and ideas was very empowering." The pack is regularly shared online, and we can see its contents being used across a

range of platforms. Later in 2024, Committee members led a session with the **Save our HRA Coalition** (below) about the process of co-production and insights into making sure lived experience voices are at the centre of policy and communications work, which was well received by the 200+ audience.

(1) Promoting the HRA

AMPLIFYING AT THE UN AND BACK TO THE UK GOVERNMENT

We submitted evidence to the UN Committee reviewing the UK's compliance with the International Covenant on Civil and Political Rights (ICCPR), highlighting the role of the Human Rights Act (HRA) in bringing these rights into UK law. With partial funding from the EHRC, we provided in-person evidence in Geneva, prioritising the direct testimony of RITES Committee members Kirsten and Fairuz. You can read and watch more about what Kirsten and Fairuz shared, their views on the experience and being heard. The session led to direct discussions with Committee members, and the UN's recommendations for the UK echoed our call for HRA implementation to influence policy changes. Following the change of UK Government in 2024, we are leveraging these UN recommendations to engage with new officials.

THE 2024 GENERAL ELECTION

We ensured people understood the Right to Vote, as set out in the HRA, and addressed key concerns such as voter ID, through an Explainer and series of social media posts. We provided public information on the manifesto commitments of the major political parties in relation to the HRA (and the ECHR), explaining what these meant for people's protections.

THE NEW PARLIAMENT

There were 355 new MPs following the 2024 GE. We wrote to all MPs introducing BIHR, our work, and held follow up meetings. We were pleased to deliver a session on the Human Rights Act for MP caseworkers, offered through the House of Commons training unit. As one participant reported: "I have come away feeling better equipped to deal with cases where non-absolute rights are being restricted and how I can start to support constituents in establishing whether that is proportionate." In follow up we offered MP offices a specifically developed guide on human rights for caseworkers, to support

them to uphold the rights of their constituents. We have also invested significant time building relationships with key parliamentary committees (once they were reformed). At the end of 2024 we have meetings lined up with teams at the Home Affairs Committee and Human Rights Committee to feed into new inquiries that impact human rights in mental health and asylum.

THE NEW GOVERNMENT

We have been able to draw on good strong relationships built whilst members of the current government were in opposition where they relied on our resources to challenge the proposed scrapping of the HRA. We have focused on relationships in the Ministry of Justice, which holds responsibility for human rights policy. Early on we met with the Minister for Human Rights, Lord Ponsonby, making the clear case that now is not the time to retreat from the HRA but to tell a strong positive story about why it matters and focus on implementation. The Minister took up our Human Rights Day invitation to open our parliamentary event, marking his first major speech on human rights, which BIHR was given permission to publish (see below). Additionally, we are building a strong relationship with the Attorney-General, supporting work to raise the profile of the rule of law and human rights in everyday life as part of this approach.

HUMAN RIGHTS DAY 2024 (10 December)

We continued to coordinate the civil society Human Rights Day letter, with organisations across the UK to coming together to speak up for human rights in an Open Letter to the Prime Minister and political leaders. The letter notes the 5th anniversary year of the Council of Europe and its Convention on Human Rights, the system "that makes human rights real". We also created an Easy Read version of the letter and a video version of the letter, with kind support from members of our RITES Committee and Pembrokeshire People First, Bomoko NI, All Wales People First, Cwm Taf People First, Parent & Carer Alliance CIC and Learning Disability England. The Prime Minister asked the Human Rights Minister, Lord Ponsonby to respond. He said, **"the UK government is fully committed to the protection of human rights both domestically and internationally" and confirmed that "this Government will never withdraw from the European Convention on Human Rights."**

Lord Ponsonby also provided his first major Human Rights Act speech, opening our 2024 parliamentary Human Rights Day event which launched our UK Community Programme resources. One disabled self-advocate emphasised the significance of speaking at Parliament: "I'm proud that I had the chance to do this… it's important that people with disabilities are included." This event also reconnected national campaigner and civil society groups back to the real-life experiences of people. As Amnesty International UK shared: "It was great to attend the BIHR Human Rights Day event in parliament and hear how important the Human Rights Act is for grassroots

organisations and community activists campaigning on issues that are impacting their communities."

SCOTTISH HUMAN RIGHTS PROPOSALS

We remained actively engaged in policy work in Scotland to secure a new Bill of Rights, focusing on practical implementation and sharing lessons from HRA implementation. For example, our partner experiences of using human rights law in practice were shared with Scottish groups; listen to a podcast of discussion with our Head of Policy & Programmes. The change in Scottish Government leadership later in the year paused progress on the Bill, but our support for the HRA can still serve as a springboard for civil society human rights action.

(2) Safeguarding the ECHR in the UK

LEADING ROLE IN THE SAVE OUR HRA COALITION & NETWORKS

We continued to be a coalition steering group member, helping set the strategic direction of the work, and providing a number of direct supports for the 250+ groups. In 2024 we provided direct sessions on: (1) Interim Measures at the European Court of Human Rights, which became a political flashpoint in the former government's Rwanda policy and attempted legal reforms. (2) Lived experience and coproduction in human rights advocacy, showcasing the RITES Committee's social media speaking up pack.

RWANDA POLICY AND RELATED IMMIGRATION LAW & POLICY

It was clear that the then Government's approach to the Rwanda policy and related immigration proposals and laws posed a threat to the UK's continued compliance with the ECHR. We therefore continued to work with immigration and wider civil society groups to provide the policy information needed to make human rights arguments both to challenge proposals and to speak up for the continued protection of people's rights in the UK and access to the ECHR mechanisms. This included briefings, meetings, parliamentary work, and joint submissions to a range of inquiries and consultations.

(3) Mainstreaming HRA-respecting changes in health, care, education, social welfare & housing policy

RESEARCH WITH DISABLED PEOPLE ON DO NOT RESUSCITATE

In 2023 we were commissioned by the Ombudsman to carry out their first lived experience research to go alongside their own review. We worked directly with people with learning disabilities, family carers and advocates to give voice to their experiences and calls for change. What we produced was also led by them, with a standard report, an Easy Read version and series of short accessible videos. In 2024 the Ombudsman published the series; their human rights section drew directly on our report, and they took up their recommendations to uphold human rights including through increased accessible information, person-centred approaches, non-discrimination in decision-making, and the right to challenge. As 2024 drew to a close, the new Government's Care Minister is taking this forward.

VISITING RIGHTS IN HOSPITALS, CARE HOMES AND HOSPICES

In 2023 we reported on work with our RITES Committee and our experience of working with services to submit evidence to the Dept of Health consulting on visiting rights, in the wake of Covid. The Dept of Health introduced Regulation 9A for the Care Quality Commission's regulatory framework, and in 2024 the CQC consulted on guidance to accompany the regulation. We raised the fact that the HRA right to family life was not mentioned and why it was needed. The CQC published final guidance with key changes that explicitly reference the relevant human rights, drawing directly on our submissions. This gives people even stronger levers to challenge arbitrary restrictions when faced with them, but more importantly sets out the positive expectations on how services should be approaching the issue proactively to protect people's rights.

INDEPENDENT COMMISSION, PUBLIC HEALTH EMERGENCY POWERS

Our CEO gave evidence to the Commission drawing on our experience of working with people, community groups and public services during the pandemic. We flagged concerns the existing human rights duties on public officials were not properly considered in national or local decision making, and the failure of governments to consider the full range of human rights at risk. Along with the Chair of the Equality and Human Rights Commission, we urged the Commission to recommend that any future body advising on public health emergencies should also include human rights expertise, which was reflected in the final report.

ASSISTED DYING BILL

Questions about assisted dying or suicide are frequently raised in our practical human rights work, particularly in health and social care. The issue raises significant human rights concerns, in terms of the right to choice and control (Article 8), to not be treated in an inhuman or degrading way (Article 3), to non-discrimination (Article 14), and to life (Article 2). Our human rights law does not include a right to die; this issue is within the margin or appreciation of each country to decide. However, when the first Private Members Bill of the new House of Commons focused on this issue, the political and public debate became very heated with significant misinformation about how human rights work. BIHR produced a rapid response briefing for parliamentarians, and in plain English for the general public, as well as a 6 point summary. This was distributed to all MPs, and specific contacts with those directly involved with proposing the Bill and part of the Committee stage. We know this has been used by parliamentarians on different sides of the debate to enable them to start from an informed position.

AIM 5 A VIBRANT BIHR

Sustaining & developing BIHR as an ambitious, healthy, vibrant charity with the capacity to deliver our vision and mission.

BIHR has a big mission, with UK-wide impact at the local, regional and national levels; this can sometimes obscure the fact that we are a small charity, often smaller than many of those we support to use human rights advocacy and approaches. Being small enables us to be agile, responsive, and proactive; but it also means we are subject to all the same concerns around resources and sustaining the organisation. Funding, staff capacity and wellbeing, our operational capacity, and governance are priorities to ensure our charity's success.

2004 has seen off the risk of previous years that the Government will scrap the Human Rights Act. This does not mean human rights are safe, our work remains as needed as ever. However, we are starting to see a de-prioritisation of HRA funding outside of the emergency to save it. At BIHR our model is focused on human rights in reality, not simply as legal or policy promises; we believe human rights law is a means to an end, not an end in itself. We are focused securing the resources that enables to support the "doing" of human rights.

OUR STAFF TEAM

Our staff team: with natural movement as team members moved to new opportunities and some of our larger urgent work to defend the HRA was completed, we have ended the year with 9 staff members, including a maternity cover post.
Ongoing learning and development: We have regular internal learning and development sessions alongside individual and whole team external training on both skills and knowledge areas. In 2024 we instituted our own internal Human Rights Act monthly legal sessions across the team ensuring we are up to date on developments, and that our quality is assured.

Staff wellbeing and remote working: We continue to prioritise wellbeing, with a range of measures including flexible wellbeing time during the working week each month, built-in decompression following delivery, monthly team time, non-delivery periods and other measures. Each team member has a quarterly budget to hire their own flex-space, as needed, with undertakings to ensure safety, enabling them to vary where they work.

IT and Operations: We have significantly ramped up our IT and cybersecurity infrastructure, policies and processes, this year achieving Cyber Essentials Certification.

Charity Commission and Electoral Law internal training: In line with Commission requirements we developed a comprehensive social media policy covering our staff, trustees and other representatives, alongside training to ensure everyone is clear and supported. With the General Election called we refreshed our regular internal training on charity regulation around political activity and the intersection with electoral law.

OUR TRUSTEES

Our Board brings a range of expertise to BIHR, including operations, finance, human resources, human rights and legal knowledge, parliamentary insight, social change, fundraising expertise, and lived experience of disability and living in services. There were no new Trustees appointed in 2024 A full list of the Board of Trustees during 2024 is available in Section 1 of this report.

As noted in our 2023 report, our much-valued former Chair, Sir Nicolas Bratza, retired from the Board in 2024. The Board and staff team expressed their sincere thanks to Sir Nicolas for his services to BIHR, bringing us excellent, expert and empathic leadership that kept us squarely on our mission to champion the practical application of the Human Rights Act in people's lives. The Board put in place succession planning

arrangements, and in line with our governing document, a current Trustee was appointed to the role of Chair. We are delighted that Imran Khan KC has been BIHR's Board of Trustees from 2024 onwards.

Our trustees remain highly engaged in BIHR's work, regularly hosting, chairing and speaking at our programme and policy events. In addition, we hold an annual whole team and Trustee meeting, combining both informal and formal sessions. This provides the team with the opportunity to present key areas of work to the Board, with Q & As, as well as general relationship building.

OUR GRANT FUNDING

In addition to generating income through our human rights training and consultancy, we continued to develop and cement our grant funding mix. As noted in our risk section, whilst our 2024 grant funding achievements were positive, with the end of the risk to the HRA we have some concern that forward funding may not be available as Trusts and Foundations retreat and re-prioritise. This is our key risk moving from 2024 to 2025.

In 2024 our grant funders included:

- AB Charitable Trust
- The Baring Foundation (both directly and via City Bridge Trust)
- The Bromley Trust
- The John Ellerman Foundation
- The Joseph Rowntree Charitable Trust
- The Tudor Trust

4. FINANCIAL REVIEW

The Statement of Financial activities shows total net outgoing resources in the year of £61,522 (2023: incoming resources of £9,289) and total funds being carried forward at year-end of £121,934 (2023: £183,456). The balance in the unrestricted funds decreased by £46,078 (2023: decreased by £10,550) from £149,152 on 1 January 2024 to £103,074 on 31 December 2024. The balance in the restricted funds decreased by £15,444 (2023: increased by £19,839) from £34,304 on 1 January 2024 to £18,860 on 31 December 2024.

4.1 Risk

The risk register is maintained by the CEO and reviewed by Trustees regularly at formal quarterly meetings. Throughout 2024, the key risk to the charity shifted from prior years (when it related to government policy on the Human Rights Act) to operating in a new political environment where the HRA was assumed to be safe, and therefore funding for work on its use deprioritised. With funding streams for some of our work coming to an end or up for renewal at the end of 2024 or in 2025, we have prioritised making the case for HRA implementation work in both policy and practice work, drawing on our evidence of impact. Our UK wide community work remains a particularly difficult programme to fund, as Trusts and Foundations narrow down strategies to focus on particular groups, issues of places, whereas the strength of this work is the universalism and cross-community impact. We pursued several funding applications with individual community partners in 2024, with the aim of bringing these into a programme, even if funded across Trusts. However, applications have not yet been successful. The funder landscape will be remaining a key risk in 2025.

4.2 Reserves

It is the policy of the charity that unrestricted funds which have not been designated for a specific use (its reserves) should be maintained at a level equivalent to between three and six months' expenditure. This amounts to a range of £125,000 - £250,000. The Directors and Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

The level of reserves required by the charity's policy was maintained throughout much of 2024, although there was a slight decrease towards the end of the year, with the year-end figure being £103,074. Albeit that this is slightly below the level the charity

aims for in its reserves policy, the Trustees see this level of reserves as acceptable but, given the continued uncertainty around both funding within the charity sector, and around human rights work in the UK, they also consider it important that BIHR continues working towards increasing its reserves.

4.3 Deferred income

In 2024, some grant funding we received related to project work to be undertaken in 2025. Such income in total amounted to £42,904. As the work to which this income relates is to be undertaken in 2025, it has not been recognised as income in these, our 2024, accounts. Instead, it has been treated as deferred income for 2025.

5. PLANS FOR THE FUTURE PERIOD

- ✓ **Engaging with the new political environment:** With the change of UK Government and a new parliament there are many potential opportunities to explore. We welcome a more "normal return" to policy work, which can get on with the job of making best use of the Human Rights Act rather than having to save it from repeal. However, we are under no illusions; there are still significant risks to people's human rights which need to be tackled.
- ✓ **Gathering learning and impact from our UK Community Programme as a springboard for future work:** As noted in the risks section, funding for HRA work which focuses on universalism and solidarity outside a national emergency is looking challenging. We will invest capacity in gathering the impact and learning from our programme, sharing what this means for future work with funders and wider civil society, to inspire forward work.
- ✓ **Continue to develop and share insights of coproduction in our programmes and policy work with our RITES Committee:** The RITES Committee work has been a real success, and whilst we are yet to achieve specific funding for it, we will resource this as a core element our work. Recently, there has been increasing discussion about the importance of lived experience and coproduction in wider civil society. There is less practical work to translate this into action, so as this area grows we will continue to be reflective in our own journey, and to continue to share this learning more broadly.
- ✓ **Our programmes models with communities and public bodies:** We work reflectively and will take learning from our 2024 programmes into refining our models and offers for 2025. In particular we will look at open application practice leadership models (which are not reliant on one service or organisation buying in BIHR's support), and the development of longer-term work using facilitated peer reflection spaces.
- ✓ **Addressing the Human Rights Act Protection loopholes emerging at the end of 2024:** A legal case suggests there may not be full HRA protection in some commissioned-out NHS mental health services. From our initial scoping work, there may also be similar gaps in asylum accommodation, education and social housing. We will scope a policy project to identify these gaps and the policy and legislative routes to closing them, ensuring people benefit from their human rights protections.
- ✓ **Essential operational work:** We will continue work on our essential resources, focusing on data protection, developments in employment and procurement law, and as always, on ensuring maximum administrative effectiveness and efficiency.

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

The Trustees, who are also the Directors for the purpose of company law, and who served during the year and up to the date of the signature of the financial statements were:

Sir Nicolas Bratza (retired as Chair and Trustee 1 May 2024)
Imran Khan KC (appointed Chair 1 May 2024)
Mark Hilton
Baroness Grey-Thompson
Stephen Pittam
Edith Prak
Joe Powell

Sanchita Hosali is a Director, for Company Secretarial purposes, but not a Trustee.

None of the Trustees and Directors has any beneficial interest in the company. All of the Trustees and Directors are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustee selection methods

New trustees are appointed by existing trustees, who use a variety of methods, including direct research and approaches, and open advertising and selection, depending on the needs of the organisation.

Trustees serve for a term of three years and are eligible for re-appointment. During 2024 no new Trustees were appointed.

Trustee responsibilities

The trustees meet quarterly, with additional meetings as required. Trustees determine pay and remuneration for key management personnel on the advice of the Chair and

Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status. The ongoing management of the charity is delegated to the CEO. In 2024 activities were delivered mainly through the work of on average ten staff members, supported by trustees.

7. TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable

them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and

- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 19 June 2025 and signed on their behalf.

Imran Khan KC
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

Independent Examiner's Report To the Directors and Trustees of The British Institute of Human Rights

I report to the Directors and Trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act) (amended 2022). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act (amended 2022).

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 (amended 2022). I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a

true and fair view which is not a matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements 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 financial statements to be reached.

Francis Corbishley

Francis Corbishley FCA
Independent Examiner
Moore Northern Home Counties Limited
First Floor
73-75 High Street
Stevenage
Hertfordshire
SG1 3HR

Dated: 27 Jun 2025

The British Institute of Human Rights

STATEMENT OF FINANCIAL ACTIVITIES

(including income and expenditure account)
for the year ended 31 December 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	144,617	-	144,617	150,331	-	150,331
Charitable activities	4	150,914	163,588	314,502	169,578	106,850	276,428
Investments	5	3,455	-	3,455	2,188	-	2,188
Total income		298,986	163,588	462,574	322,097	106,850	428,947
Expenditure on:							
Charitable activities	6	350,130	173,966	524,096	332,647	87,011	419,658
Total expenditure		350,130	173,966	524,096	332,647	87,011	419,658
Net income/(expenditure)		(51,144)	(10,378)	(61,522)	(10,550)	19,839	9,289
Transfers between funds		5,066	(5,066)	-	-		
Net movement in funds		(46,078)	(15,444)	(61,522)	(10,550)	19,839	9,289
Reconciliation of funds:							
Fund balances at 1 January 2024		149,152	34,304	183,456	159,702	14,465	174,167
Fund balances at 31 December 2024		103,074	18,860	121,934	149,152	34,304	183,456

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BALANCE SHEET
as at 31 December 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	10	438		68,152	
Cash at bank and in hand		188,731		305,975	
		189,169		374,127	
Creditors: amounts falling due within one year	11	(67,235)		(190,671)	
Net current assets			121,934		183,456
The funds of the charity					
Restricted income funds	13		18,860		34,304
Unrestricted funds			103,074		149,152
			121,934		183,456

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

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

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.

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

The financial statements were approved by the Directors and Trustees on 19 June 2025.

Imran Khan KC
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

Company registration number 04978121 (England and Wales)

1. Accounting policies

Charity information

The British Institute of Human Rights is a charitable company limited by guarantee incorporated in England and Wales. The registered office is 167-169 Great Portland Street, Fifth Floor, London, W1W 5PF, England.

1.1 Accounting convention

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

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

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

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

1.2 Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. In 2024, the charity continued to generate significant income through both online and face-to-face human rights training and consultancy. The charity also continued to benefit from significant grant funding. As always, there are some funding challenges. In particular, there remains uncertainty over the future of some grant funding, Further, while the political climate is currently less hostile towards human rights, this may well change significantly in the future, potentially affecting our operations and fundraising. The charity continues to account for these factors, however, retaining its focus on diversifying income, while also taking steps to alert funders to the need to cement human rights protections now, in advance of hostility in the political climate potentially returning in the future. As ever, the charity also remains alert to the need to ensure its expenditure is at all times responsible and prudent. The trustees are therefore confident about the charity's future and, accordingly, the financial statements have been prepared on a going concern basis.

1.3 Income

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

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

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

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

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

Interest receivable

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

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1.4 Expenditure

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

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

1.5 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.6 Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

2. Critical accounting estimates and judgements

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Contributions in kind

The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets or liabilities within the financial year.

3. Donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts		
Bromley Trust	10,000	10,000
John Elleman Foundation	42,000	42,000
Joseph Rowntree Charitable Trust	30,000	39,375
Tudor Trust	38,720	35,200
AB Charitable Trust	20,000	20,000
Other	3,897	3,756
	144,617	150,331

4. Charitable activities

	Income from Charitable Activities 2024 £	Income from Charitable Activities 2023 £
Services provided under contract	150,914	169,578
Performance related grants	163,588	106,850
	314,502	276,428
Analysis by fund		
Unrestricted funds	150,914	169,578
Restricted funds	163,588	106,850
	314,502	276,428

Grants for the provision of goods and services

	Restricted funds £	Unrestricted funds £	Total 2024 £	Total 2023 £
Baring Foundation (Community Programme)	54,000	-	54,000	54,000
Baring Foundation (Parliamentary Campaign)		-		6,760
Baring Foundation (London Communities)	107,488	-	107,488	44,090
Tudor Trust (Wellbeing)		-		2,000
Other Restricted Income	2,100	-	2,100	
	163,588	-	163,588	106,850

Training, consultancy and contracts

	Restricted Funds	Unrestricted Funds	Total 2024	Total 2023
	£	£	£	£
Parliamentary and Health Service Ombudsman	-	6,000	6,000	-
Local Government Association	-	16,002	16,002	-
NHS England & Improvement	-		-	19,268
Housing Ombudsman Service	-	38,058	38,058	-
Tees, Esk & Wear Valley NHS Foundation Trust	-	53,977	53,977	53,850
Scottish Recovery Consortium	-	-	-	15,487
Leeds & York Partnership NHS Foundation Trust			-	54,270
Other public sector training and consultancy	-	28,230	28,230	11,935
Other not-for-profit sector training and consultancy	-	4,115	4,115	11,780
Other private sector training and consultancy	-		-	1,360
Reimbursed expenses	-		-	107
	-	146,382	146,382	168,057

Other

	Restricted Funds	Unrestricted Funds	Total 2024	Total 2023
	£	£	£	£
Royalties, publishing & speaking fees	-	1,375	1,375	1,240
Sale of resources	-	334	334	281
Open courses income	-	2,823	2,823	-
	-	4,532	4,532	1,521

5. Investments

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Interest receivable	3,455	2,188

6. Expenditure on charitable activities

	Expenditure on Charitable activities 2024	Expenditure on Charitable activities 2023
	£	£
Direct costs		
Staff costs	415,072	354,971
Programme Costs	59,969	15,876
Office Costs	33,247	35,873
Premises Costs	1,246	1,177
	509,534	407,897
Share of support and governance costs (see note 7)		
Governance	14,562	11,761
	524,096	419,658
Analysis by fund		
Unrestricted funds	350,130	332,647
Restricted funds	173,966	87,011
	524,096	419,658

7. Support Costs

	Support Costs 2024	Governance Costs 2024	Total 2024	Support Costs 2023	Governance Costs 2023	Total 2023
	£	£	£	£	£	£
Payroll and accounting	6,761	2,261	9,022	7,447	1,440	9,187
Independent examination		2,604	2,604		2,532	2,532
Management committee		488	488		29	29
Other		2,448	2,448		13	13
	6,761	7,801	14,562	7,447	4,014	11,761
Analysed between						
Charitable activities	6,761	7,801	14,562	7,747	4,014	11,761

8. Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Staff	10	10

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 to £70,000	1	1

The charity does not operate its own pension fund but did contribute to the personal pension plans of twelve (2023: twelve) employees.

The key management personnel comprise the trustees and the senior management team (being the CEO, Head of Policy and Programmes and Head of Operations) (2023: being the CEO and Head of Policy and Programmes and Operations Manager). The total employee benefits of the key management personnel of the charity were £163,776 (2023: £136,098).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2023: £nil). Travel expenses of £71.50 were paid to one trustee in the year and of £62.40 to another trustee (2023: £nil).

9. Taxation

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

10. Debtors

	2024	2023
Amounts falling due within one year:	**£**	**£**
Trade debtors		58,617
Other debtors		9,340
Prepayments and accrued income	438	195
	438	68,152

11. Creditors: amounts falling due within one year

	Notes	2024	2023
		£	**£**
Other taxation and social security		18,419	12,467
Deferred income	12	42,904	172,869
Trade creditors		1,742	1,171
Other creditors		4,170	4,164
		67,235	190,671

12. Deferred Income

	2024	2023
	£	£
Other deferred income	42,904	172,869

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	42,904	172,869
Movements in the year:		
Deferred income at 1 January 2024	172,869	165,254
Released from previous periods	(172,869)	-
Resources deferred in the year	42,904	7,615
Deferred income at 31 December 2024	42,904	172,869

13. Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

		Movement in funds			
	Balance at 1 January 2024	Income	Expenditure	Transfers	Balance at 31 December 2024
	£	£	£	£	£
Baring Foundation (UK Community Programme)	13,561	54,000	(56,751)		10,810
Baring Foundation (Parliamentary Campaign)	-	-	-	-	-
Co-op Local Community Fund	4,703	-	-	(4,703)	-
The Law Society Charity	363	-	-	(363)	-
Baring Foundation (London Communities)	14,467	107,488	(113,905)		8,050
Tudor Trust (Wellbeing)	1,210	-	(1,210)		-
EHRC Travel Grant	-	2,100	(2,100)		-
	34,304	13,588	(173,966)	(5,066)	18,860

	Balance at 1 January 2023	Movement in funds Income	Expenditure	Balance at 31 December 2023
	£	£	£	£
Baring Foundation (UK Community Programme)	8,900	54,000	(49,339)	13,561
Baring Foundation (Parliamentary Campaign)	499	6,760	(7,259)	-
Co-op Local Community Fund	4,703	-	-	4,703
The Law Society Charity	363	-	-	363
Baring Foundation (London Communities)	-	44,090	(29,623)	14,467
Tudor Trust (Wellbeing)	-	2,000	(790)	1,210
	14,465	106,850	(87,011)	34,304

Baring Foundation (UK Community Programme)
This grant was awarded to enable BIHR to increase support to civil society organisations on human rights practice through knowledge, confidence, and skills development, and through mentoring.

Baring Foundation (Parliamentary Campaign)
This grant was awarded to fund an experience-informed parliamentary campaign to secure the UK's legal protection of human rights.

Baring Foundation (London Communities)
This grant was awarded, administered by Baring Foundation, and awarded through City Bridge Foundation, to promote and develop the use of human rights-based approaches for London-focused civil society organisations.

Co-op Local Community Fund
This funding supported BIHR to hold free learning events on mental health and human rights in Tower Hamlets.

The Law Society Charity
This grant supported BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services.

The Tudor Trust (Wellbeing)
This grant is to be used towards staff, volunteer and trustee wellbeing during the course of the main Tudor Trust unrestricted grant works.

EHRC Travel Grant
This grant was to enable BIHR staff and RITES Committee members to present evidence at the United Nations in Geneva as part of the UN Human Rights Committee's review of the UK's implementation of the International Covenant on Civil and Political Rights (ICCPR).

14. Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 December 2024 are represented by:						
Current assets/(liabilities)	103,074	18,860	121,934	149,153	34,303	183,456
	103,074	18,860	121,934	149,153	34,303	183,456

15. Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales - Charity number 1101575

Accounts

Trustees' Report and Financial Statements for the year ended 31 December 2023

For

THE BRITISH INSTITUTE OF HUMAN RIGHTS

(A company limited by guarantee
and a registered charity)

Company Number: 04978121
Charity Number: 1101575

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REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2023

STATUS: The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

REGISTERED CHARITY NUMBER: 1101575

REGISTERED COMPANY NUMBER: 04978121

COUNTRY OF INCORPORATION: England and Wales

REGISTERED OFFICE: 167-169 Great Portland Street, Fifth Floor, London, W1W 5PF

DIRECTORS AND TRUSTEES

Sir Nicolas Bratza (retired as Chair and Trustee 1 May 2024)
Mark Hilton (Treasurer)
Imran Khan KC (appointed Chair 1 May 2024)
Baroness Grey-Thompson DBE
Stephen Pittam
Edith Prak
Joe Powell

KEY MANAGEMENT

CEO (Chief Executive Officer): Sanchita Hosali
Head of Policy and Programmes: Carlyn Miller
Operations Manager: Phil Moore

INDEPENDENT EXAMINER

Francis Corbishley FCA, Independent Examiner
First Floor, 73-75 High Street, Stevenage, Hertfordshire, SG1 3HR

BANKERS

CafBank Limited
West Malling, Kent, ME19 4TA

Barclays Bank PLC
PO Box 289, Leicestershire, LE87 2BB

SOLICITORS

Bates, Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE

WEBSITE ADDRESS: www.bihr.org.uk

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR YEAR ENDED 31 DECEMBER 2023

The Directors and Trustees present their annual report and financial statements for the year ended 31 December 2023. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Context and External Operating Environment

We entered 2023 with continued uncertainty around the future of the Human Rights Act, and whether the Government's Bill of Rights Bill would progress in parliament. The Bill sought to scrap our Human Rights Act, and was spearheaded by Dominic Raab MP, as Justice Secretary. The Bill was paused in Autumn 2022 during the many changes to the UK government at that time. However, concern about what would happen to the Human Rights Act remerged when Mr Raab was again appointed the Justice Secretary at the end of 2022. However, the Justice Secretary changed to Alex Chalk MP KC in April 2023. At the end of June, he confirmed the UK Government would remove the Bill from parliament. This happened in July, removing with it the plan to scrap the Human Rights Act.

However, 2023 ends with increased negative rhetoric on the European Convention on Human Rights, the "parent" law to the UK's Human Rights Act. The continued championing of the Human Rights Act and the Convention remains as needed as ever. Key to this has been the connection between the law and the practical impact of this law through capturing people's everyday stories of positive change by benefitting from our current, universal, protections.

It should also be noted that the cost of living crisis and the economic situation continues to have an impact on BIHR's work. At times of economic crisis our human rights become all the more important as tools to prevent and challenge

decisions that will place people in vulnerable situations that risk their rights. But at the same time the financial cuts often result in fewer resources available to support people, communities, public body staff, and policymakers to understand and implement human rights laws in everyday practice. So far BIHR has not witnessed a decrease in the appetite for our practice based work. Despite the negative political rhetoric, BIHR continues to experience increasing demand from both the voluntary sector, and the public sector, to increase knowledge, confidence and use of the Human Rights Act, in helping to support of culture of respect for rights.

This practice-based work is vital for both the outcomes it achieves for the people, communities, and the delivery of public services, and for the evidence it develops to inform policy work to secure the legal protection of universal human rights. This practical implementation and impact of the HRA in ordinary life, beyond courts, which is so often missing from the policy and political debates, has real power to secure change, as we have seen in 2023.

1. ABOUT US

Founded in 1970, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Early on, BIHR was a powerful voice calling for the European Convention on Human Rights to be incorporated into UK law, to provide people with the means to secure their rights here at home. Since those rights were embodied in the Human Rights Act (HRA) in 1998, BIHR has been a strong supporter of the HRA. We are focused on securing one of the Act's key, but often forgotten, aims - helping to support a culture of respect for human rights in the UK:

A human rights culture is:

"... one that fosters basic respect for human rights and creates a climate in which such respect becomes an **integral part of our way of life** and a **reference point for our dealing with public authorities** ... in which all our institutional policies and practices are influenced by these ideas...The **building of a human rights culture ...[depends] not just on courts** awarding remedies for violations of individuals' rights, but o**n decision-makers in all public services internalising the requirements of human rights law**, integrating those standards into their policy and decision-making processes, and ensuring that the **delivery of public services in all fields is fully informed by human rights considerations**."

UK Parliament's Joint Committee of Human Rights (our emphasis)

We work across the UK to enable positive change through the practical use of human rights law beyond the courts. We support people with the information they need to benefit from their rights; support community groups to advocate for social justice using human rights standards; and work with staff across local and national public bodies and services to support them to make rights-respecting decisions. We share this evidence of change and people's lived experiences to inform legal and policy debates. Our model of working enables us to call for the development of national law and policy which truly understands people's experiences of their human rights.

It is also important to be clear about what we do not do. We do not offer legal advice, case work support, or represent clients. BIHR is not a campaign group. We focus on using the current law in the Human Rights Act for positive practical and policy change. We do not campaign to change or go beyond human rights law as it stands in the Human Rights Act (and where relevant, the Convention). The Trustees and Directors always pay due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Our Reach

This year we worked directly with over 3,000 people and reached many more through the distribution and downloads of our resources. We know many people benefit from our support indirectly. Every social worker, doctor, nurse, housing support officer and care worker who accesses our support, works with a significant number of people. Every advocate, community support worker and voluntary organisation staff member supports a number of people directly and/or secures changes for individuals or whole groups. The people who access our support as individuals are often active within their communities and/or nationally, to advocate for better treatment from systems, and they secure important changes for people. Many more people access our resources via third parties, as all BIHR's materials are available for free distribution.

1.1 Public Benefit

BIHR's core charitable objectives, set out in our governing documents, are to promote and advance human rights throughout the UK. The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance

published by the Charity Commission in determining the activities undertaken by the charity.

1.2 Our Mission and Vision

BIHR's vision is that of a strong and just society, in which all people can live well and flourish, safe in the knowledge that their human rights are being respected, protected, and fulfilled in their local communities and at the national level.

BIHR's mission is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

1.3 How we do this: Our Strategic Aims and Activities

BIHR's 2020-2025 Strategic Framework sets out our Aims, which are underpinned by our organisational expertise in supporting the development of a culture of respect for human rights across the UK. We focus on change through human rights beyond the courts. We provide the support and tools people and organisations need to use human rights law to resolve problematic situations. This is about preventing poor public services and policy or challenging and changing decisions when things have gone wrong. At the heart of each of our strategic aims is a commitment to bring about collaborative change using human rights advocacy and approaches to change practice and policy.

1.4 BIHR's People

BOARD OF TRUSTEES

A Board of Trustees governs BIHR, each trustee having varied expertise and skills:

Sir Nicolas Bratza (Chair of the Board, retired 1 May 2024) is the former President of the European Court of Human Rights, where he was the Judge of the Court for

over 14 years, elected in respect of the UK. Sir Nicolas is an invaluable source of advice, guidance, and inspiration for BIHR.

Imran Khan KC (Chair of the Board, appointed 1 May 2024) is one of the founding members of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.

Mark Hilton (Treasurer) is an independent management consultant, specialising in strategy and operational development across the charity and public sectors. Mark has a BSc in International Relations and MScs in International Development Management and Charity Accounting and Financial Management.

Baroness Grey-Thompson is a celebrated Paralympian and broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of advocating for equality within parliament and in her wider work brings important insights to BIHR.

Stephen Pittam is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.

Edith Prak is Director of Advancement at The University of Nottingham, with a background in international economics and politics, teaching, advisory roles, and fundraising. She was previously Director of Development at The Elders and The Open University.

Joe Powell is the Chief Executive of All Wales People First, with extensive personal and professional experience of defending the rights of people with learning disabilities and Autistic people.

STAFF TEAM

The Board of Trustees delegate the day to day operations of the charity to the CEO, who runs the organisation with the talented staff team:

- **Sanchita Hosali, CEO,** access Sanchita's biography.
- **Carlyn Miller, Head of Policy, and Programmes Manager,** access Carlyn's biography.
- **Philip Moore, Operations Manager,** access Phil's biography.

- **Katrin McEntee, Senior Human Rights Officer,** access Katrin's biography.
- **Annie Smith, Senior Human Rights Officer** (from September 2023), access Annie's biography.
- **Charlotte Maguire, Senior Human Rights Officer** (from September 2023), access Charlotte's biography.
- **Helen Walden, Communications and Public Affairs Officer,** access Helen's biography.
- **Phoebe Craig, Human Rights Officer,** access Phoebe's biography.
- **Jacob Charnick, Human Rights Officer** (from June 2023), access Jacob's biography.
- **Valentina Carlet, Administration Officer** (from May 2023), access Valentina's biography.
- **Louise McCormack, Parliamentary and Policy Assistant,** paid internship (until December 2023).

During 2023 the following staff left BIHR:

- Lauren Stewart, Human Rights Officer (until March 2023)
- Katie Pealing, Human Rights Officer (until March 2023)
- Florence Powell, Human Rights Officer (until May 2023)

LIVED EXPERIENCE CONSULTANTS

In 2021, we developed the paid roles of Lived Experience Expert consultants. Our experts have experience of children's inpatient mental health services either as a child or young person or as a parent, carer or close supporter. During 2023 we developed new programmes involving our LEEs. They are also part of our RITES Committee supporting BIHR's experience-informed policy work:

- **Charli Clement**, access Charli's biography.
- **Hanna Gawron,** access Hanna's biography.
- **Kirsten Peebles ,** access Kirsten's biography.

2. OUR ACHIEVEMENTS AND IMPACT

The continued threat to the Human Rights Act meant BIHR's policy work continued to vigorously secure the law, which is fundamental to delivering on our charitable purpose. We were pleased that by summer 2023 the UK Government has been persuaded to abandon its attempts to scrap the Human Rights Act, withdrawing the Rights Removal Bill from parliament. This opened space for BIHR to undertake wider experience-informed policy work to mainstream the HRA into policy areas relevant to our work, such as health and social care.

However, we have remained vigilant to the continued attempts to reduce human rights protection. These have come via increased rhetoric attacking the UK's relationship with the European Convention on Human Rights and Court, and the Government seeking to disapply the Human Rights Act to certain groups, such as migrants, removing universal protections through a different means. Our policy work has continued to respond to these threats, through positive proactive work. We share the benefits of our human right's legal framework for people across the UK.

We do this from a position based on our practice work which supports individuals, communities and public bodies to implement the Human Rights Act in real and meaningful ways in everyday life beyond the courts. 2023 has seen a significant increase in our practice based work, particularly with communities via funded programmes. This enables us to provide human rights support for free to those groups that need and can benefit most from it.

We continued to increase the depth and breadth of our reach throughout 2023, continuing to develop the virtuous reinforcing circle between our human rights practice work and policy work.

AIM 1 EMPOWERING PEOPLE

Enabling people to access practical and relevant tools and information to use human rights law to self-advocate in their everyday lives.

WHY WE DO THIS WORK: We firmly believe in self-advocacy and that knowledge is power. Human rights are for everyone, and everyone should be able to know and benefit from their legal protections. As a small charity working across the UK, BIHR does not (and could not) provide human rights casework, advice, or similar support to individuals. Our work with individuals is focused on enabling people to increase their knowledge and confidence to advocate for their human rights with decision-makers involved in their lives.

THE DIFFERENCE IT MAKES: We frequently hear from individuals who are able to challenge decisions that risk their human rights, or to prevent such risks, through the use of our materials and resources.

During 2023 our practical work with individuals primarily focused on improving our information provision. Key to this was our website to support to enable people to build their capacity to self-advocate for their rights and working with the groups that support them through our community programme (see Aim 2).

New engaging, informative website and content: In December 2022 we launched the rebuild of our new website, tested directly with people, with a focus on enabling people to know more about their rights, particularly through the Get Informed section www.bihr.org.uk/. Throughout 2023 we have invested in developing our content, particularly the Get Informed section. A consistent theme across all our work is the lack of accurate, plain language and practical information and tools on the Human Rights Act, for both rights-holders and duty-bearers. Our ambition is for the Get Informed section to be the go-to resource to support people not only wanting to learn more about the Human Rights Act, but to also put it into practice.

> **I was on the new website yesterday and wow it is so much brighter looking, is easy to navigate with various access to information and further reading. Personally, I absolutely love it and happy to see the changes as I use this very frequently for work, so it is always my daily go to. It looks wonderful, the team have done a great job on the new website.**
>
> **AMY, COMMUNITY ADVOCATE**

Workshops for people via their community groups: Open access sessions on the Human Rights Act for community groups, with an emphasis of ensuring groups bring the people they support into the work and sessions (see Aim 2, Supporting Communities work, below).

Co-developed resources with children and young people and parents on mental and human rights: Our programme with NHS England (See Aim 3 Improving Systems work, below) included ring fenced funding specifically to provide support to children and young people. It became clear that workshops would not be the most effective means of upskilling people in their rights. So, working with our Lived Experience Experts (2 young people, and 1 parent) we co-developed a set of specific resources for young people (and their supporters). These focused on supporting young people to both know about, and be able to advocate for, their human rights when they are receiving services. This work was launched in early 2023, with a session led by our LEEs. You can watch clips from the event online.

Increased easy to understand materials on the ECHR: Anticipating the attack on the European Convention and Court system at the start of this year, we have undertaken a programme to create the accurate but plain language materials people need to understand the political debates and implications. This year we have created the following sections of our website, which include videos, statistics, and real life stories:

- All about the ECHR (responding to FAQs we get) link
- What is the ECHR? link
- Relationship between the HRA and ECHR link
- Relationship between the ECHR and EU link
- Principles of the margin of appreciation and the living instrument link
- ECtHR Interim Measures generally and involving the UK, keeping updated as the Rwanda case develops link

Easy Read commitment: We've continued to prioritise our commitment to producing our resources in Easy Read. We have invested in staff development and certification in Easy Read, and we continue to co-produce and to pay people with learning disabilities to expert review materials for accessibility.

AIM 2 SUPPORTING COMMUNITIES

Strengthening the agency of community and voluntary groups to address social justice issues using human rights law advocacy in their everyday actions.

WHY WE DO THIS WORK: A key objective in our Strategic Framework is to secure grant funding for Human Rights Act support for community groups as a programme, rather than those with the least resources having to "buy-in" our services. We have secured funding to enable us to develop a community programme.

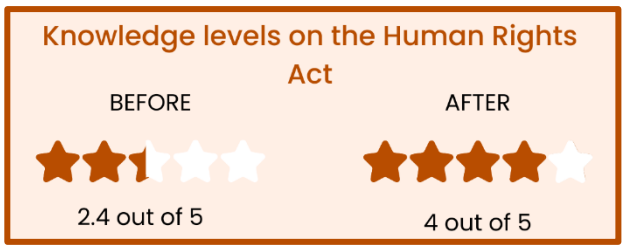
THE DIFFERENCE IT MAKES: Community and voluntary sector groups are often on the frontline of working with people to secure their rights. However, they do not always describe this in terms of human rights or have the knowledge and confidence to advocate making explicit use of the Human Rights Act. Our work supports community groups – from grassroots and self-led groups through to national organisations – to transform their commitment to human rights into human rights action and advocacy.

During 2023 we worked with a range of community and voluntary groups reaching thousands of people across the UK. The community and voluntary groups we supported worked with a range of people and issues including children's rights, health and care advocates, Special Educational Needs and Disabilities support groups and SENDIAS advocacy services, people in drug and alcohol recovery and advocacy, people with learning disabilities, torture survivors, women subjected to discrimination.

Community Programme: Our new community programme, funded by The Baring Foundation, started in May 2022, with activities starting to be delivered in 2023. The programme has 2 tracks: 1) open awareness raising sessions for community groups, 2) intensive programmatic support to up to five community groups to build capacity and identify and co-develop a Human Rights Act solution to support the group and the people they support.

1 **STRAND ONE: AWARENESS RAISING WORKSHOPS:** We received 57 applications from groups, across England, Northern Ireland, Scotland, and Wales supporting a range of people, including those experiencing homelessness and poverty, the LGBT+ community, refugees, asylum seekers & migrants, recovery communities, women experiencing

domestic abuse, people with disabilities, carers, and more. Demand outstripped capacity, even with funding in place to support this work. However, we were able to offer 10 organisations free workshops providing a bespoke, practical introduction to the Human Rights Act. For the sessions we were able to deliver:



Actions participants are more likley to take now making use of the Human Rights Act:

Using it daily in the work of the group
Considering everyone's needs in a situation
Calling out unfair treatment as risking legally protected human rights
Mention it in dealings with public bodies to better help people.

"The BIHR Human Rights Awareness Raising Workshop was a great resource. It was well-tailored to address the issues [the participants] specifically face in their line of work, and I have no doubt everyone will now be able to apply the Human Rights Act to future casework

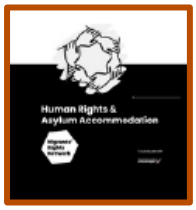
2 **STRAND TWO: CO-DESIGNING HUMAN RIGHTS SUPPORT WITH COMMUNITY PARTNERS:** Following an open access information session and application process, we selected 6 groups (from 20+) to work with on this intensive strand of the programme. Using the 4 phases of **Discover > Define > Develop > Deliver** we run a co-production process. This brings together BIHR's expertise on the Human Rights Act practice with our partners' expertise in the issues their communities face. We identify and develop solutions that respond directly to people's needs. In 2023 we worked with:

All Together in Dignity UK: Together we produced a resource for young people to understand their human rights and how to use them. There is a specific focus on young people living in poverty, which was key to the young peer supporters we worked alongside.

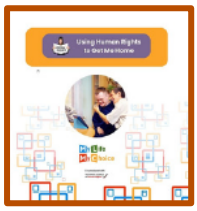
All Wales People First: Together we co-produced an accessible resource supporting people with learning disabilities to know about their human rights and how to use them so that they can advocate for themselves and others. A particular issue is challenging arbitrary detention in mental health units and supporting people to live independently.

Fair Justice Systems Scotland: Together we co-produced a resource for Black African communities struggling with access to services in Scotland. The resource aims to provide practical examples of human rights in real life and how to use frameworks in order to make sure rights are respected.

Families in Trauma and Recovery: Together we co-produced a resource for families, including parents and children, which have experienced trauma and are trying to navigate the system to receive care and support using the language of human rights.



Migrants' Rights Network: Together we co-produced a practical guide on human rights geared towards asylum seekers living in temporary accommodation who can sometimes have their rights neglected whilst in these situations.



My Life, My Choice: Together co-produced an Easy Read resource for people with learning disabilities who have been placed in long stay hospitals unnecessarily or for too long. This tool informs people about what human rights they have and how to use them to challenge poor decisions about their care and treatment.

To mark Human Rights Day 2023, we held a parliamentary launch of the resources with all the community partners speaking about the importance and impact of this work. The event was chaired by BIHR Trustee, and now Chair, Imran Khan KC, while Joanna Cherry KC, now Chair of parliament's Human Rights Committee, opened the event, welcoming the positive and proactive work on the Human Rights Act in communities across the UK.

For me it was important to have a resource that supported young people in understanding their human rights, as it is such a crucial element for a young person to have the best day to day life experience. However the information is not always available for them in an accessible way, as knowing your human rights is taken for granted. Something I really wanted this document to be is accessible for young people but also for everyone, by using pictures, colours and accessible layout. I also liked the focus we made on some key rights that can be important for young people in certain circumstances including the right to housing and family. I know from personal experience the impact of not being aware of these or not knowing how to act on them. Which is another element that I really like about our resource: we show when and how a young person can act if they don't feel like their rights are being respected.

TIEGAN BOYENS, PEER ADVOCATE & LIVED EXPERIENCE ACTIVIST, ATD UK

London community programme: funded by the Baring Foundation and City Bridge Trust, we have been awarded a grant together with Just Fair to offer free, tailored support to community groups in London. Over the next five years, we'll work directly with those facing discrimination and disadvantage in the capital to use human rights law in their everyday work to create practical, real-world change. Work started in the latter part of 2023, with several of our development year workshops with Just Fair having been delivered. This will be a major source of BIHR's community work in the coming years.

At our first two Open Days – held at ATD Fourth World UK and Amnesty International UK – we met over 30 activists and organisations with direct knowledge and experience of responding to inequality and injustice in their communities.

PROGRAMME BLOG

Consultancy support for community groups: We also provide programmes of human rights support, on a consultancy basis, for larger voluntary sector organisations. In 2023 we were pleased to be recommissioned by the Scottish Recovery Consortium to co-develop and deliver the second programme on human rights based addiction recovery advocacy in Scotland. The programme works directly with people in recovery and a range of national, regional, and local support groups, providing a 10-week capacity building programme, concluding in 2024.

Stories of change

Another participant who often works in justice settings such as prisons and police stations shared an example of putting his new-found human rights knowledge into practice. He visited a man in a police station, who had been arrested outside a pharmacy on a Friday morning. The man was prescribed methadone, but when the participant visited him on Sunday morning he still hadn't seen a doctor and hadn't been given his methadone. The participant felt this was wrong, so he revisited his notes from the Rights in Recovery Leadership Programme, then contacted the police and challenged the lack of medical care. As a result, a doctor visited the man the next day.

Learning and development for not-for-profits: Our work with NDTi has continued during the year. NDTi is an independent not for profit organisation, which delivers statutory funded programmes to public bodies and individuals to support independence and choice, particularly for older people, children and young people, and disabled people. This year NDTi launched a new organisational strategy explicitly embedding human rights. As well as supporting NDTI's external programmes, we developed a two-part internal human rights confidence building workshop series for the NDTi team.

> **BIHR are skilled in bringing human rights to life and relevant to everyone. They help to make complex legal language and concepts accessible to all. They leave you feeling able to challenge in situations where rights are not being respected."**
>
> **NDTi STAFF MEMBER**

Continued training for community groups: Whilst our strategic focus has shifted to focus on programmatic support, we do continue to provide shorter training interventions. This is particularly important for community groups as we know: a) demand for our free to access programme support outstrips capacity; b) a one-off training intervention is often very effective, especially for advocacy-based groups; 3) it is an important means to diversify the groups we do work with. See for example, this write up of our training with SWAN Advocacy (in South West England) including feedback directly from

advocates on the value of our training.): **"It was really useful training and adapted well to Advocacy."** (Advocate)

Developing new work to support SENDIASS: This year we started to develop Human Rights Act support for SENDIASS (special educational needs information, advice and support services), with a free taster session with managers across England. This led to further work developing and delivering SENDIASS specific workshops empowering advocates to make use of the HRA in their work to secure much needed support for children and young people.

100%

of attendees surveyed said that after the workshop, they were more likely to rely on the Human Rights Act to make positive changes in their life or work.

NATIONAL ADVOCACY AWARDS

We were delighted to win the **2023 Best Supporter award at the National Advocacy Awards**, after being nominated by three community groups we have supported (full news story). The award "focuses on people who do not directly deliver advocacy but who contribute to and improve standards within the sector." From over 80 nominations, in shortlisting BIHR, the panel noted, "the judges were impressed by three different organisations nominating BIHR - this level of impact across the community needed to be recognised and showcase the support BIHR is offering to the advocacy community." Organisations that nominated BIHR said: "BIHR supported us to make a human rights challenge in the case of one of our members... they helped us challenge the care service and local authority. It led to a reversal in decision making!" (All Wales People First) AND "The BIHR project has been monumental in equipping our staff and volunteers to understand and implement the Human Rights Act in their day-to-day work in supporting women." (Hopscotch Women's Centre)

AIM 3 IMPROVING SYSTEMS

Increasing the accountability of public bodies to uphold human rights across all their actions, in everyday decisions, practices, and policies.

WHY WE DO THIS WORK: A culture of respect for human rights means that rights and duties should underpin every person's interaction with public officials who make decisions about their lives. This was one of the key aims for bringing in the Human Rights Act. BIHR is not a governmental institution, a regulator or a court, so we have no official powers to make public bodies comply with human rights law. But we do have an important role to play in supporting those bodies and their staff to understand their human rights duties and put these into their everyday decision-making, policies, practices and processes. We do this through our expertise in the law in practice and being informed by the lived experience of both people and staff.

THE DIFFERENCE IT MAKES: Our work with public bodies shows us that staff want to achieve the best possible outcomes for the people they support, although they are often facing tough decisions, tight time and budgetary constraints, and a complex maze of laws and regulations. Equipping staff with the knowledge, confidence, and legal framework they need to back up rights-respecting decisions, can help give them the courage to focus on people's rights whilst also balancing risks, to achieve better outcomes for people accessing services.

We have worked directly with several thousand people developing, delivering and managing public services across Great Britain. This included working with NHS Trusts and bodies, local authorities, city and county councils, national bodies, providers of social support, care and education providers, in England, Scotland and Wales, working in areas including children & adult social work and welfare; children's inpatient mental health; community-led support; education, including SEND; forensic mental health; local and national commissioners; and mental health and social care support.

We have continued to bring our Lived Experience Experts (who initially joined us through our NHSE programme) into the development and delivery of our services for public bodies. Our co-production model is one of co-development and co-delivery, which brings together our experts' lived experience of services with BIHR's expertise in understanding how to make human rights law a tool for practice.

In the year we completed our **human rights and children's mental health inpatient programme, commissioned by NHSE**. This programme provided a 2-part learning intervention available to staff working in NHSE in these services. We also developed and delivered a 10-part Practice Leads programme to 48 staff members across children's mental health services to develop further knowledge, confidence, and skills to drive forward human rights-respecting practice.

Working with **Leeds and York Partnership NHS Foundation Trust** to introduce and consolidate human rights legal knowledge throughout the Trust, with the aim of becoming an organisation founded on the principles of human rights. The programme of work involved: (1) Mapping issues with the Trust's board; (2) Research and human rights knowledge sharing session with people who access services and their loved ones; (3) A two-part staff capacity building workshop series with 300 staff across the Trust; (4) An 8 part in-depth learning programme with up to 38 members of staff ('Practice Leads'); (5) A human right focused policy workshop.

Mary, a participant on the Practice Leads programme, had set herself the goal of being able to use the Human Rights Act to inform strategy. As part of her job role there was a need to rewrite an MCA policy, a safeguarding policy and a domestic violence policy. Despite significant push back due to time restraints, Mary was able to use the knowledge gained during the course to ensure that human rights were reflected in these new policies. Mary explained that it was the legal language learned in the BIHR programme that was instrumental in explaining to colleagues that a human rights approach was not an option, but a necessity.

In the year we completed our **human rights programme with Sheffield Health and Social Care NHS Foundation Trust,** which sought to assist with the aim of embedding a culture of human rights across the organisation. We supported the appointment of a Human Rights Officer within the Trust itself, including sitting as an interview panel member and working with the Officer across this programme.

Activities in this programmes included working with Trust lived experience experts, co-production workshops with people accessing services; a human rights capacity-building programme for cohorts of staff; an intensive human rights practice leads programme; and supporting the creation of an online Human Rights Communities of Practice.

AIM 4 EXPERIENCE INFORMED POLICY

Amplifying the voices of the people we support to positively influence policy impacting their human rights, including securing our Human Rights Act.

WHY WE DO THIS WORK: Our work to secure the Human Rights Act focuses on our unique role in bringing together both legal expertise in the practical application of human rights with lived experience from both rights holders and duty bearers. Too often the voices of people and organisations for whom the Human Rights Act matters are rarely heard in the national debates about changing our law. Yet these are the people who will be impacted by the changes, either as individuals whose rights will be reduced, or as those working in public bodies who will have a vital tool removed.

THE DIFFERENCE IT MAKES: Through our work we have supported people across the UK to be heard in these debates, to speak up for the Human Rights Act, and to resist the Bill of Rights Bill. Vitally, we have ensured that people's real life stories have informed the parliamentary debates, putting them on the record. We have significantly informed parliamentary scrutiny, in particular through engagement with the Joint Committee on Human Rights, who issued the unusual recommendation that the Bill, scrapping the Human Rights Act, should not go ahead.

During 2023, BIHR's policy work focused on the threat to the Human Rights Act presented by the Government's actions to scrap the Act and replace it with a Bill of Rights, more aptly called a Rights Removal Bill. Whilst BIHR is not a campaign group, as a charity, the Board of Trustees authorised the use of non-partisan campaigning to secure the Human Rights Act, which is fundamental to BIHR achieving our charitable objectives. We have worked directly with over 1000 people engaged in our policy work during the year.

SECURING OUR HUMAN RIGHTS ACT, PROTECTIONS & SYSTEM

Jan 2023: MPs Question the Justice Secretary (read / watch our summary here): through building relationships with MPs, focused on sharing real life stories of the impact of the HRA, we were able to see robust questioning of the Justice Secretary. Marion Fellows SNP MP raised the impact of the Bill on disabled people, having previously shared Bryn's story from

our work with advocacy groups in the parliamentary debate on the international day of disabled people the month before.

Jan 2023: The Joint Committee on Human Rights legislative scrutiny report on the Bill of Rights (read / watch our summary here): the JCHR took a range of evidence and engaged with civil society through surveys and questions, which BIHR encouraged CVS groups to respond to with their views on the HRA. BIHR submitted both our own evidence and supported our RITES Committee of Lived Experience Experts to submit their own evidence to the JCHR. The report's analysis and conclusions chime very clearly with BIHR's, with a key focus on both the legal technicalities and what these mean for people in their everyday lives. The JCHR delivered an unusually strong rejection of the Bill of Rights, with the final line reading "The Government should not progress the Bill in its current form through Parliament." Both BIHR's evidence, and the evidence of our RITES Committee were cited and quoted throughout the report. For example:

> **"The British Institute of Human Rights stated that legal uncertainty caused by the repeal of section 3 and introduction of clause 40 would "create chaos which ultimately will lead to more breaches of people's human rights and place public bodies and their staff in incredibly difficult and confusing positions."**
>
> From Daisy, RITES Committee member: **"Removal of positive obligations … will make our [local authorities] and NHS bodies less accountable to both citizens and the system of justice … If public bodies are no longer required to act in these circumstances, instead adopting a reactive duty, it is likely that a 'he who shouts loudest' (or whose carers or parents shout loudest) management approach will be adopted across our pressurised public services, leaving those unable to speak up (or have someone to speak up for them) voiceless, including children and young people."**

April 2023: Parliamentary joint action: Section 3 of the Human Rights Act is a key part of making human rights real every day, but the UK Government has attempted to get rid of it through three recent Bills. We led a group of 46 civil society organisations in writing to the Joint Committee on Human Rights to raise our concerns. The JCHR confirmed they were aware of the concerns, and would keep a watching brief of the issue, subsequently raising in in legislative scrutiny (read here).

Jan – June 2023: work with the Council of Europe investigation into the Bill of Rights Bill: In December 2022, the Council of Europe Commissioner for Human Rights said, "both the overall system for protecting human rights, and the rights of specific groups, are currently under pressure in the United Kingdom". As part of the Council of Europe's investigation, our CEO was asked to give evidence to the Assembly Committee in Paris in Feb 2023, along with Baroness Hale. Subsequently, Kamal Jafarov, Human Rights Rapporteur, visited the UK to meet with parliamentarians, academics and civil society groups to gather further evidence on human rights reform in the UK. Our Head of Policy & Programmes joined representatives from JCWI, to discuss concerns with the Rights Removal Bill and the (then) Illegal Migration Bill, better called the Refugee Ban Bill, and the way they'll impact people's human rights across the UK. The Rapporteur's report raised a number of concerns with the UK Government's proposed changes to human rights in the UK, reflecting a considerable number of BIHR's points (read here).

March – July 2023: work on the Illegal Migration Bill: Introduced by the (then) Home secretary in March 2023, BIHR took the strategic decision to work on the Illegal Migration Bill. Whilst BIHR is not a migration organisation, it was important for us to include this in our policy work as the "Refugee Ban Bill" was a clear attempt to circumvent human rights protections in both the HRA and the ECHR. Ahead of the Second Reading of the Refugee Ban Bill, we created a "cheat sheet" to explain some of our initial concerns about the Bill and its implications for people in the UK, followed up with a detailed briefing outlining the HRA/ECHR concerns with the Bill, which was used extensively by civil society groups, parliamentarians and committees, and the Council of Europe Parliamentary Assembly (read here).

BIHR's RITES Committee in 2023

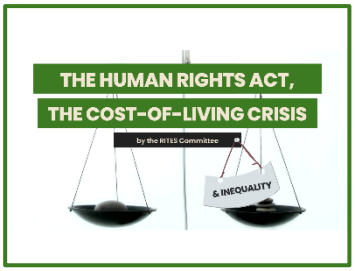
Our RITES Committee (standing for real-life insights, tips, experiences and stories) is made up of experts by experience who have used our Human Rights Act to achieve change – for themselves, the people they work with or their loved ones. The RITES Committee is funded through BIHR's core funding.
Too often those in power reduce our human rights to legal technicalities and procedural nuances – but human rights are about much more than that. Ultimately, our Human Rights Act is about people, and about giving people the power to hold the Government to account. With our RITES Committee, we

show how the Act has done just that as we work to keep that power in the hands – and the voices – of people.

2023 marked the one year anniversary of our RITES Committee. We celebrated with a unique parliamentary event showcasing our members' real life experiences of the Human Rights Act, so rarely heard by MPs and peers. The event was hosted by our trustee, Baroness Grey-Thompson, in the House of Lords, and Parliamentarians and civil society groups were invited to hear the experts talk, sharing a different story about the importance of the HRA for people in their everyday lives (read here).

Across 2023 we worked with our RITES Committee in accomplishing the following:

- Produced a series of videos on the cost of living crisis, how this links to human rights, and how the Human Rights Act can support people. These can each be viewed by clicking on the below thumbnails.
- Had their submission quoted by the Joint Committee on Human Rights' legislative scrutiny report into the Bill of Rights Bill (noted above).
- Produced a conversational blog on why the principle of universality – that human rights are for everyone – is so important (read here).
- Co-produced BIHR's policy response to the Department for Health & Social Care's consultation on visitation rights in hospitals, care home and hospices (see below).



Save our Human Rights Act coalition: Throughout the year we continued our joint leadership of this important information sharing and collective space for over 200 groups across the UK. As well as being a member of the Steering Group and regularly chairing meetings, we have provided an upskilling session on the ECHR and Court, to enable members to understand both the technical detail and the impact. We're also an active member of a number of networks, including the Civil Society Network, the Human Rights Consortium Scotland, Equally Ours and HEAR. These are important forums for the sharing of information, support, and collaboration.

Human Rights Day 2023: Small places close to home

On the 75th anniversary of the Universal Declaration of Human Rights, we coordinated over 75 organisations across the UK to come together to speak up for human rights, exemplifying the United Nations' call for a "shared movement of humanity" while empowering people to claim their rights.

We issued a joint Open Letter to the Prime Minister and political leaders. The letter said: "This Human Rights Day, we celebrate having secured our Human Rights Act; we celebrate the UDHR. There is, however, much work to do in resisting the sustained attacks on universal human rights here at home. We are calling on all political leaders to reaffirm the commitment to universal human rights for all people, through both words and actions, nationally, in devolved nations, and in the small places close to home." We worked with My Life My Choice to create an Easy Read version of the letter. Advocates from learning disability groups across the UK, including Learning Disability England and the Scottish Commission for Learning Disability, then collaborated on a video version of the letter.

Our letter was shared across social media, and coverage included a comment piece from our CEO in Byline Times.

The UK Government's Response: "Thank you for your letter of 8 December to the Prime Minister regarding Human Rights Day, and the 75th anniversary of the Universal Declaration of Human Rights. I have been asked to reply as the Minister with responsibility for human rights policy. The anniversary of such an important statement of our rights is indeed something to celebrate, and I can confirm that the Government takes seriously its responsibility to stand up for human rights and uphold the commitment to universal human rights for all people." Lord Bellamy, Parliamentary Under Secretary of State in the Ministry of Justice

MAINSTREAMING THE HUMAN RIGHTS ACT INTO WIDER POLICY

With the immediate risk of the Human Rights Act being scrapped by the Bill of Rights Bill having been reduced due to the Bill being removed, we have been able to take up more work on our second policy aim: integrating the HRA into wider policy discussions, to secure rights-respecting policy development.

Summer 2023 visiting rights in care homes, hospitals and hospices: As well as liaising with key organisations in the health and care sector, we submitted a consultation response to the Dept of Health and Social Care co-written with our Lived Experience Experts who contributed their direct experiences of visitation. We combined this with BIHR's expertise on human rights law and our extensive work with individuals and staff in care homes and hospitals both pre- and post-pandemic to inform our submission. We said the UK Government needs to listen to lived experience voices in deciding whether further legislation is the solution. If so, this should also include listening to how such legislation should be designed, implemented and enforced to best ensure the human rights of those accessing care homes, hospitals and hospices and their loved ones are met in practice.

Summer 2023 consultation on a new Human Rights Bill for Scotland: As a member of policy groups in Scotland, alongside our practical work there, we submitted a letter in response drawing on our experience of working with individuals, public bodies and policy-makers. We welcomed positive steps to build on the UK's legal human rights protections with the Human Rights Act as a blueprint and a foundation. However, we also raised concerns about the long and complicated nature of the consultation that excluded many people from participating and meant that even legal experts struggled to respond. We therefore responded via letter that included real-life examples from our work.

Sept – Dec 2023 experience informed research on DNARs for the Parliamentary and Health Service Ombudsman: Building on BIHR's highly influential work during the pandemic, the Ombudsman commissioned BIHR to carry out research with people with learning disabilities into the use of Do No Attempt Resuscitation notices, and to put together a set of recommendations for improvement directly from people. This report will sit alongside the Ombudsman's forthcoming reporting on the issue. We are incredibly proud of this piece of work, which will be published in 2024.

AIM 5

A VIBRANT BIHR

Sustaining & developing BIHR as an ambitious, healthy, vibrant charity with the capacity to deliver our vision and mission.

OUR STAFF TEAM

Our staff team: with natural movement as team members moved to new opportunities in other organisations, we have been able to reflect on our structure and maximise it. We have invested in officer level administrative support and in finance support; to provide the operational glue we need for our increased outputs. We have also expanded our Senior Human Rights Officer team, providing more experienced programme and policy expertise within the team, which also supports our officers' development.

Ongoing learning and development: We have a monthly internal learning and development session, which includes external training and sessions drawing on the expertise of our staff team. This year our whole organisational training included: Working Smarter Not Harder; Cyber Security; Data Protection; Safeguarding; Fundraising and Finance; Education, Care and Health Plans; Devolution; Delivering support in the current context; the ECHR and Court, including a follow up session with our Chair; Social media and governance; the right to life developments; non-discrimination under the HRA and Equality Act; and Microsoft Excel. Additionally, our SMT undertook training to support the wider team, including Mental Health First Aid for Managers.

Staff wellbeing: Following review, our new leave provisions were implemented in 2023, including paid maternity and paternity leave, paid emergency dependent leave and compassionate leave. We have kept Covid-measures such as flexible wellbeing time during the working week each month. Recognising the potential for secondary trauma for our delivery staff, we also provide dedicated decompression following each session. We have run a specific session on wellbeing, and are putting an Employee Assistance Programme in place, to provide access to free, confidential support.

Remote working and flexi-space: as a remote organisation, our staff team is based across the UK, bringing a range of diversity. Following consultation, we have moved our fixed flexi-desk space in London to a

new system which provides each staff member with a quarterly budget to hire their own space, as needed, with undertakings to ensure safety.

OUR TRUSTEES

Our Board brings a range of expertise to BIHR, including operations, finance, human resources, human rights and legal knowledge, parliamentary insight, social change, fundraising expertise, and lived experience of disability and living in services. There were no new Trustees appointed in 2023. A full list of the Board of Trustees during 2023 is available in Section 1 of this report.

Our much-valued Chair, Sir Nicolas Bratza, retired from the Board in 2024. The Board and staff team expressed their sincere thanks to Sir Nicolas for his services to BIHR, bringing us excellent, expert and empathic leadership that kept us squarely on our mission to champion the practical application of the Human Rights Act in people's lives. The Board put in place succession planning arrangements, and in line with our governing document, a current Trustee was appointed to the role of Chair. We are delighted that Imran Khan KC will be chairing BIHR's Board of Trustees from 2024 onwards.

A note from our 2023 Chair, Sir Nicolas Bratza, on his retirement in 2024:

I have been involved with the Institute since the early 1980s, first as a Governor and more recently as Chair and Board member. The organisation remains very close to my heart. I have watched it grow from very small beginnings to its current state where, it is both financially healthy and occupies an important place in the protection of fundamental rights in this country. The fact that, at least for the present, the Human Rights Act has been preserved is in no small measure due to the unfailing work of this outstanding team. Needless to say, my decision to resign is in no sense a reflection on BIHR. On the contrary, the organisation has never been stronger and chairing a wonderful Board has been both a pleasure and an immense privilege. It is an opportune time to step down from the organisation at a time when it is stable, well-managed and supported by an excellent Board of Trustees, with a great team in place to keep focused on delivering our core our mission of supporting positive change through the practical use of our Human Rights Act.

Our trustees remain highly engaged in BIHR's work, regularly hosting, chairing and speaking at our programme and policy events. In addition, we hold an annual whole team and Trustee meeting, combining both informal and formal sessions. This provides the team with the opportunity to present key areas of work to the Board, with Q & As, as well as general relationship building.

OUR GRANT FUNDING

In addition to generating income through our human rights training and consultancy, we continued to develop and cement our grant funding mix. During 2023 we were very pleased to secure re-grants from the Joseph Rowntree Charitable Foundation and the Tudor Trust, each for 3-year grants, and to achieve a new multi-year grant from AB Charitable Trust. Additionally, following a significant amount of development work, we have been able to secure a 5-year funded programme for practical human rights work in London, with Just Fair, from Baring and City Bridge Trust.

In 2023 our grant funders included:

- AB Charitable Trust
- The Baring Foundation (both directly and via City Bridge Trust)
- The Bromley Trust
- The John Ellerman Foundation
- The Joseph Rowntree Charitable Trust
- The Tudor Trust

3. FINANCIAL REVIEW

The Statement of Financial activities shows total net incoming resources in the year of £9,289 (2022: incoming resources of £45,240) and total funds being carried forward at year-end of £183,456 (2022: £174,167). The balance in the unrestricted funds decreased by £10,550 (2022: increased by £35,841) from £159,702 on 1 January 2023 to £149,152 on 31 December 2023. The balance in the restricted funds increased by £19,839 (2022: increased by £9,399) from £14,465 on 1 January 2023 to £34,304 on 31 December 2023.

3.1 Risk

The risk register is maintained by the CEO and reviewed by Trustees regularly at formal quarterly meetings. Throughout 2023, a key risk to the charity was government policy on the Human Rights Act, which sought to scrap the Act and remove and reduce current legal protections. 2023 opened with the then Justice Secretary consistently stating that he planned to progress the Bill of Rights Bill during the parliamentary term.

The Board confirmed that Government's plans continued to present a clear and significant risk to BIHR's ability to deliver our chartable objectives to promote and advance human rights. The Board authorised the continued use of non-partisan campaigning, in line with Charity Law, as a primary tool during 2023 to secure the legal protection of human rights. Regular review of action was undertaken by the Board at its meetings throughout 2023. This ensured compliance with Charity Commission guidance on political campaigning, which is always nonpartisan.

The risk to the Act abated somewhat with the change in Justice Secretary, and the new Minister confirming at the end of June that the government would withdraw the Bill that would have seen the HRA scrapped. However, there remained a significant risk, with continued negative political rhetoric and the emergence of two new practices in new legislation: (1) Ministers stating that new Bills are not compliant with the rights in the Human Rights Act (section 19 statements); (2) Provisions in new Bills seeking to disapply the HRA from its implementation, undermining one of the primary legislative mechanisms of the Act. Alongside this was an increase in negative political rhetoric around the European Convention on Human Rights, which underpins the Human Rights Act.

3.2 Reserves

It is the policy of the charity that unrestricted funds which have not been designated for a specific use (its reserves) should be maintained at a level equivalent to between three and six months' expenditure. This amounts to a range of £125,000 - £250,000. The Directors and Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

The level of reserves required by the charity's policy has been maintained throughout the year, though there was a slight decrease over the year, with the year-end figure being £149,152. The Trustees see this level of reserves as acceptable but, given the continued uncertainty around both funding within the charity sector, and around human rights law in the UK, they also consider it important that BIHR continues working towards holding reserves equivalent to in the region of six months expenditure.

3.3 Deferred income

In 2023, we received some payments from clients (in our work with public bodies) in advance for consultancy and training work that is to be delivered in 2024 and invoiced in advance for other such work. We also received some payments in 2023 from grant funders for project work to be undertaken in 2024. Such income in total amounted to £172,869. As the work to which this income relates is to be undertaken in 2024, it has not been recognised as income in these, our 2023, accounts. Instead, it has been treated as deferred income for 2024.

4. PLANS FOR THE FUTURE PERIOD

Policy work to secure the Human Rights Act: The context continues to present a key risk to BIHR's ability to deliver on our charitable objectives and primary operating model. There will be a General Election in July 2024 and it is likely that the Human Rights Act and/or Convention will be subject to risks. In the coming year, we will be mindful of election law as well as charity law, in continuing our policy focus to demonstrate the positive value of the HRA for people across the UK.

Development of resources to respond to the significant need for basic human rights knowledge support: This work can be difficult to fund, with funder focus often on "bigger impact" projects. However, it is clear that the foundations must continue to be laid. Throughout 2023 we invested significant resource in building a new website. During 2024 maintaining and updating this, alongside the resources people need to make change for themselves, remain a priority.

Growing our human rights change programmes with public bodies and services: Our programmatic approach to human rights learning and development has been successful during 2023. We will continue to embed and develop further to secure longer-term, sustainable changes.

Implementation of our programmatic approach to supporting community and voluntary groups: With dedicated funding for this work both nationally and within London, we will focus on implementation and gathering learning on what works (and what does not) to support us to further develop our free to access support for community groups.

Exploring funding for our practice leads programmes in advocacy sectors: Our programmatic approach with public bodies has developed an important model of practice leads to embed human rights practice. This could be a useful model for the advocacy sector. The funding is less straightforward here, so we plan to explore this during 2024, with the hope of securing this work moving forward.

Continuing to develop our Easy Read and accessible materials: This has been a critical development for last several years. In 2023 staff members became accredited in Easy Read and we continued to build our internal capacity and Easy Read co-production. We will continue this organisational commitment.

5. STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

The Trustees, who are also the Directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Sir Nicolas Bratza (retired as Chair and Trustee 1 May 2024)
Imran Khan KC (appointed Chair 1 May 2024)
Mark Hilton
Baroness Grey-Thompson
Stephen Pittam
Edith Prak
Joe Powell

Sanchita Hosali (Director not Trustee, for Company Secretary Purposes).

None of the Trustees and Directors has any beneficial interest in the company. All of the Directors and Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustee selection methods

New trustees are appointed by existing trustees, who use a variety of methods, including direct research and approaches, and open advertising and selection, depending on the needs of the organisation.

Trustees serve for a term of three years and are eligible for re-appointment. During 2023 no new Trustees were appointed.

Trustee responsibilities

The trustees meet quarterly, with additional meetings as required. Trustees determine pay and remuneration for key management personnel on the advice of the Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status. The ongoing management of the charity is delegated to the CEO. In 2023 activities were delivered mainly through the work of on average ten staff members, supported by trustees.

6. TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and

- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 12 June 2024 and signed on their behalf.

Imran Khan KC
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

Independent Examiner's Report To the Directors and Trustees of The British Institute of Human Rights

I report to the Directors and Trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2023.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act) (amended 2022). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act (amended 2022).

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 (amended 2022). I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or

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

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 financial statements to be reached.

Francis Corbishley FCA
Independent Examiner
Moore Northern Home Counties Limited
First Floor
73-75 High Street
Stevenage
Hertfordshire
SG1 3HR

Dated: 19/6/2024

STATEMENT OF FINANCIAL ACTIVITIES
(including income and expenditure account)
for the year ended 31 December 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	150,331	-	150,331	143,344	-	143,344
Charitable activities	4	169,578	106,850	276,428	292,307	53,613	345,920
Investments	5	2,188	-	2,188	506	-	506
Total income		322,097	106,850	428,947	436,157	53,613	489,770
Expenditure on:							
Charitable activities	6	332,647	87,011	419,658	400,316	44,214	444,530
Net (expenditure)/income Net movement in funds		(10,550)	19,839	9,289	35,841	9,399	45,240
Fund balances at 1 January 2023		159,702	14,465	174,167	123,861	5,066	128,927
Fund balances at 31 December 2023		149,152	34,304	183,456	159,702	14,465	174,167

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

All income and expenditure derive from continuing activities.

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

BALANCE SHEET
as at 31 December 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	10	68,152		54,032	
Cash at bank and in hand		305,975		302,695	
		374,127		356,727	
Creditors: amounts falling due within one year	11	(190,671)		(182,560)	
Net current assets			183,456		174,167
Income funds					
Restricted funds	13		34,304		14,465
Unrestricted funds			149,152		159,702
			183,456		174,167

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

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

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.

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

The financial statements were approved by the Directors And Trustees on 12 June 2024

Imran Khan KC
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

Company registration number 04978121

1. Accounting Policies

Charity information

The British Institute of Human Rights is a charitable company limited by guarantee incorporated in England and Wales. The registered office is 167-169 Great Portland Street, Fifth Floor, London, W1W 5PF, England.

1.1. Accounting convention

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

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

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

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

1.2. Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. In 2023, the charity continued to generate significant income through human rights training & consultancy, offering the digital delivery solutions originally developed during the Covid-19 pandemic, in combination with a continued return with some clients to more traditional face-to-face modes of delivery. In addition to generating income through human rights training and consultancy, the Charity also continued to develop and consolidate its grant funding mix, securing significant grants from both existing and new funders. Naturally, there remains, as ever, a degree of uncertainty around the future of some grant funding, and some concern around a political climate that remains hostile to human rights (despite a number of key concerns on this being alleviated in 2023). BIHR's fundraising approach is accounting for these factors, however, continuing to focus on growing income from a

diverse range of sources, while working hard to ensure that the charity's work is not undermined by the hostile political climate. The trustees are therefore confident about the charity's future and, accordingly, the financial statements have been prepared on a going concern basis.

1.3. Income

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

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

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

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

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

Interest receivable

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

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1.4. Expenditure

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

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

1.5. Tangible fixed assets

Individual fixed assets costing more than £500 are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset Category

Office equipment – straight line over 4 years
Office furniture – straight line over 5 years

1.6. Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.7. Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

2. Critical accounting estimates and judgements

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Contributions in kind

The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets or liabilities within the financial year.

3. Donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts		
Bromley Trust	10,000	20,000
John Elleman Foundation	42,000	42,000
Joseph Rowntree Charitable Trust	39,375	45,000
Tudor Trust	35,200	32,000
AB Charitable Trust	20,000	-
Other	3,756	4,344
	150,331	143,344

4. Charitable activities

	Income from Charitable Activities 2023 £	Income from Charitable Activities 2022 £
Services provided under contract	169,578	292,307
Performance related grants	106,850	53,613
	276,428	345,920
Analysis by fund		
Unrestricted funds	169,578	292,307
Restricted funds	106,850	53,613
	276,428	345,920

Grants for the provision of good and services

	Restricted Funds	Unrestricted Funds	Total 2023	Total 2022
	£	£	£	£
Baring Foundation (Community Programme)	54,000	-	54,000	33,333
Baring Foundation (Parliamentary Campaign)	6,760	-	6,760	20,280
Baring Foundation (London Communities)	44,090	-	44,090	-
Tudor Trust (Wellbeing)	2,000	-	2,000	-
	106,850	-	106,850	53,613

Training, consultancy and contracts

	Restricted Funds	Unrestricted funds	Total 2023	Total 2022
	£	£	£	£
Lancashire and South Cumbria NHS Foundation Trust	-	-	-	25,360
Midlothian Health and Social Care Partnership	-	-	-	4,000
NHS England & Improvement	-	19,268	19,268	94,268
Scottish Recovery Consortium	-	15,487	15,487	37,000
Sheffield Health and Social Care NHS Foundation Trust	-	-	-	25,750
Somerset County Council	-	-	-	19,290
Tees, Esk & Wear Valley NHS Foundation Trust	-	53,850	53,850	47,200
The National Development Team for Inclusion (NDTi)	-	-	-	10,540
Wakefield Council	-	-	-	4,500
Leeds & York Partnership NHS Foundation Trust	-	54,270	54,270	-
Other public sector training and consultancy	-	11,935	11,935	17,200
Other not-for-profit sector training and consultancy	-	11,780	11,780	4,845
Other private sector training and consultancy	-	1,360	1,360	-
Reimbursed expenses	-	107	107	417
	-	168,057	168,057	290,370

Other

	Restricted Funds	Unrestricted Funds	Total 2023	Total 2022
	£	£	£	£
Royalties, publishing & speaking fees	-	1,240	1,240	1,690
Sale of resources	-	281	281	208
	-	1,521	1,521	1,898

5. Investments

	Unrestricted funds 2023	Unrestricted funds 2022
	£	£
Interest receivable	2,188	506

6. Charitable activities

	Expenditure on Charitable Activities 2023	Expenditure on Charitable Activities 2022
	£	£
Staff costs	354,971	361,468
Programme costs	15,876	12,296
Office expenses	35,873	55,915
Premises costs	1,177	4,689
	407,897	434,368
Share of governance costs (see note 7)	11,761	10,162
	419,658	444,530
Analysis by fund		
Unrestricted funds	332,647	400,316
Restricted funds	87,011	44,214
	419,658	444,530

7. Support Costs

	Support costs	Governance costs	2023	2022
	£	£	£	£
Payroll and accounting	7,747	1,440	9,187	7,728
Independent Examination	-	2,532	2,532	2,306
Management committee	-	29	29	115
Other	-	13	13	13
	7,747	4,014	11,761	10,162
Analysed between				
Charitable activities	7,747	4,014	11,761	10,162

-

8. Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Staff	10	10

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£60,001 to £70,000	1	1

The charity does not operate its own pension fund but did contribute to the personal pension plans of twelve (2022: ten) employees.

The key management personnel comprise the trustees and the senior management team (being the CEO, Head of Policy and Programmes and Operations Manager) (2022: being the CEO and Head of Policy and Programmes). The total employee benefits of the key management personnel of the charity were £136,098 (2022: £155,958).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2022: £nil). No travel expenses were paid to any trustee in the year (2022: £68 to one trustee).

9. Taxation

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

10. Debtors

	2023	2022
Amounts falling due within one year:	**£**	**£**
Trade debtors	58,617	53,850
Other debtors	9,340	-
Prepayments and accrued income	195	182
	68,152	54,032

11. Creditors: amounts falling due within one year

	Notes	2023	2022
		£	**£**
Other taxation and social security		12,467	9,969
Deferred income	**12**	172,869	165,254
Trade creditors		1,171	1,829
Other creditors		4,164	5,508
		190,671	182,560

12. Deferred Income

	2023	2022
	£	£
Other deferred income	172,869	165,254

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	172,869	165,254
Movements in the year:		
Deferred income at 1 January 2023	165,254	100,250
Resources deferred in the year	7,615	65,004
Deferred income at 31 December 2023	172,869	165,254

13. Restricted funds

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

		Movement in funds		
	Balance at 1 January 2023	Income	Expenditure	Balance at 31 December 2023
	£	£	£	£
Baring Foundation (Community Programme)	8,900	54,000	(49,339)	13,561
Baring Foundation (Parliamentary Campaign)	499	6,760	(7,259)	-
Co-op Local Community Fund	4,703	-	-	4,703
The Law Society Charity	363	-	-	363
Baring Foundation (London Communities)	-	44,090	(29,623)	14,467
Tudor Trust (Wellbeing)	-	2,000	(790)	1,210
	14,465	106,850	(87,011)	34,304

	Balance at 1 January 2022	Movement in funds: Income	Movement in funds: Expenditure	Balance at 31 December 2022
	£	£	£	£
Baring Foundation (Community Programme)	-	33,333	(24,433)	8,900
Baring Foundation (Parliamentary Campaign)	-	20,280	(19,781)	499
Co-op Local Community Fund	4,703	-	-	4,703
The Law Society Charity	363	-	-	363
Baring Foundation (London Communities)	-	-	-	-
Tudor Trust (Wellbeing)	-	-	-	-
	5,066	53,613	(44,214)	14,465

Baring Foundation (Community Programme)

This grant was awarded to enable BIHR to increase support to civil society organisations on human rights practice through knowledge, confidence, and skills development, and through mentoring.

Baring Foundation (Parliamentary Campaign)

This grant was awarded to fund an experience-informed parliamentary campaign to secure the UK's legal protection of human rights.

Baring Foundation (London Communities)

This grant was awarded to promote and develop the use of human rights-based approaches for London-focussed civil society organisations.

Co-op Local Community Fund

This funding supported BIHR to hold free learning events on mental health and human rights in Tower Hamlets.

The Law Society Charity

This grant supported BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services.

The Tudor Trust (Wellbeing)

This grant is to be used towards staff, volunteer and trustee wellbeing during the course of the main Tudor Trust unrestricted grant works.

14. Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2023 are represented by:						
Current assets/(liabilities)	149,152	34,304	183,456	159,702	14,465	174,167
	149,152	34,304	183,456	159,702	14,465	174,167

15. Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales - Charity number 1101575

Accounts

Trustees' Report and Financial Statements for the year ended 31 December 2022

For

THE BRITISH INSTITUTE OF HUMAN RIGHTS

(A company limited by guarantee not having a share capital and a registered charity)

Company Number: **04978121**
Charity Number: **1101575**

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REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2022

STATUS: The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

REGISTERED CHARITY NUMBER: 1101575

REGISTERED COMPANY NUMBER: 04978121

COUNTRY OF INCORPORATION: England and Wales

REGISTERED OFFICE: 8 Coldbath Square, London, EC1R 5HL

DIRECTORS AND TRUSTEES

Sir Nicolas Bratza (Chair)
Mark Hilton (Treasurer)
Baroness Tanni Grey-Thompson DBE
Imran Khan KC
Stephen Pittam
Edith Prak
Joe Powell

KEY MANAGEMENT

CEO (Chief Executive Officer):	Sanchita Hosali
Head of Policy and Programmes:	Carlyn Miller
Operations Manager:	Phil Moore

INDEPENDENT EXAMINER

Francis Corbishley FCA, Independent Examiner
Nicholas House, River Front, Enfield, Middlesex, EN1 3FG

BANKERS

CafBank Limited
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Barclays Bank PLC
PO Box 289, Leicestershire, LE87 2BB

SOLICITORS

Bates, Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE

WEBSITE ADDRESS: www.bihr.org.uk

TRUSTEES REPORT FOR YEAR ENDING 31 DECEMBER 2022

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 December 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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) (effective 1 January 2019).

A Note on the External Operating Environment

BIHR's Strategic Framework for 2020-2025 continued to serve the charity well during 2022, enabling the charity to navigate the continuing pandemic, and emerge a stronger, more sustainable organisation. 2022 also saw increasing political hostility towards human rights, and in particular the Human Rights Act. Amongst this, the charity also had to navigate the internal and external consequences of the cost-of-living crisis.

Covid-19 Pandemic

As with the previous two years, 2022 continued to present challenges in dealing with the impact of the pandemic. We continued to experience demand for human rights support from people with care and support needs, community and advocacy groups, and public body and service staff. The key concern remained the potential discriminatory and disproportionate impact of pandemic measures on people already in vulnerable situations and on others pushed into newly vulnerable positions. During 2022 we continued to embed actions on Covid-19 previously reported, and we now operate as a primarily remote organisation, with a significant proportion of our support delivered online.

Political hostility to human rights

In terms of human rights policy, 2022 saw the largest risk to the key law which underpins BIHR's charitable objectives and our mission: the Human Rights Act. In light of the Government's consultation to scrap the Human Rights Act in favour of a "Bill of Rights," released days before parliament's recess in December 2021,

BIHR's Board of Trustees held an emergency meeting in January 2022. This focused on this risk to the UK's legal framework for human rights protections and with it the significant risk to BIHR's ability to meet our charitable objectives. In line with Charity Commission guidance, the Board determined that BIHR should focus our policy activity on securing the Human Rights Act, authorising the use of non-partisan political campaigning for 12 months. Alongside this, the Board were clear that BIHR must continue to deliver on the human rights practice programmes we run, with and for community groups and their beneficiaries, and with public bodies. It is this practical implementation and impact of the HRA in ordinary life, beyond courts, which is so often missing from the policy and political debates. See further Section 4 (Strategic Aim 4) of this report.

Cost of Living crisis

The Human Rights Act is the safety net which provides the minimum standards by which people should be treated when interacting with the state. This safety net is especially important in times of crisis, including economic crises. BIHR's ability to support practical uses of the HRA has never been more needed than during the UK cost of living crisis of 2022/23. The economic crisis also impacts us as a charity, particularly our ability to continue to attract and retain our talented team through pay and benefits, and the need to keep pace with unprecedented inflation and living costs. Throughout 2022 we put in place a number of measures to support our staff team, detailed in Section 4 (Strategic Aim 5) of this report.

Securing BIHR's financial base

This external environment has a direct impact on BIHR's fundraising. We have ensured that we are securing grant funding and developing consultancy programmes which evidence the value of human rights in practice. This evidence underpins our increased policy work to secure the Human Rights Act. During 2022 we have been supported by a range of grants from Trusts and Foundations, both established and new funders. These have provided invaluable flexibility to respond to the challenges of the external environment and enhanced our internal capacity both to meet these challenges robustly and to secure our foundations and support across the team and organisationally. We have also worked to combat the potential chilling effect that political hostility might otherwise have had on our training and consultancy work, which generates income for the charity. We have navigated this by evidencing the impact and quality of our programmes, with tangible outcomes for staff and the people they support. Our clear leadership on the Human Rights Act debate, which has had a specific focus on including the voices of public bodies, has also made it clear that our expertise can be trusted.

1. ABOUT US

Founded in 1970, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Early on, BIHR was a powerful voice calling for the European Convention on Human Rights to be incorporated into UK law, to provide people with the means to secure their rights here at home. Since those rights were embodied in the Human Rights Act (HRA) in 1998, BIHR has been a strong supporter of the HRA. We are focused on securing one of the Act's key, but often forgotten, aims -to support a culture of respect for human rights in the UK:

A human rights culture is:

"... one that fosters basic respect for human rights and creates a climate in which such respect becomes an **integral part of our way of life** and a **reference point for our dealing with public authorities** ... in which all our institutional policies and practices are influenced by these ideas...The **building of a human rights culture ...[depends] not just on courts** awarding remedies for violations of individuals' rights, but o**n decision-makers in all public services internalising the requirements of human rights law**, integrating those standards into their policy and decision-making processes, and ensuring that the **delivery of public services in all fields is fully informed by human rights considerations**."

UK Parliament's Joint Committee of Human Rights (our emphasis)

We work across the UK to enable positive change through the practical use of human rights law beyond the courts. We support people with the information they need to benefit from their rights; support community groups to advocate for social justice using human rights standards; and work with staff across local and national public bodies and services to support them to make rights-respecting decisions. We share this evidence of change and people's lived experiences to inform legal and policy debates. Our model of working enables us to call for the development of national law and policy which truly understands people's experiences of their human rights.

It is also important to be clear about what we do not do. We do not offer legal advice, case work support, or represent clients. BIHR is also not a campaign group. We focus on using the current law in the Human Rights Act for positive practical and policy change. We do not campaign to change or go beyond human rights law as it stands in the Human Rights Act (and where relevant, the Convention).

Our Reach

This year we worked directly with over 4,500 people and reached a many more through the distribution and downloads of our resources. We know many people benefit from our support indirectly. Every social worker, doctor, nurse, housing support officer and care worker who accesses our support, works with a significant number of people. Every advocate, community support worker and voluntary organisation staff member supports a number of people directly and/or secures changes for individuals or whole groups. The people who access our support as individuals are often active within their communities and/or nationally, to advocate for better treatment from systems, and they secure important changes for people. Many more people access our resources via third parties, as all BIHR's materials are available for free distribution.

1.1 Our Mission and Vision

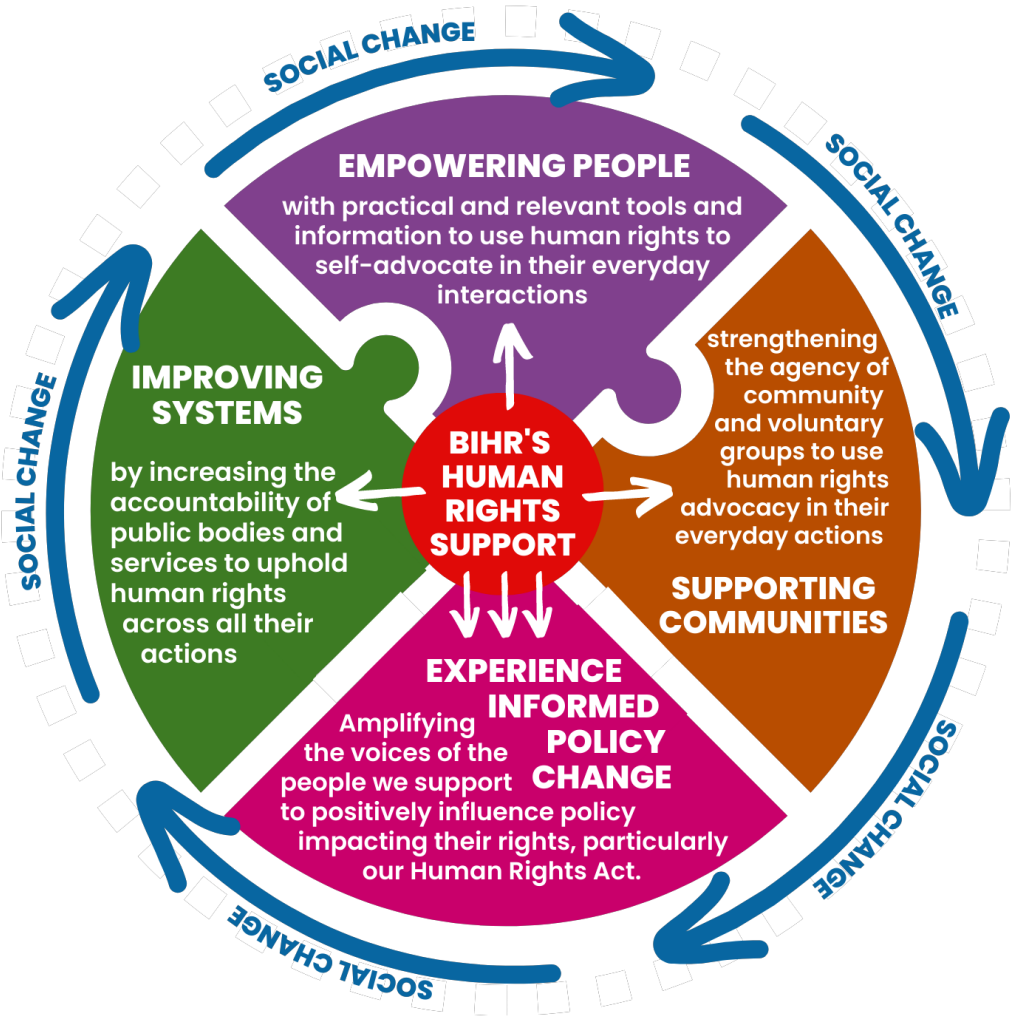
BIHR's vision is that of a strong and just society, in which all people can live well and flourish, safe in the knowledge that their human rights are being respected, protected, and fulfilled in their local communities and at the national level.

BIHR's mission is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

1.2 How we do this: Our Strategic Aims and Activities

BIHR's 2020-2025 Strategic Framework sets out our Aims, which are underpinned by our organisational expertise in supporting the development of a culture of respect for human rights across the UK. We focus on change through human rights beyond the courts. We provide the support and tools people and organisations need to use human rights law to resolve problematic situations. This is about preventing poor public services and policy or challenging and changing decisions when things have gone wrong.

At the heart of each of our strategic aims is a commitment to bring about collaborative change using human rights advocacy and approaches to change practice and policy.



2. PUBLIC BENEFIT

BIHR's core charitable objectives, set out in our governing documents, are to promote and advance human rights throughout the UK. The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

3. BIHR'S PEOPLE

Board of Trustees

A Board of Trustees govern BIHR, each with varied expertise:

Sir Nicolas Bratza (Chair of the Board) is the former President of the European Court of Human Rights, where he was the Judge of the Court for over 14 years, elected in respect of the UK. Sir Nicolas' incomparable experience and expertise is an invaluable source of advice, guidance, and inspiration for BIHR.

Mark Hilton (Treasurer) is an independent management consultant, specialising in strategy and operational development across the charity and public sectors. Mark has a BSc in International Relations and MScs in International Development Management and Charity Accounting and Financial Management.

Baroness Tanni Grey-Thompson is a celebrated Paralympian and broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of advocating for equality within parliament and in her wider work brings important insights to BIHR.

Imran Khan QC is the founding member of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.

Stephen Pittam is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.

Edith Prak is Director of Advancement at The University of Nottingham, with a background in international economics and politics, teaching, advisory roles, and fundraising. She was previously Director of Development at The Elders and The Open University.

Joe Powell is the Chief Executive of All Wales People First, with extensive personal and professional experience of defending the rights of people with learning disabilities and Autistic people.

Staff Team

The Board of Trustees delegate the day to day operations of the charity to the CEO, who runs the organisation with the talented staff team:

Sanchita Hosali, CEO is an experienced human rights and equality law, policy, and practice expert, with over twenty years' experience in the UK and internationally. She has worked in academic research, consulting roles and led policy and strategy development including at Nottingham University, SOAS and Rights of Women, and worked within the United Nations system. Sanchita holds an LLM Human Rights Law and an LLB in Law. Watch Sanchita's 2022 highlights.

Carlyn Miller, Head of Policy, and Programmes Manager: is an experienced policy and educational professional, with expertise in human rights in health and care. She previously worked with the Scottish Government and Scottish Care. Watch Carlyn's 2022 highlights.

Philip Moore, Operations Manager: Phil is an experienced charity operations professional, joining BIHR from OCD Action. Before joining the charity sector, he worked in operations in the education and training sector and had previously worked as a teacher. Watch Phil's 2022 highlights.

Katrin McEntee, Senior Human Rights Officer: is an experienced advocate with a background working with both older people and disabled people. She has completed studies in Dance Movement Psychotherapy and has worked with women survivors of domestic abuse. Watch Katrin's 2022 highlights.

Annie Smith, Human Rights Officer (left October 2022): Annie is an experienced social worker, specialising in mental capacity practice, as well as community mental health. She is a best interest assessor and has delivered a range of training in the health and care sector.

Lauren Stewart, Human Rights Officer (from March 2022 - 2023): Lauren has a background in advice and casework, focusing on supporting refugees and migrants, including children and families. Watch Lauren's 2022 highlights.

Florence Powell, Human Rights Officer (April 2022- May 2023): Florence has a background in research and policy work, including human rights and public law, as well as being a qualified solicitor, and has work experience in housing advice.

Phoebe Craig, Human Rights Officer (from October 2022): Phoebe has a background in special educational needs tribunals, offering support, advice, and representation to challenge inadequate provision. She has an academic background in law. Watch Phoebe's 2022 highlights.

Katie Pealing, Assistant Human Rights Officer (Human Rights Officer from July 2022 – March 2023): Katie has an academic background in Human Rights Law and experience within the Advice sector, empowering individuals by informing them of their rights. Watch Katie's 2022 highlights.

Helen Walden, Research and Communication Associate: Helen has a professional background in both communications and casework support in the immigration and asylum field, as well as an academic background in Law. Watch Helen's 2022 highlights.

Melissa Webb, Administrative Assistant (May – December 2022): Melissa has a background in education, and library administration.

Louise McCormack, Parliamentary and Policy Assistant, paid internship (from Sept 2022): Louise has a background in law and has previously interned with the Bingham Centre. Watch Louise's 2022 highlights.

During 2023 the following staff joined BIHR:

- **Valentina Carlet, Administration Officer** (joined May 2023)
- **Jacob Charnick, Human Rights Officer** (joined June 2023)

At the time of writing BIHR has also appointed two additional Senior Human Rights Officers.

Lived Experience Consultants

As part of our 2021-2023 human rights programme to support better human rights respecting decisions in children's inpatient mental health services, we developed the paid roles of Lived Experience Expert consultants. Our experts have experience of children's inpatient mental health services either as a child or young person themselves or as the parent, carer or close supporter of a child or young person who has accessed these services. During 2022 we developed new programmes that our experts worked on with us, and they are also part of our new RITES Committee which supports experience-informed policy work at BIHR (see Section 4 for more information).

Charli Clement is a disabled, neurodivergent and LGBTQ+ activist. Charli works with BIHR as a Lived Experience Expert, as well as with the NHS and other third sector organisations looking at psychiatric care, autism, human rights, and sensory needs, after their own admission when they were a teenager.

> "It is the Human Rights Act that means those who are inpatient are entitled to have more say in their care, to have access to education, to ask for possessions when blanket bans are not proportionate. It allows us to examine whether the acts of staff, doctors and decision makers are lawful, legitimate, proportionate - necessary. It means there are responsibilities to look at patients as individuals, get them the support they need, empower them. It is why patients should expect to be respected, expect the adults looking after them to keep them safe.
>
> **Charli Clement, BIHR Lived Experience Expert**

Hanna Gawron is currently studying Psychology in London. As a teenager, Hanna spent over a year in inpatient mental health care.

> "I made a promise to myself that I would return to help invest in the lives of young people who face similar experiences. As a young person, especially struggling with mental health challenges, it can be easy to feel like the voices of professionals and carers are overpowering your own. The Human Rights Act is crucial in giving young people the confidence to advocate for themselves when facing challenges to their own Human Rights. I have been working with BIHR for two years now on NHS staff training and am eager to continue working with the RITES Committee to protect our Human Rights Act.
>
> **Hanna Gawron, BIHR Lived Experience Expert**

Kirsten Peebles is a single parent of an autistic son who, from the ages of 14-18, was held in mental health hospitals and subjected to restrictive practices, including mechanical restraint and long periods in seclusion. Kirsten has secured his discharge, with a bespoke package of care, which has supported her son to live independently and access college.

> "In my experience, Mental health and care systems are run for the many which can lead to restrictive practices. I used my knowledge of the Human Rights Act to challenge some of the decisions made about my son's care and to find alternatives to restrictive practices. To me, the Human Rights Act isn't about court cases and judgements. In some ways, if it's had to go to court it's too late as the damage has already been done. I believe the Human Rights Act is a living, breathing law used in daily practice. It's a way to protect all of us and to prevent the need for court cases. It's a way to challenge (both legally and through advocacy) and improve the systems that are responsible for caring for us.
>
> **Kirsten Peebles, BIHR Lived Experience Expert**

4. 2022: OUR ACHIEVEMENTS AND IMPACT

Given the political context and threat to the Human Rights Act which significantly impacts BIHR's charitable purpose, the reporting year has meant a significant increase in BIHR's policy work and visibility. Alongside this, the Board were clear that BIHR must continue to deliver on the human rights practice programmes we run, with and for community groups and their beneficiaries, and with public bodies. It is this practical implementation and impact of the Human Rights Act in ordinary life, beyond courts, which is so often missing from the policy and political debates. Importantly, we continued to increase our reach, working with over 4,500 people directly, across the year, continuing to develop the virtuous reinforcing circle between our human rights practice work and policy work.

> We couldn't have developed a programme of such depth of knowledge and expertise without the help of BIHR and we couldn't have delivered it with the confidence and assuredness if we didn't have BIHR there with us. The feedback from course participants [people with lived experience of addition and recovery] was beyond all reasonable expectations. This learning is, we believe, going to be seen as essential for any recovery organisation to fully support its members in Scotland in the coming years.
>
> **Tom Bennett, Scottish Recovery Consortium**

> Attending the Human Rights session has supported me to build my confidence in applying the law in my work, and advocating for services users rights, ensuring their voices are heard
>
> **Local authority worker**

> The work that we've done this year with the British Institute of Human Rights and also connecting with other organisations through the RITES Committee and through Warrington Speak Up has really enabled us, as far away from power as we could be, to feel empowered as an organisation and to feel that our voices are being heard on not just a local level but a national level. It really has felt that there has been an element of being part of a movement and community mobilisation and it feels like it's just the start.
>
> **Sian Huntley, Pembrokeshire People First**

> It was a wake up call - no matter how uncomfortable you may feel questioning policy / practice it's nothing compared to the lasting impact on a young person's life if you don't
>
> **Children's Inpatient Mental Health Work**

> I am happy to accept the invitation from the noble Baroness, Lady Whitaker, to pay tribute to the work of the British Institute of Human Rights. Much of what is good about the Human Rights Act comes from its everyday application, in which training and guidance by the BIHR... [has] been vital.
>
> **Lord Bellamy, Justice Minister, House of Lords debate 14 July 2022**

AIM 1 EMPOWERING PEOPLE

Enabling people to access practical and relevant tools and information to use human rights law to self-advocate in their everyday lives.

During 2022 our practical work with individuals primarily focused on improving our website to support people build their capacity to self-advocate for their rights and on working with community groups and the people they support. Additionally, because of the risks to the Human Rights Act, a significant amount of our policy work also engaged individuals directly in speaking up for our protections and in being heard in national debates.

WHY WE DO THIS WORK: We firmly believe in self-advocacy and that knowledge is power; human rights are for everyone, and everyone should be able to know and benefit from their legal protections. As a small charity working across the UK, BIHR does not (and could not) provide human rights casework, advice, or similar support to individuals. Our work with individuals is focused on enabling people to increase their knowledge and confidence to advocate for their human rights with decision-makers involved in their lives.

THE DIFFERENCE IT MAKES: We frequently hear from individuals who are able to challenge decisions that risk their human rights, or to prevent such risks, through the use of our materials and resources.

REBRAND, NEW INFORMATION FOCUSED WEBSITE AND SOCIALS

A key priority for 2022 was to progress our plans for a completely new website rebuild, and alongside this to refresh BIHR's brand (previously postponed by the pandemic). Working with Digital Wonderlab, our staff team, and a group who supported the project as user testers, we looked at what people need from our website and at ensuring our brand represents who we are to those we support:

Words the people supporting our user testing used to describe BIHR and what our new website and brand needed to reflect:

FOCUSED KNOWLEDGEABLE INSIGHTFUL APPROACHABLE

COMMITTED TO HUMAN RIGHTS PASSIONATE INFORMATIVE FUN

INSIGHTFUL COMPETENT EFFICIENT ESSENTIAL EDUCATIONAL

We were able to launch our new site, look and feel in time for Human Rights Day, December 10th, www.bihr.org.uk, and have had significant positive feedback:

> I was on the new website yesterday and wow it is so much brighter looking, is easy to navigate with various access to information and further reading. Personally, I absolutely love it and happy to see the changes as I use this very frequently for work, so it is always my daily go to. It looks wonderful the team have done a great job ... I'm looking forward to staying up to date with what's all going on and on the new website.
>
> **Amy, Community Advocate**

As well as our website providing people with much better support to know and understand their human rights and to self-advocate, and on how to engage with BIHR's work, we are also able to collect significantly better analytics on our reach. These improvements will be available in our 2023 data.

OUR SOCIAL MEDIA REACH

Website: In 2022, there were 176,227 unique users of BIHR's website and 386,469 page views. The top 5 pages viewed in 2022 were:

1. The Abolition of the Death Penalty
2. Social Justice & Human Rights
3. The Covid-19 Vaccine and Human Rights: A Short Guide
4. A Short Guide to the Separation of Powers
5. Human Rights Act Reform

Our new website launched on 8th December 2022 and since then, there have been 7,087 files downloaded with the most popular being our Easy Read Human Rights Act information.

Twitter: We gained over 1,000 new Twitter followers, taking our audience to 21.6K. Our most popular 2022 tweets were sharing our Easy Read Rights Removal Bill guide and our Rights Removal Bill guide, followed by a thread on the change of Government and a blog from our CEO on the Rights Removal Bill being shelved.

Facebook: We gained almost 700 new Facebook page likes in 2022, taking our audience to 4,683 Facebook followers and 288 Instagram followers, reaching 27,649 people on Facebook and 11,516 on Instagram.

MAKING THE BASICS AVAILABLE

As we noted last year, there is a lack of practical and plain language information on the Human Rights Act which accurately explains the law and what this means for people in their everyday lives. Given the political risk that the Act may be scrapped, this information is vital not only for self-advocacy but also to understand what is at stake, so people can engage from an informed position. In 2022 we produced and shared a significant number of resources to fill this gap:

Using human rights as a tool for advocacy

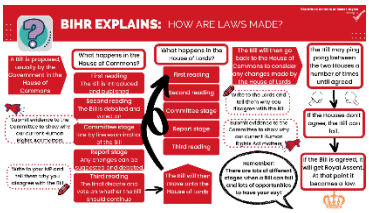
For people seeking asylum and support organisations

Using human rights: a resource for Hopscotch staff

With Hopscotch Women's Centre

How Laws are Made

Supporting people with the Bill of Rights process



COMMITMENT TO EASY READ

We continued our commitment to producing materials in Easy Read. This has benefit for a significant number of people we support, including people with learning disabilities and for whom English is not their first language. During 2022 this cut across both our information and self-advocacy resources and our policy work. In information provision we continued to produce a range of materials in both long and Easy Read formats. Our new website hosts both formats, with an Easy Read Hub for quick access to any of our Easy Read materials.

Through our community work (see next sub-section) with Warrington Speak Up we collaborated with Photosymbols® to produce the first accessible images for the rights in the Human Rights Act. In our policy work we also committed to making Easy Read resources and events supporting people to speak up in Government plans to scrap our Human Rights Act. This was especially important given Government failures to do this, failures which we supported learning disability groups to challenge (see Policy sub-section, below).

Article 2 of the Human Rights Act

Article 3 of the Human Rights Act

Article 5 of the Human Rights Act

Article 8 of the Human Rights Act

Article 14 of the Human Rights Act

AIM 2 SUPPORTING COMMUNITIES

Strengthening the agency of community and voluntary groups to address social justice issues using human rights law advocacy in their everyday actions.

During 2022 we worked with a range of community and voluntary groups reaching thousands of people across the UK. The community and voluntary groups we supported worked with range of people and issues:

- ✓ children's rights
- ✓ health and care advocates
- ✓ people in drug and alcohol recovery
- ✓ people with learning disabilities
- ✓ torture survivors
- ✓ women subjected to discrimination

WHY WE DO THIS WORK: A key objective in our Strategic Framework is to secure grant funding for Human Rights Act support for community groups as a programme, rather than those with the least resources having to "buy-in" our services. 2022 saw the start of our dedicated funding for our community work.

THE DIFFERENCE IT MAKES: Community and voluntary sector groups are often on the frontline of working with people to secure their rights. However, they do not always describe this in terms of human rights or have the knowledge and confidence to advocate making explicit use of the Human Rights Act. Our work supports community groups – from grassroots and self-led groups through to national organisations – to transform their commitment to human rights into human rights action and advocacy. Given the political context placing our Human Rights Act at risk, a significant amount of our policy work focused on supporting community groups to speak up (see Policy sub-section, below).

COMPLETING OUR COMMUNITY PILOT PROJECTS

2022 saw the completion of our pilot projects to co-design Human Rights Act solutions which met the needs of Warrington Speak Up, Hopscotch Women's Centre, Room to Heal, and Together Scotland. Across the partnerships we worked with 50+ staff members, people they are supporting, and the organisations they partner with on their work. This is a completely co-designed approach, using the Discover, Define, Develop, Deliver model. Impact Reports detail key outcomes.

WORKING WITH ROOM TO HEAL

We produced a Human Rights Act advocacy guide with people who have survived torture and are navigating the immigration and asylum systems. Responding to need we produced this in 6 languages:

> I shared the Human Rights Act Project guide with London Refugee Support team at the British Red Cross and the UK wide Family Reunion Integration Service. I think guide is extremely helpful and I have used it twice in the last couple of weeks, both to challenge statutory services refusing to offer interpreting for clients, when needing to access key and urgent services such as making a homeless application. By using your guide and making the L.A aware they were in breach of the Human Rights Act, access to interpretation was offered and the clients were able to fairly apply for their entitlements."
>
> **British Red Cross Caseworker**

WORKING WITH WARRINGTON SPEAK UP

Co-production was at the heart of this work. The self-advocates wanted human rights postcards. As there were no specific Human Rights Act Photosymbols, WSU and BIHR worked with Photosymbols to develop new images, through coproduction workshops and storyboarding. Photosymbols created the images, WSU, and BIHR co-produced and tested the postcard content, with a launch event (videoed).

> I'm really proud that we designed the photographs because it tells you about human rights.
>
> The project was fantastic, I absolutely loved it. Annie listened to me and listened to my ideas.
>
> I liked having my say.
>
> **Warrington Speak Up self advocates**

200 postcard hardcopies were printed, distributed within weeks to individuals and advocacy groups across all four nations, with requests from groups and local authorities to print their own copies. Pembrokeshire People First told us they were using the postcards in their Campaigns Group to understand the UK Government's "bill of rights" Bill, and to help us make BIHR's Easy Read guide to the Bill (see Policy sub-section below)

> I'm really excited about these cards. Thank you for giving her permission to print them and use them with our advocacy & community engagement work. I cannot tell you how much this means.
>
> **Helen Moulinos, CEO POhWER**

> We really enjoyed the launch of the human rights postcards and we use them in our Campaigns Group regularly, they are superb.
>
> **Sian, Pembrokeshire People First**

STARTING OUR NEW COMMUNITY PROGRAMME

With the completion of our pilots, and internal learnings we launched our full community support programme. 2022 was primarily internal planning, with external activities starting in 2023 and the programme will run until 2024.

VOLUNTARY SECTOR CONSULTANCY PARTNERSHIPS

SRC SCOTTISH RECOVERY CONSORTIUM

We also offer paid for consultancy to larger voluntary groups to enable them to integrate the Human Rights Act into their everyday work, internally and externally. In 2022 we worked with the Scottish Recovery Consortium to co-develop and deliver a programme to advance awareness on rights-based addiction recovery in Scotland. The programme sought to reflect the challenges that people in recovery in Scotland face and how the Human Rights Act can be used to advocate for better outcomes. You can Tom, the lead at SRC, sharing the difference this work has made.

ONE-OFF TRAINING WITH COMMUNITY & ADVOCACY GROUPS

These are our one-off training events to build human rights awareness.

- Gypsy, Roma, and Traveller groups
- Range of local advocacy groups (Care Act, Mental Health, Mental Capacity)
- Learning disability support groups

AIM 3 IMPROVING SYSTEMS

Increasing the accountability of public bodies to uphold human rights across all their actions, in everyday decisions, practices, and policies.

Across our range of programmes in 2022 we have worked directly with over 3,000 public body workers mostly frontline and delivered over 300 human rights learning and development programme sessions. This included working with NHS Trusts and bodies, local authorities, city and county councils, national bodies, providers of social support, care, and education providers, in England, Scotland and Wales, working in areas including:

- ✓ children & adult social work
- ✓ children's inpatient mental health
- ✓ community-led support
- ✓ education, including SEND
- ✓ forensic mental health
- ✓ local and national commissioners
- ✓ mental health and social care support

WHY WE DO THIS WORK: Our consultancy work with public bodies and services ranges from one-off training sessions to programmes with multi-part learning and development, practice leads courses, and mentoring. As a charity we are not an enforcement body with statutory powers. We support accountability by providing the tools for public bodies and services to understand and uphold their human rights duties. Our work is one piece of the accountability framework.

THE DIFFERENCE IT MAKES: Our work with public bodies and services shows that staff invariably want the best possible outcomes for the people they support, but often face tough decisions, tight time and budget constraints, and a complex maze of laws and regulations. Our Human Rights Act provides a legal framework that requires public bodies to uphold people's human rights whenever possible. By equipping staff with the knowledge, and confidence in applying the legal framework to support rights-respecting decisions, we can help with the tools to balance risks with rights that better support people accessing services.

LIVED EXPERIENCE CO-DEVELOPMENT & CO-DELIVERY

Our Lived Experience Experts (see Section 3) help ensure people's lived experiences are at the centre of our NHS England programme, and during 2022 we've been developing work with our LEEs in other programmes too. Our co-production model is one of co-development and co-delivery, which brings together our experts' lived experience of services with BIHR's expertise in understanding how to make human rights law a tool for practice.

PROGRAMME: CHILDREN'S MENTAL HEALTH INPATIENT SERVICES

In 2022 we delivered 62 workshops as part of our 2-part co-produced training programme commissioned by NHS England. This reached 500+ staff in services across England. The impact of our co-production work with our Lived Experience Experts is clear, as the evaluation data shows:

2022 also saw the development of our 10-part Practice Leads programme, to be delivered in 2023. This will support up to 48 staff members across children's mental health services to develop further knowledge, confidence, and skills to drive forward human rights-respecting practice.

This programme also included **ring fenced funding specifically to provide support to children and young people, their loved ones, and supporters**. It became clear that workshops were not the most effective means of upskilling people in their rights, so our Lived Experience Experts developed a set of specific resources for young people (and their supporters) to both know about, and be able to advocate for, their rights when in services. This work was launched in early 2023, with a session led by our LEEs. You can watch clips from the event online.

PROGRAMME: FORENSIC MENTAL HEALTH

In 2022 we completed our work with a forensic mental health service in England, aiming to build staff capacity to embed human rights decision-making into their practice. Forensic mental health services are provided to people with mental health conditions who are a potential risk to

others, or they may have committed a criminal offence or be likely to do so again. The programme saw significant shifts in staff knowledge of, and confidence to use, the Human Rights Act in their decision making, and led to changes in practice.

IMPACT EXAMPLE: The Trust had an automatic no smartphone blanket policy for people in mental health forensic wards. Often a smartphone is the only way patients can maintain contact with their loved ones and keep connected with the world they hope to go back to if they can recover. But risks to the rights of others to not to be harmed must also be balanced. The programme led staff to question whether the blanket policy was rights-respecting. This prompted an ethics session, and the policy has now been changed, removing the blanket ban, with different levels of access, based on risk assessments and a starting point that all people coming onto low secure forensic wards will automatically have access to a smartphone, with risk management.

PROGRAMME: A COUNTY COUNCIL'S ADULT SOCIAL CARE WORKFORCE

We developed a capacity building course for several hundred staff at a county council focusing on human rights in adult social care. The 4-part course was delivered several times across the year (28 sessions), reaching several hundred staff across the county, including Approved Mental Health Professionals, Mental Health Social Workers, Occupational Therapists, Adult Social Care Practitioners, Locality Lead Social Workers, Capital Drop Assessors, Quality Assurance Officers, Locality Manager in the Health Interface Services, Learning and Development Officers, Service Managers, Student Social Workers, Safeguarding Service Managers, and Community Social Workers.

PROGRAMME: WORKING WITH A CITY COUNCIL

We concluded the delivery of a specific learning programme on human rights informed practice in adult social care for the staff at a city council. The programme consisted of a two-part workshop, with additional one-off sessions, and reached several hundred participants, with roles including social workers and student social workers, team managers, support workers, care co-ordinators, occupational therapists, care, and support workers, and reablement assistants.

At the programme end **56% of respondents had already used human rights, examples included:**

- Advocating for a person in hospital to receive care and support which would support their rights, despite them not having right to remain settled status.
- Challenging inappropriate Do No Attempt Resuscitation orders for people with learning disabilities.
- Involving adults with memory issues in decisions about their care and treatment.
- In assessment and care planning, including Deprivation of Liberty Safeguards (DoLS) assessments.
- In safeguarding adults at risk of abuse and neglect

OTHER PROGRAMMES WITH PUBLIC BODIES & SERVICES IN 2022:

These are our longer-term programmes to support human rights capacity.

- Welsh University Health Board
- Scottish NHS Trust

TRAINING WITH PUBLIC BODIES & SERVICES IN 2022

These are our one-off training events to build human rights awareness.

- County councils
- City councils
- Professional membership bodies
- Range of public service leadership and management networks
- NHS Trusts
- Care and housing providers

AIM 4 EXPERIENCE INFORMED POLICY

Amplifying the voices of the people we support to positively influence policy impacting their human rights, including securing our Human Rights Act.

During 2022 BIHR's policy work focused on the threat to the Human Rights Act presented by the Government's actions to scrap the Act and replace it with a Bill of Rights. We believe this is more aptly called a Rights Removal Bill, as it would result in less legal protection of people's human rights and reduce the accountability of those with government power. Whilst BIHR is not a campaign group, as a charity, the Board of Trustees authorised the use of non-partisan campaigning to secure the Human Rights Act, which is fundamental to BIHR achieving our charitable objectives. We have worked directly with over 1000 people engaged in our policy work during 2022.

WHY WE DO THIS WORK: Our work to secure the Human Rights Act focuses on our unique role in bringing together both legal expertise in the practical application of human rights with lived experience from both rights holders and duty bearers. Too often the voices of people and organisations for whom the Human Rights Act matters are rarely heard in the national debates about changing our law. Yet these are the people who will be impacted by the changes, either as individuals whose rights will be reduced, or as those working in public bodies who will have a vital tool removed.

THE DIFFERENCE IT MAKES: Through our work we have supported people across the UK to be heard in these debates, to speak up for the Human Rights Act, and to resist the Bill of Rights Bill. We supported several hundred responses from individuals to the Government consultation, as well as working in coalition with 200+ groups. We supported disabled people's organisations to successfully challenge the Government's lack of accessible engagement, forcing changes to the process. We provided the most extensive range of plain language resources on the impact of the Bill of Rights Bill for people's everyday lives, in a variety of formats, including Easy Read. Vitally, we have ensured that people's real life stories have informed the parliamentary debates, putting them on the record. We have significantly informed parliamentary scrutiny, in particular through engagement with the Joint Committee on Human Rights, whose report in January 2023 was extraordinary in its recommendation that the Bill, scrapping the Human Rights Act, should not go ahead.

THE RESOURCES PEOPLE AND GROUPS NEED TO ENGAGE

A key element of our policy approach is to support a range of voices to speak up and be heard in national debates about the Human Rights Act. One of the biggest barriers to more people speaking up is the lack of knowledge and confidence to speak on the detail, and to understand the legal analysis and what this means for people's lives. This is a key gap we sought to fill across 2022, with an extensive resource programme, which directly reached over 1,000 people, with actions including:

Consultation resources

Ask the Experts online session with a range of speakers including our CEO, Sanchita Hosali, Professor Francesca Klug OBE, Martha Spurrier (Director of Liberty), Charli Clement (Lived Experience Expert), Brian Gormally (CAJ Northern Ireland), Joe Powell (All Wales People First), Mhari Snowdon (Human Rights Consortium Scotland) and Baroness Helena Kennedy. With over 100 people booked on, we provided a vital forum for people to understand the detail and impact of the Government's consultation.

Open access and accessible (BLS & Easy Read) sessions on the Bill of Rights consultation, supporting people to understand the Human Rights Act and the proposals in the consultation. This included Lunch and Learn sessions. We know our sessions supported people to meet with their MP and secure support for the Human rights Act.

A range of written resources, including:

- An Unofficial Guide to the Bill of Rights Consultation, breaking down the consultation process and how to respond
- An analysis of all the questions, setting out a plain language explanation, analysing the impact on people's current human rights protections, and outlining what BIHR will be saying

- An Easy Read Guide to the Human Rights Act and the consultation
- A customizable letter to submit responses to the consultation to support individuals to engage with the process
- A Guide on why the Human Rights Act matters for staff in public bodies

Bill materials and why our Human Rights Act matters

What the Bill of Rights Bill means for series, short explainers on the implications of scrapping the Human Rights Act in favour of the lesser protection of the Bill, for:

- Children's Rights
- Criminal Justice
- Devolution
- Disability Rights
- Ending Violence Against Women and Girls
- Environmental Issues
- Health and Social Care
- The Law and legal process
- LGBT+ Rights
- Migrant and Refugees Rights
- Military Justice and Accountability
- Positive Obligations to Safeguard People
- Privacy and Data Protection
- Religion and Belief

Briefings and Guides which explain in detail some of the differences between the Rights Removal Bill and our Human Rights Act and give examples of the Human Rights Act in practice. We also explain our concerns with the process that led to the Rights Removal Bill and why we think our Human Rights Act does not need to be changed.

- Key Concerns: Proportionality
- Key Concerns: The HRA & Other Laws
- Key Concerns: Rights to Private & Family Life
- Key Concerns: Positive Obligations
- Key Concerns: The Reform Process
- Key Concerns: Briefing for Public Bodies
- Guide: Speaking about the Human Rights Act

2-page Need-to-Knows distilling our analysis of our key concerns with the Bill, including setting out where the Government has chosen to ignore the public consultation and the findings of the Independent Human Rights Act Review:

- Need-to-Know: Removing the duty to consider ECtHR case law
- Need-to-Know: Removing statements of compatibility with human rights
- Need-to-Know: Picking and choosing who gets accountability for human rights breaches
- Need-to-Know: Weakening our right to private & family life
- Need-to-Know: Adding a right to trial by jury
- Need-to-Know: Limiting freedom of expression
- Need-to-Know: Reducing the principle of proportionality

- Need-to-Know: Creating extra barriers to justice
- Need-to-Know: Removing the duty to apply others laws compatibly with human rights
- Need-to-Know: Getting rid of public bodies' positive obligations to protect human rights

Continued development of our Why Our Human Rights Act Matters blog, showcasing a range of contributors sharing how they are using and benefiting from the Act in a range of everyday ways.

Write to your MP campaign supporting people to raise these issues with their MP throughout the year, with a range of options that flexed to meet the varying political climate issues throughout 2022.

CHALLENGING THE ACCESSIBILITY OF THE GOVERNMENT'S CONSULTATION TO SCRAP OUR HUMAN RIGHTS ACT

The Government's consultation paper, published on 14 December 2021, asked 29 questions in a 123 page document written in confusing and technical language. The consultation was only given until 8 March 2022, giving the public only 12 weeks to read, process and respond. Despite requests and pressure there were no accessible versions of the consultation released until 24 February – just 12 days before the consultation closed. This word only "Easy Read" document did not meet even the Government's own standards for Easy Read. We put together two key interventions, working with six learning disability self-led organisations including Pembrokeshire People First My Life My Choice, Warrington Speak Up, All Wales People First, Learning Disability England, People First and Inclusion North:

- An Easy Read letter raising concerns about the inaccessible process signed by 200+ people to parliament's Joint Committee on Human Rights, requesting them to question the Ministry of Justice on this matter.

- Coordinating legal support from Rook Irwin Sweeney to issue a letter to the Secretary of State for Justice, warning that we would issue action for breaches of public law, equality, and human rights law, if the Government did not address the accessibility flaws in its consultation process.

It is important to BIHR's operating model that we did not seek to be seen as leading action "on behalf" of disabled people, but rather that we supported disabled people's groups to explore the options and to secure and work with lawyers to issue a pre-action letter. This forced the Government to (slightly) improve the process, and importantly it was led by people directly affected.

PARLIAMENTARY ENGAGEMENT

Our work with parliamentarians across political parties has focused on the impact of the HRA for people in real life. During 2022, our extensive activities included:

- Supported a debate in the House of Lords in July 2022 on the practical impact of the HRA, focusing on the positive rather than the negatives of the Bill that this puts this at risk. Many peers shared a range of our stories.

- Working with peers over the summer also led to the first debate back in September on the European Convention, focusing on the practical, negative consequences of the Bill, preparing parliamentarians for the second reading of the Bill, which had been scheduled for the next week (though the changes in Government leadership and the monarch's death prevented this reading).

- Developed an extensive briefing for the Joint Committee on Human Rights on the Bill, analysing the detail of both the legal issues and the practical impact on people's lives. Alongside this a standalone collection of real life stories documenting the positive impact of the Human Rights Act on people's lives across the UK was also developed. This was widely cited and used by others.

- The JCHR's questioning of the then Justice Secretary, Dominic Raab, at the end of December 2022 drew heavily on our extensive and widely referenced briefing, and follow up work, with the Chair sharing our post-session analysis on social media.

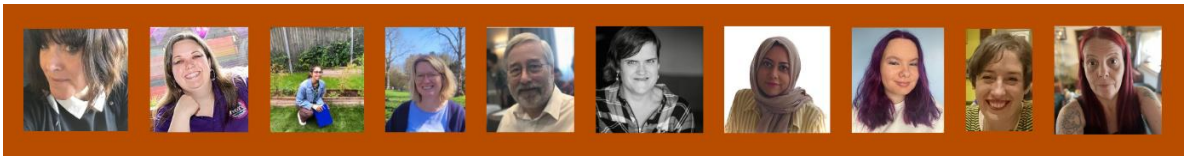
- Additional specific evidence to the JCHR focused on the scrutiny of the Bill and its compatibility with Human Rights, which was also extensively quoted by the Committee in its final report.

- A range of one-to-one parliamentary meetings and drop-in sessions with other NGOs.

This shift in scrutiny, focusing on both the technical detail but also the impact for people and making it human, is vital. It is also building the groundwork for better understanding of the Human Rights Act within parliament. We have seen this with increased requests for information from MPs and peers on a range of issues including disability issues, as well as cost of living concerns.

RITES COMMITTEE

Our new RITES Committee (Real-life Insights, Tips, Experiences & Stories) is made up of people we have supported to use our HRA to achieve change. From lived experience of the prison system through caring for family members with complex needs to working in frontline public services, each brings a unique perspective of our HRA. Their expertise informs our policy work to protect the Act, amplifying their voice in BIHR's activities, and supporting them to speak up directly.



During 2022 the RITES Committee fed into our extensive briefing to Parliament's Joint Committee on Human Rights inquiry into the Bill of Rights (see below). We supported the RITES Committee to make its own written submission to the JCHR's call for evidence on the Bill, and during the summer worked with the JCHR to secure lived experience representation on their planned evidence session, with RITES Committee members scheduled to attend. With the upheaval of three Prime Ministers and two Justice Secretaries during this time, the parliamentary timetable was impacted, and the sessions could not be held. However, the final report from the JCHR reflected these evidence submissions.

SAVE OUR HUMAN RIGHTS ACT COALITION

This is an informal coalition bringing together a range of voluntary sector groups from across the UK working on a range of issues, providing a space to action plan and share information on securing the Human Rights Act. BIHR is a member of the steering group, supporting the direction of this group's work and co-chairing coalition meetings. During 2022 we ran a range of internal and external supports, including drop-ins for coalition members and producing resources to enable speaking up for the Human Rights Act. Together we have coordinated a number of actions including joint briefings and statements that have aided parliamentarians in speaking up for the Human Rights Act.

HUMAN RIGHTS DAY 2022

Global Human Rights Day, 10 December, is an important point in BIHR's calendar each year, providing a positive and proactive point to bring together civil society to speak up for the Human Rights Act in the UK. This year, with the genuine risk that our legal framework could be scrapped, it was especially important. Whilst the Human Rights Act remained intact, the risk of the Bill remained.

TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

We continued our important role of **coordinating over 150 organisations in publishing an open letter to the Prime Minister urging him to secure our Human Rights Act, a call all the more urgent during 2022.** We produced an Easy Read version of the letter, and an Easy Read video, with the support of learning disability self-advocates from All Wales People First, Inclusion North, and Pembrokeshire People First. This year, our Human Rights Day letter secured media coverage, with an article in the Guardian, and an Op Ed from our CEO in The Byline Times.

The theme for our Human Rights Day event was community mobilisation. We provided a platform for the work we do with community groups across the UK to make positive change through the Human Rights Act, providing a stark and much needed counterpoint to the political rhetoric. Our event included was chaired by our Trustee Imran Khan QC, sharing how the Human Rights Act had improved accountability of the state for human rights abuses, and what would be at risk if we lost it. Our speakers included:

Hopscotch Women's Centre, who provide services to Black and minoritized women in London, discussed the work we have done to develop a staff toolkit. With this, their work to secure support for women has become faster and staff are more confident

Pembrokeshire People First, a campaign group led by people with learning disabilities and/or autism, shared the work they had done with BIHR on the Easy Read campaign and materials about the Bill of Rights, and as members of our RITES Committee.

Scottish Recovery Consortium shared the impact of the programme we had run together and how this has improved people's recovery leadership.

AIM 5

A VIBRANT BIHR

Sustaining & developing BIHR as an ambitious, healthy, vibrant charity with the capacity to deliver our vision and mission.

OUR STAFF TEAM

One of our greatest strengths is our ability to deliver work that draws on the talents of our staff team, working collaboratively with a range of people with different roles in securing human rights across the UK.

During 2022 we were able to expand our team to support our work to secure the Human Rights Act. This enabled us to maintain the delivery of our vital programmes work to increase Human Rights Act practice, whilst also ensuring this evidence is captured and actively shared in the policy work. We were particularly pleased to include a paid internship role, to support parliamentary and policy work.

With the steady growth of BIHR over several years, we also invested in the Operations Team, bringing in additional administration and financial support. This informed our plans for 2023 with a new Administration Officer role, and freelance support for financial administration.

STAFF WELLBEING, DEVELOPMENT, PAY AND BENEFITS

We continue to ensure that staff wellbeing is supported at BIHR. For example, we reviewed a range of our leave provisions in 2023, including paid maternity and paternity leave, paid emergency dependent leave and compassionate leave. We have kept Covid-measures such as flexible wellbeing time during the working week each month. Recognising the potential for secondary trauma for our delivery staff, we also provide dedicated decompression following each session.

2022 saw us further embed learning and development internally. The whole team received training on working with people with learning disabilities, which was led by people with lived experience from My Life, My Choice. We also began a programme of internal knowledge sharing, with each team member leading a monthly session to share their knowledge and expertise. In 2022 this included the

relationship between the Human Rights and equality law, Advocacy & Advice provision, and no recourse to public funds.

As noted in Section 1 the cost-of-living crisis also has an impact on BIHR internally, and it was vital that we proactively addressed this throughout the year, with regular review by the Board of any additional measure that could be taken. Our actions included:

- January 2022: implemented salary increases for all roles, benchmarked.
- April 2022: an increased employer pension contribution and the option for employees to reduce their own contribution (up to 2% back) with no loss of benefit. Plus, an additional day's annual leave for all staff.
- August 2022: additional one-off pay rise of 1.5% for all roles.
- October 2022: a non-consolidated payment of £600 (FTE) to all staff.
- November 2022: confirmation of 2023 cost of living pay rise of 7% for all non-managers and 5% for managers.

During 2023 appraisal related pay rises will be considered, and we will continue to review pay in line with our policy, keeping up to date with developments in the economy, and responding to these as best we can.

OUR OPERATIONS

We have continued to embed our remote working model, with regular team and 121 contact, and a monthly in person team meeting and lunch, bringing together the staff, who are based across the UK. We have developed our Operations Team, with additional staffing and supplier support. Significant IT infrastructure projects have been undertaken during 2022, including hardware and software, with a key focus on meeting key cyber security good practices.

Our delivery model continues to be mostly remote, and this remains the most successful and sustainable way to delivery our learning and development support. It enables us to work across the UK far more efficiently, to offer greater flexibility and changes, and to be responsive to the needs of those we support.

OUR TRUSTEES

Our Board brings a range of expertise to BIHR, including operations, finance, human resources, human rights and legal knowledge, parliamentary insight, social change, fundraising expertise, and lived experience of disability and living in services. Our most recent Trustee was appointed in the prior year, there were

no new appointments in 2022. A full list of the Board of Trustees during 2022 is available in Section 3. A key risk focus for the Trustees was the risk to the Human Rights Act, and the risk scrapping the Act presents to BIHR's purpose. An exceptional Board meeting was held on 12 January 2022 to deal with this matter and make strategic decisions about BIHR's work in the coming year. This included authorising the use of non-partisan political campaigning until 31 December 2022 (to be reviewed at Board meetings throughout the year). The Board meet an additional 4 times during the year, as scheduled, both on- and off-line, as permitted by our Articles.

Additionally, we were able to host a staff and Trustee session during October 2022, with the prior year's being postponed due to Covid. This provided the staff team with the opportunity to present key areas of work to the Board, with Q & As, as well as general relationship building.

OUR GRANT FUNDING

In addition to generating income through our human rights training and consultancy, we continued to develop and cement our grant funding mix. At the end of 2021, for work starting in 2022, we secured our first grant from the Baring Foundation (supporting our work with communities) and the John Ellerman Foundation (core, supporting the development of our Senior Management Team as an essential resource for the charity). The Tudor Trust also confirmed that our re-application for a new 3 year core grant has been successful, to continue in 2023. We submitted a re-application to JRCT for 3 years of core funding, secured in 2023. We submitted a re-application to AB Charitable Trust for another 1 year grant for core funding and were pleased to secure a 3-year grant in 2023. We were also able to secure one-off grants for emergency policy work to secure the Human Rights Act, including from the Baring Foundation and the Bromley Trust.

In 2022 our grant funders included:

- AB Charitable Trust
- The Baring Foundation
- The Bromley Trust
- The John Ellerman Foundation
- The Joseph Rowntree Charitable Foundation
- The Tudor Trust

5. FINANCIAL REVIEW

The Statement of Financial activities shows total net incoming resources in the year of £45,240 (2021: outgoing resources of £29,651) and total funds being carried forward at year-end of £174,167 (2021: £128.927). The balance in the unrestricted funds increased by £35,841 (2021: decreased by £19,626) from £123,861 on 1 January 2022 to £159,702 on 31 December 2022. The balance in the restricted funds increased by £9,399 (2021: decreased by £8,428) from £5.066 on 1 January 2022 to £14,465 on 31 December 2022. The cash assets at year-end of £302,695 included £165,254 in deferred income.

5.1 Risk

The risk register is maintained by the CEO and reviewed by Trustees regularly at formal quarterly meetings. Throughout 2022, Covid-19 remained a key risk, and there was a continued need for the charity to respond and recover in a financially viable manner which keeps the organisation and staff safe. However, an additional, key significant risk to the charity came to the fore in 2022, related to government policy on the Human Rights Act, which risks current legal protections. Within the first six months of 2022 the Government moved from a consultation to replace the Human Rights Act to publishing a Bill of Rights Bill in parliament. This was despite the Independent Review established by the Government concluding the need for repeal was not evidenced, the Government's consultation neglecting to ask the fundamental question of whether the HRA should be replaced (it was simply assumed it would be), and without regard to the Scottish and Welsh governments issuing statements against such action.

BIHR's Board held an emergency meeting in January 2022 on this issue. It decided the Government's plans represented a significant risk to BIHR's ability to deliver our chartable objectives to promote and advance human rights. The Board authorised the use of campaigning as a primary tool during 2022 to secure the legal protection of human rights. Regular review of action was undertaken by the Board at its meetings throughout 2022. This ensured compliance with Charity Commission guidance on political campaigning, which at all times was nonpartisan.

5.2 Reserves

BIHR's reserves policy aims to hold the equivalent of a minimum of three months spend in reserves, with the aim of holding up to six months. This amounts to a range of £125,000 - £250,000. The year under review saw an increase in our overall reserves, with the year-end figure being £159,702. Given the uncertainty around both funding within the charity sector, and around human rights law in the UK, the Trustees have decided that it is vital BIHR works towards securing up to six months reserves. The Trustees therefore see the increase in our reserves in 2022 as a necessary step towards our ultimate aim of holding unrestricted reserves equivalent to in the region of six months expenditure.

5.3 Deferred income

In 2022, we received some payments from clients (in our work with public bodies) in advance for consultancy and training work that is to be delivered in 2023. We also received some payments in 2022 from grant funders for project work to be undertaken in 2023. Such receipts in total amounted to £165,254. As the work to which these receipts relate is to be undertaken in 2023, they have not been recognised as income in these, our 2022, accounts. Instead, they have been treated as deferred income for 2023. The receipts of £165,254 are of course reflected in our balance sheet, however, as cash asset and creditor liability.

6. PLANS FOR THE FUTURE PERIOD

This Annual Report focuses on our activities in 2022. Thus far our current Strategic Framework has stood the test of working in an emergency such as the pandemic, and also enabled us to respond effectively to the risk that the legal protection of human rights will be reduced in the UK. Despite the challenging times, there have been significant opportunities and growth for the charity, building on lessons learnt. Key actions for 2023 include:

- **Continued policy campaigning to secure the legal protection of human rights in the UK:** During 2022 Government policy swung from publishing a Bill to scrap the Human Rights Act in favour of a Bill of lesser protection, to a completely new government administration that paused the Bill, to another administration and the reappointment of previous Ministers committed to pushing the Bill through parliament. As we entered 2023 it became clear that

the UK Government were bringing forward additional Bills which would result in reduced human rights, and the Bill of Rights Bill remains on the parliamentary timetable. The policy context continues to present a key risk to BIHR's ability to deliver on our charitable objectives. In October 2022, the Board reviewed the situation, authorising the continued use of non-partisan political campaigning to keep our HRA throughout 2023. This continues to be our policy focus in the coming year, through parliamentary and public affairs activities based on amplifying our unique expertise and evidence of the vital impact of the Act to support individuals, community groups, and public bodies to secure positive social change through the use of human rights.

- **Continued development of resources to respond to the significant need for basic human rights knowledge support**: This work can be difficult to fund, with funder focus often on "bigger impact" projects. However, it is clear that the foundations must continue to be laid. Development of our new website will be key to this work during 2023.

- **Continuing to develop our human rights change programmes with public bodies and services**: Our programmatic approach to human rights learning and development has been successful during 2022, and now we must embed this and develop further to secure longer-term, sustainable changes.

- **Moving from piloting to implementation of our programmatic approach to supporting community and voluntary groups**: We now have dedicated funding for this work. Through implementation we will gather learning on what works (and what does not) to support us to further develop our free to access support for community groups.

- **Continuing to develop our Easy Read and accessible materials**: This was ben a critical development during 2021, further embedded in 2022, which we will continue as an organisational commitment.

7. STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

Trustee selection methods

New trustees are appointed by existing trustees, who use a variety of methods, including open advertising and search and selection, depending on the needs of the organisation.

Trustees serve for a term of three years and are eligible for re-appointment. During 2022 no new Trustees were appointed. The full list of Trustees and Staff at BIHR during 2022 is available in Section 3.

Trustee responsibilities

The trustees meet quarterly, with additional meetings as required. Trustees determine pay and remuneration for key management personnel on the advice of the Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status.

The ongoing management of the charity is delegated to the CEO. In 2022 activities were delivered mainly through the work of on average ten staff members, supported by trustees.

8. TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our Independent Examiner

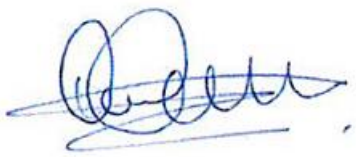
In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and

- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 17 August 2023 and signed on their behalf.



Sir Nicolas Bratza
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

Independent Examiner's Report To the Trustees of The British Institute of Human Rights

I report to the trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act). Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE BRITISH INSTITUTE OF HUMAN RIGHTS

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Francis Corbishley FCA
Independent Examiner
Moore Northern Home Counties
Nicholas House
River Front
Enfield
Middlesex
EN1 3FG

Dated: 17/08/2023

The British Institute of Human Rights
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(including income and expenditure account)
31 December 2022

	Notes	Unrestricted Fund 2022 £	Restricted Fund 2022 £	**Total Funds 2022 £**	Total Funds 2021 £
INCOME:					
Donations	3	143,344	-	**143,344**	108,603
Charitable activities	4	292,307	53,613	**345,920**	175,092
Investment income		506	-	**506**	3
TOTAL INCOME		436,157	53,613	**489,770**	283,698
EXPENDITURE:					
Raising funds		-	-	**-**	8
Charitable activities		400,316	44,214	**444,530**	313,341
TOTAL EXPENDITURE	5	400,316	44,214	**444,530**	313,349
NET INCOME/(DEFICIT)		35,841	9,399	**45,240**	(29,651)
Transfer between funds		-	-	**-**	-
RECONCILIATION OF FUNDS					
Funds bought forward at 1 Jan 2022		123,861	5,066	**128,927**	158,578
Total funds balance carried forward at 31 December 2022		159,702	14,465	**174,167**	128,927

There were no recognised gains or losses for 2022 or 2021 other than those included in the Statement of Financial Activities. All income and expenditure is derived from continuing activities.

The British Institute of Human Rights
(A company limited by guarantee)

Company number: 04978121

BALANCE SHEET 31 DECEMBER 2022

	Notes	2022			2021	
		£	£	£	£	
FIXED ASSETS						
Tangible assets	10			-		-
CURRENT ASSETS:						
Debtors	11	**54,032**			29,769	
Cash at bank	12	**302,695**			214,931	
		356,727			244,700	
CURRENT LIABILITIES:						
Creditors:						
Amounts falling due within one year	13	**182,560**			115,773	
NET CURRENT ASSETS:			**174,167**			128,927
TOTAL ASSETS LESS CURRENT LIABILITIES:			**174,167**			128,927
FUNDS:						
Unrestricted income fund	14		**159,702**			123,861
Restricted income funds	15		**14,465**			5,066
			174,167			128,927

- For the year ending 31 December 2022, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP

Approved by the Trustees on 17 August 2023 and signed on their behalf by

Sir Nicolas Bratza
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

The notes on pages 42 to 55 form part of these financial statements

1. ACCOUNTING POLICIES

The British Institute of Human Rights is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given on pages 4 to 6.

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

a) Basis of preparation

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

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

The presentation currency is £ sterling. Amounts are rounded to the nearest £.

b) Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. In 2020 and 2021, the Covid-19 pandemic initially had an impact on the charity's fundraising income through training & consultancy. However, this was largely offset by developing new digital delivery

solutions, by responding to new training & consultancy needs that emerged during the pandemic, by established grant funders providing additional emergency support, and by securing new grant funding from established and new funders. In 2022, the charity continued to develop its digital delivery solutions, secure new training & consultancy work, and secure new grant funding. There are no material uncertainties affecting the current year's accounts, and the charity is confident that it will be possible to maintain fundraising performance in future years. That said, there is still some continued uncertainty around grant funding, with funders having now moved away from pandemic response and recovery to normalisation. In addition, another key risk for the charity is a current political climate that remains hostile to human rights, which can create uncertainty in some minds about the value and sustainability of the charity's work. BIHR's fundraising approach is accounting for this, however, continuing to focus on growing income from a diverse range of sources, while working hard to ensure that the charity's work is not undermined by the continuing hostile political climate.

c) Income

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

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

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

Income received in advance is deferred until the criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

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

e) Interest receivable

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

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.

- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Operating leases

The charity had no operating leases in the year.

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

j) Tangible fixed assets

Individual fixed assets costing more than £500 are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset Category

Office equipment – straight line over 4 years
Office furniture – straight line over 5 years

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

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

n) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the plant and equipment, and note 1.j for the useful economic lives for each class of assets.

Contributions in kind
The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

p) Employee benefits

Short term benefits
Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits
Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Pension scheme
The charity does not operate its own pension fund but did contribute to the personal pension plans of eligible employees. The pensions costs charged in the financial statements represent the contributions payable during the year.

2. LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital.

3. INCOME FROM DONATIONS

	2022 £ General Fund	2022 £ Restricted Fund	**2022 £ Total**	2021 £ Total
Donations				
AB Charitable Trust	-	-	**-**	15,000
Bromley Trust	20,000	-	**20,000**	10,000
John Elleman Foundation	42,000	-	**42,000**	-
Joseph Rowntree Charitable Trust	45,000	-	**45,000**	45,000
Tudor Trust	32,000	-	**32,000**	34,000
Other	4,344	-	**4,344**	4,603
	143,344	-	**143,344**	108,603

4. INCOME FROM CHARITABLE ACTIVITIES

	Notes	2022 £ General Fund	2022 £ Restricted Fund	**2022 £ Total**	2021 £ Total
Grants for the provision of goods & services	4a	-	53,613	**53,613**	4,760
Training, consultancy & contracts	4b	290,409	-	**290,409**	168,952
Other	4c	1,898	-	**1,898**	1,380
		292,307	53,613	**345,920**	175,092

4a Grants for the provision of goods & services

	2022 £ General Fund	2022 £ Restricted Fund	**2022 £ Total**	2021 £ Total
Baring Foundation (Community Programme)	-	33,333	**33,333**	-
Baring Foundation (Parliamentary Campaign)	-	20,280	**20,280**	-
Comic Relief Tech vs Abuse	-	-	**-**	4,760
	-	53,613	**53,613**	4,760

4b	**Training, consultancy & contracts**				
	Lancashire and South Cumbria NHS Foundation Trust	25,360	-	**25,360**	-
	Midlothian Health and Social Care Partnership	4,000	-	**4,000**	-
	NHS England & Improvement	94,268	-	**94,268**	86,975
	School of Law, Queen Mary University of London	-	-	**-**	20,100
	Scottish Recovery Consortium	37,000	-	**37,000**	-
	Sheffield Health and Social Care NHS Foundation Trust	25,750	-	**25,750**	-
	Somerset County Council	19,290	-	**19,290**	-
	Tees, Esk & Wear Valley NHS Foundation Trust	47,200	-	**47,200**	21,411
	The National Development Team for Inclusion (NDTi)	10,540	-	**10,540**	-
	Wakefield Council	4,500	-	**4,500**	11,075
	Other public sector training and consultancy	17,200	-	**17,200**	23,960
	Other voluntary sector training and consultancy	4,645	-	**4,645**	5,300
	Other training and consultancy	240	-	**240**	-
	Reimbursed expenses	417	-	**417**	131
		290,409	-	**290,409**	168,592
4c	**Other**				
	Royalties, publishing & speaking fees	1,690	-	**1,690**	1,325
	Sale of resources	208	-	**208**	55
		1,898	-	**1,898**	1,380

5. ANALYSIS OF TOTAL RESOURCES EXPENDED

Resources expended were as follows:

	Cost of fund raising £	Expenditure on charities activities £	**2022 Total £**	2021 Total £
Staff costs	-	361,468	**361,468**	236,330
Programme Costs	-	12,296	**12,296**	11,670
Office expenses	-	55,915	**55,915**	33,400
Direct fundraising costs	-	-	**-**	8
Premises costs	-	4,689	**4,689**	21,974
Support costs	-	5,568	**5,568**	5,484
Direct governance costs	-	4,594	**4,594**	4,483
	--	444,530	**444,530**	313,349

6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

	Support Costs £	Governance costs £	**2022 Total £**	2021 Total £
Independent Examination	-	2,306	**2,306**	2,297
Management Committee Expenses	-	115	**115**	-
Payroll and accounting services	5,568	2,160	**7,728**	7,644
Other	-	13	**13**	26
	5,568	4,594	**10,162**	9,967

7. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs included the following:

	2022	2021
	£	£
Gross salary	308,499	214,277
Employer's national insurance	27,138	16,564
Employer's pension contributions	10,811	5,489
	346,448	236,330

The average number of employees during the year was ten (2021: seven)

There was one employee with emoluments between £60,000 and £70,000.

The charity does not operate its own pension fund but did contribute to the personal pension plans of ten (2021: eight) employees.

The key management personnel comprise the trustees and the senior management team (being the CEO, Head of Policy and Programmes and Operations Manager) (2021: being the CEO and Head of Policy and Programmes). The total employee benefits of the key management personnel of the charity were £155,958 (2021: £100,514).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2021: £nil). Travel expenses of £68 were paid to one trustee in the year (2021: £nil).

8. GOVERNMENT GRANTS

Income from government grants comprises income to further the charities objectives. See note 4 for further details of these grants.

9. CORPORATION TAXATION

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

10. TANGIBLE FIXED ASSETS

Fixtures & Fittings and Computer Equipment

	£
COST:	
At 1 January 2022	30,734
Additions in the year	-
At 31 December 2022	30,734
DEPRECIATION:	
At 1 January 2022	30,734
Charge for the period	-
At 31 December 2022	30,734
NET BOOK VALUE:	
At 31 December 2022	-
At 31 December 2021	-

11. DEBTORS

	2022	2021
	£	£
Debtors	**53,850**	28,110
Other debtors & prepayments	**182**	1,659
	54,032	29,769

12. CASH AT BANK

	2022	2021
	£	£
CAF account	**300,405**	213,101
Barclays bank	**2,290**	1,830
	302,695	214,931

13. CREDITORS

	2022	2021
	£	£
Trade creditors	1,829	3,133
Deferred income	165,254	100,250
Accruals	5,508	5,470
Social security	7,953	6,073
Other creditors	2,016	847
	182,560	115,773

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2022	Fixed Assets	Net Current Assets	2022 Total	2021 Total
	£	£	£	£
Unrestricted Funds	-	159,702	159,702	123,861
Restricted Funds	-	14,465	14,465	5,066
Net assets	-	174,167	174,167	128,927

2021	Fixed Assets	Net Current Assets	2021 Total	2020 Total
	£	£	£	£
Unrestricted Funds	-	123,861	123,861	143,487
Restricted Funds	-	5,066	5,066	15,091
Net assets	-	128,927	128,927	158,578

15. FUNDS

The funds of the charity include restricted funds comprising the unexpended balances of donations and grants held on trust to be applied to specific purposes. Unrestricted funds are available to spend on activities that further any of the purposes of charity.

2022	Balance at 1 Jan 2022	Income 2022	Expenditure 2022	Transfer	Balance at 31 Dec 2022
	£	£	£		£
Restricted Funds					
Baring Foundation (Community Programme)	-	33,333	(24,433)	-	8,900
Baring Foundation (Parliamentary Campaign)	-	20,280	(19,781)	-	499
Co-op Local Community Fund	4,703	-	-	-	4,703
The Law Society Charity	363	-	-	-	363
Total Restricted Funds	5,066	53,613	(44,214)	-	14,465
Unrestricted Funds	123,861	436,157	(400,316)	-	159,702
Total Funds	**128,927**	**487,770**	**(444,530)**	-	**174,167**

2021	Balance at 1 Jan 2021	Income 2021	Expenditure 2021	Transfer	Balance at 31 Dec 2021
	£	£	£		£
Restricted Funds					
Comic Relief Tech vs Abuse	8,284	4,760	(13,044)	-	-
Co-op Local Community Fund	4,703	-	-	-	4,703
The Law Society Charity	363	-	-	-	363
Legal Education Foundation	1,741	-	(144)	(1,597)	-
Total Restricted Funds	15,091	4,760	(13,188)	(1,597)	5,066
Unrestricted Funds	143,487	278,938	(300,161)	1,597	123,861
Total Funds	**158,578**	**283,698**	**(313,349)**	-	**128,927**

Name of restricted fund	Description, nature and purposes of the fund
Baring Foundation (Community Programme)	This grant was awarded to enable BIHR to increase support to civil society organisations on human rights practice through knowledge, confidence, and skills development, and through mentoring.
Baring Foundation (Parliamentary Campaign	This grant was awarded to fund an experience-informed parliamentary campaign to secure the UK's legal protection of human rights.
Comic Relief: Tech vs Abuse	This funding enabled BIHR to work with domestic abuse groups and survivors to develop our Know Your Human Rights digital tool.
Co-op Local Community Fund	This funding supported BIHR to hold free learning events on mental health and human rights in Tower Hamlets.
The Law Society Charity	This grant supported BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services.
Legal Education Foundation	This grant focused on developing a new online human rights tool to support advocacy with and for people with mental health and/or capacity issues.

16. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 December 2022 or the year ended 31 December 2021.

THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales - Charity number 1101575

Accounts

Company Number: 04978121
Charity Number: 1101575

Trustees' Report and Financial Statements for the year ended 31 December 2021

For
The British Institute of Human Rights

(A company limited by guarantee not having a share capital and a registered charity)

The British Institute of Human Rights

(A company limited by guarantee not having a share capital and a registered charity)

Trustees' Report and Financial Statements for the year ended 31 December 2021

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The British Institute of Human Rights
(A company limited by guarantee)

Reference and Administrative Details for the year ended 31 December 2021

STATUS: The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

REGISTERED CHARITY NUMBER: 1101575

REGISTERED COMPANY NUMBER: 04978121

COUNTRY OF INCORPORATION: England and Wales

REGISTERED OFFICE: 8 Coldbath Square, London, EC1R 5HL

DIRECTORS AND TRUSTEES
Sir Nicolas Bratza (Chair)
Mark Hilton (Treasurer)
The Baroness Tanni Grey-Thompson DBE
Imran Khan QC
Stephen Pittam
Edith Prak
Joe Powell (joined May 2021)

KEY MANAGEMENT:
CEO (Chief Executive Officer): Sanchita Hosali
Head of Policy and Programmes: Carlyn Miller

INDEPENDENT EXAMINER
Francis Corbishley FCA
Independent Examiner
Nicholas House, River Front
Enfield, Middlesex, EN1 3FG

BANKERS:
CafBank Limited
West Malling
Kent, ME19 4TA

Barclays Bank PLC
PO Box 289
Leicestershire, LE87 2BB

SOLICITORS:
Bates, Wells & Braithwaite
10 Queen Street Place
London, EC4R 1BE

WEBSITE ADDRESS:
www.bihr.org.uk

TRUSTEES REPORT FOR YEAR ENDING 31 DECEMBER 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 December 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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) (effective 1 January 2019).

Covid-19 Statement

BIHR's Strategic Framework for 2020-2025 has served the charity well during 2021, enabling the charity to navigate the pandemic, and emerge a stronger, more sustainable organisation. As with the previous year, 2021 continued to present challenges, with huge demand for human rights support from people with care and support needs, community and advocacy groups, and public body and service staff. There are significant concerns about the discriminatory and disproportionate impact of pandemic measures, both during the emergency periods and about how to ensure recovery from this situation in a way which upholds, rather than undermines, human rights. In addition to this the policy environment for human rights has become increasing hostile, as the UK Government has brought in a number of measures (both policy and Bills in parliament), which seek to limit accountability.

Across the charity sector as a whole, there is uncertainty around funding, as arrangements begin to regularise following the emergency period. BIHR has been supported by a range of grants from Trusts and Foundations during 2021 which have provided invaluable flexibility to respond to the challenge of the pandemic. During 2021 we learnt lessons from a range of contingencies put in place during 2020 to support the charity's resilience, at both operational and at governance levels, including:

- Moving the organisation to a remote working model, with a home set up provision, access to flexible desk space, and monthly organisational meetings.
- A complete move to digital provision as the standard operating mode, with flexibility for face-to-face support.
- A move to more programmatic support, transitioning from emergency one-off support services required during the first 12-18 months of the pandemic.
- Review and updating of policies and procedures, including health and safety, to support the move to remote working.
- All Board meetings and Finance Sub-Committee meetings online, as allowed by the charity's Articles, with Covid-19 risk management a key entry on the risk register.

1. ABOUT US

Founded in 1970, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Early on BIHR was a powerful voice calling for the European Convention on Human Rights to be incorporated into UK law, to provide people with the means to secure their rights here at home. Since those rights were embodied in the Human Rights Act (HRA) in 1998, BIHR has been a strong supporter of the HRA. We are focused on securing the one of the Act's key aims: supporting a culture of respect for human rights.

> **A human rights culture is one that fosters basic respect for human rights and creates a climate in which such respect becomes an integral part of our way of life and a reference point for our dealing with public authorities … in which all our institutional policies and practices are influenced by these ideas … The building of a human rights culture … [depends] not just on courts awarding remedies for violations of individuals' rights, but on decision-makers in all public services internalising the requirements of human rights law, integrating those standards into their policy and decision-making processes, and ensuring that the delivery of public services in all fields is fully informed by human rights considerations. (our emphasis)**
>
> **UK Parliament's Joint Committee on Human Rights**

We work across the UK to enable positive change through the practical use of human rights law beyond the courts. We support people with the information they need to benefit from their rights; with community groups to advocate for social justice using human rights standards; and with staff across local and national public bodies and services to support them to make rights-respecting decisions. We share this evidence of change and people's lived experiences to inform legal and policy debates. Our model of working enables us to call for the development of national law and policy which truly understands people's experiences of their human rights.

This year we worked directly with over 3550 people and reached a further 2,400 through our direct distribution of our resources. We know many people benefit from our support indirectly. Every social worker, doctor, nurse, housing support officer, and care worker who accesses our support, works with a significant number of people. Every advocate, community support worker, and voluntary organisation staff member supports a number of people directly and/or secures changes for individuals or whole groups. The people who access our support as individuals are often active within their communities and/or nationally, to advocate for better treatment from systems, and they secure important changes for people. Many more people access our resources via third parties, as all BIHR's materials are available for free distribution.

1.1 Our Mission and Vision

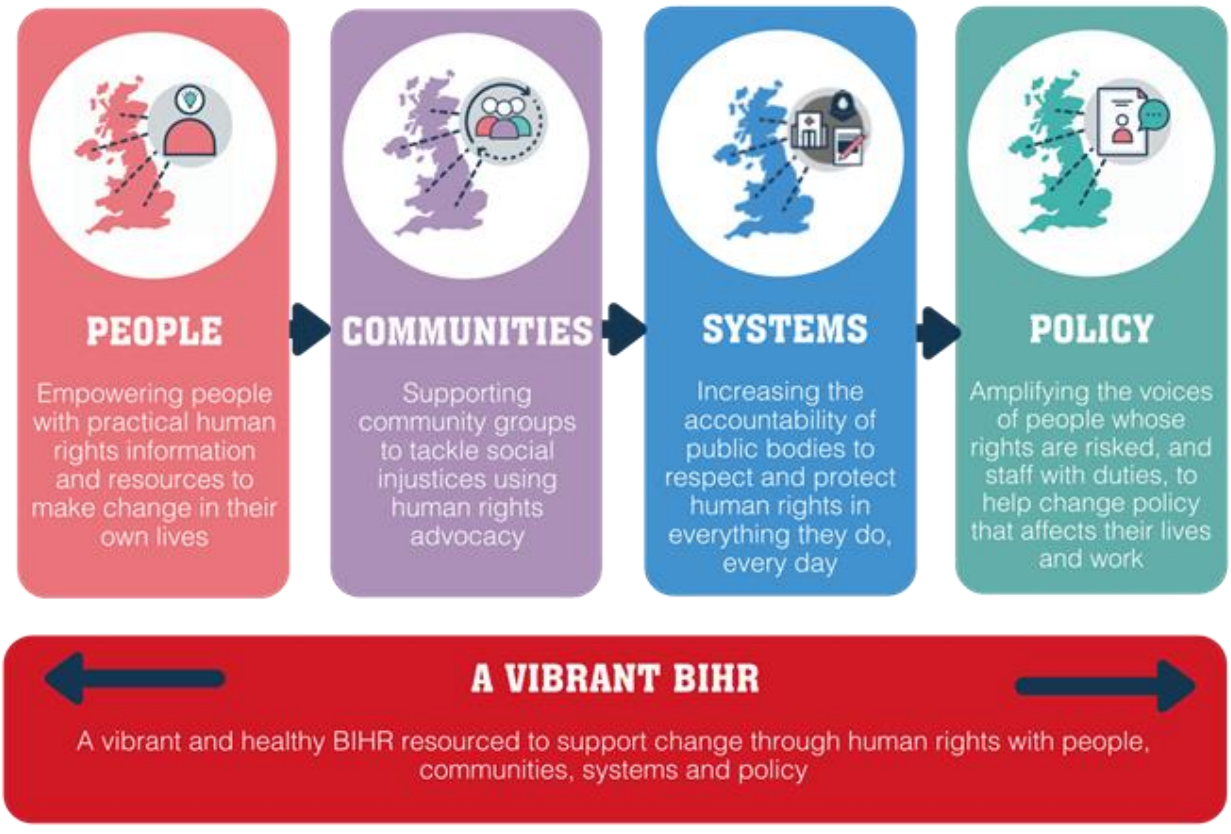
BIHR's vision is that of a strong and just society, in which all people can live well and flourish, safe in the knowledge that their human rights are being respected, protected, and fulfilled in their local communities and at the national level.

BIHR's mission is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

1.2 How we do this: Our Strategic Aims and Activities

BIHR's 2020-2025 Strategic Framework sets out our Aims, which are underpinned by our organisational expertise in supporting the development of a culture of respect for human rights across the UK. We focus on change through human rights beyond the courts. We provide the support and tools people, and organisations need to use human rights law to resolve problematic situations. This is about preventing poor public services and policy or challenging and changing decisions when things have gone wrong.

At the heart of each of our strategic aims is a commitment to bring about collaborative change using human rights advocacy and approaches to change practice and policy.



2. PUBLIC BENEFIT

BIHR's core charitable objectives, set out in our governing documents, are to promote and advance human rights throughout the UK.

The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans.

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

3. BIHR'S PEOPLE

Board of Trustees

BIHR is governed by a Board of Trustees, each with a range of experience and expertise:

Sir Nicolas Bratza (Chair of the Board) is the former President of the European Court of Human Rights, where he was the Judge of the Court for over 14 years, elected in respect of the UK. Sir Nicolas' incomparable experience and expertise is an invaluable source of advice, guidance, and inspiration for BIHR.

Mark Hilton (Treasurer) is Director of Operations at The Elders, bringing key operational, human and resource management to BIHR's Board. He was previously with the International Planned Parenthood Federation, and prior to this Mark spent 23 years in the Royal Air Force in human resources roles.

Baroness Tanni Grey-Thompson is a celebrated Paralympian and broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of advocating for equality within parliament and in her wider work brings important insights to BIHR.

Imran Khan QC is the founding member of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.

Stephen Pittam is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.

Edith Prak is Director of Advancement at The University of Nottingham, with a background in international economics and politics, teaching, advisory roles, and fundraising. She was previously Director of Development at The Elders and The Open University.

Joe Powell is the Chief Executive of All Wales People First, with extensive personal and professional experience of defending the rights of people with learning disabilities and Autistic people. Joe joined the Trustee Board in May 2021.

Staff Team

Sanchita Hosali, Director*is an experienced human rights and equality law, policy, and practice expert, with over twenty years' experience in the UK and internationally. She has worked in academic research, consulting roles and led policy and strategy development including at Nottingham University, SOAS and Rights of Women, and worked within the United Nations system. Sanchita holds an LLM Human Rights Law and an LLB in Law.

Carlyn Miller, Policy and Programmes Manager*: is an experienced policy and educational professional, with expertise in human rights in health and care. She previously worked with the Scottish Government and Scottish Care

Philip Moore, Operations Coordinator*: Phil is an experienced charity operations professional, joining BIHR from OCD Action. Before joining the charity sector, he worked in operations in the education and training sector and had worked as a teacher.

Katrin McEntee, Senior Human Rights Officer: (returned from maternity leave April 2021): is an experienced advocate with a background working with both older people and disabled people. She has completed studies in Dance Movement Psychotherapy and works with women survivors of domestic abuse.

Annie Smith, Human Rights Officer (from March 2021): Annie is an experienced social worker, specialising in mental capacity practice, as well as community mental health. She is a best interest assessor and has delivered a range of training in the health and care sector.

Helen Walden, Research and Communication Associate (from Dec 2021): Helen has a professional background in both communications and casework as well as an academic background in Law.

Katie Pealing, Assistant Human Rights Officer** (from December 2021): Katie has an academic background in Human Rights Law and experience within the Advice sector, empowering individuals by informing them of their rights.

Lauren Stewart, Human Rights Officer (from March 2022): Lauren has a background in advice and casework, focusing on supporting refugees and migrants, including children and families.

Florence Powell, Human Rights Officer (from April 2022): Florence has a background in research and policy work, including human rights and public law, as well as being a qualified solicitor, and has work experience in housing advice.

Melissa Webb, Administrative Assistant (from May 2022): Melissa has a background in education, and library administration.

* Note: at the start of 2022, these role titles changed:
- Sanchita Hosali changed from Director to CEO (Chief Executive Officer)
- Carlyn Miller changed from Policy and Programmes Manager to Head of Policy and Programmes
- Phil Moore changed from Operations Coordinator to Operations Manager

** In addition, Katie Pealing is a Human Rights Officer from July 2022

Former staff, working during 2021:

Eilidh Turnbull, Human Rights Officer (until December 2021): Eilidh has a range of legal casework experiences (including in asylum support). She previously worked at the European Council on Refugees and Exiles and Council of Europe.

Josephine Whitehouse, Research & Communications Assistant (until July 2021): Jo has a range of legal research experience. She has previously worked as a Parliamentary Assistant to an MP and volunteered as a welfare rights caseworker and representative.

Natalie Grubb, Human Rights Officer (from March 2021 to June 2022): Before joining BIHR, Natalie had most recently been working in Geneva for an international human rights NGO on projects aimed at securing UN action.

Lived Experience Consultants

During 2021 BIHR also hired three Lived Experience Consultants to work on our children's inpatient mental health programme:

Charli is an autistic and neuro-divergent person who was admitted to Inpatient CAMHS (Children's Mental Health Services) when she was 15.

Hanna, in her own words: "I'm a neuroscience and psychology student from London. I've also been figure skating for some time and find this tremendously beneficial for both my physical and mental health. Over the past 6 years I've had a lot of experience with both CAMHS and adult mental health services as both an inpatient and in the community. I'm really excited to join BIHR and work on this amazing project!"

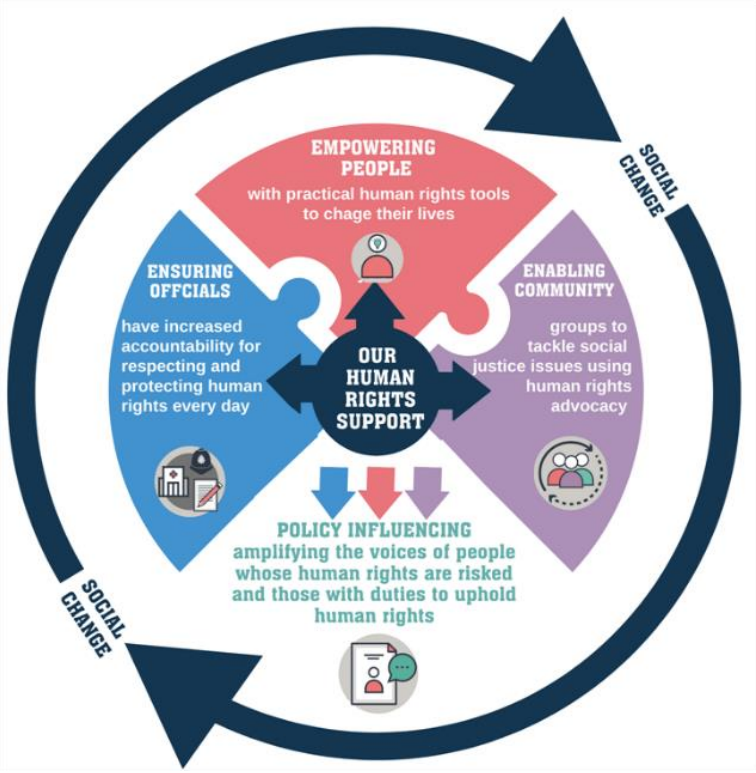
Kirsten is a single parent of an autistic son who, from the ages of 14-18, was held in mental health hospitals and subjected to restrictive practices, including mechanical restraint and long periods in seclusion. Kirsten has secured his discharge, with a bespoke package of care and he now lives happily and independently and is attending college.

4. 2021: ACHIEVEMENTS & IMPACT

Our theory of change is based on the principle that when people are supported to translate human rights law into practical tools for advocacy, reflection, and challenge, this can lead to significant positive change that addresses and prevents everyday social injustices.

Our role at BIHR is to work collaboratively to provide the tools which enable this human rights advocacy and human rights approaches.

From this work we have a unique evidence base which can not only change local power structures, but also influence the national, law, policy and guidance that sets the parameters for local systems. This, in turn, has the potential to have a positive impact on people's lives. This evidence of the important role human right can play, without litigation, is vital to demonstrating the value our Human Rights Act plays in the UK.



A total eye opening, empowering gamechanger. I walk the way with the embodied feeling that yes, knowledge is power. I am not sure how I have made it to 30 working with different communities and young people without being so aware of human rights and how it fits into everything. I feel like I have my own filter that is now being created. When was listening to a podcast this morning I thought, oh that is against your human rights, and now I want to take my time and to learn how to transfer this filter and lens into my own practice. Thank you for sharing this powerful knowledge.

Participant at a 2021 community workshop supporting groups use Human Rights Act advocacy

EMPOWERING PEOPLE

Strategic Aim 1: Enabling people to access practical and relevant tools and information to use human rights to self-advocate in their everyday interactions

Our work with individuals is focused on enabling people to increase their knowledge and confidence to advocate for their human rights with decision-makers involved in their lives. We firmly believe in self-advocacy and that knowledge is power. Covid-19 has demonstrated how important it is to empower people to know and benefit from their human rights, both in times of national crisis, and in everyday life, as we look to recover from the pandemic.

Some highlights of our impact in 2021 include:

Making our human rights support more accessible

Covid emergency funding enabled us to provide a series of workshops to individuals and communities across the UK. In April we worked with BRIL (Bristol Reclaiming Independent Living) to develop and deliver a human rights workshop for deaf and disabled people. We produced the workshop in Easy Read and ran it with British Sign Language Interpreters and captions. We took the opportunity to record the session, which allowed us to edit it into ten short videos on the Human Rights Act, in Easy Read and subtitled. These have been viewed over 1000 times.

Improving our general resources on the Human Rights Act

Building on 2020 learning we developed our Human Rights Act Hub. This includes:

- An Explainer on the Human Rights Act and how it works in everyday life, in both standard and Easy Read.
- A short factsheet for each of the 16 rights in the Human Rights Act, in both standard and Easy Read, explaining how the right works and including real life examples of how this right has protected people

Direct human rights workshops

We held workshops directly for people, to build their knowledge and confidence to understand their human rights and how they can use the Human Rights Act in self-advocacy with officials and services that make decisions affecting their lives. This included sessions on human rights for parents and carers, and those they care for, under the Human Rights Act, and using the law to challenge poor decision-making, policy, and practice

Expanding our Know Your Human Rights Self-Advocacy Tool: Women survivors of domestic abuse

Following development throughout 2021, we were pleased to launch a new strand to Know Your Human Rights self-advocacy website at the start of 2021. Developed with women survivors of domestic abuse, and the voluntary and community groups that support them, this new tool was funded by Comic Relief as part of the Tech vs Abuse programme. The online launch was attended by survivors, VAWG groups, lawyers, and others.

Following the launch, **100% of participants felt confident to use human rights language when talking to public services after the session (rise from 50% before launch).** This led to further work with FLOWS (Finding Legal Options for Women Survivors) to skill up forum members on using the Human Rights Act in their advocacy and support

Online and Social Reach

Website: In 2021 there were 242,924 unique users of BIHR's website www.bihr.org.uk, an increase of 101.71% from 2020, with **304,956 website sessions (up 99.06% from 2020)**.We had **2,395 downloads** from our website in 2021. The top 5 viewed pages in 2021 were:

1. Covid 19 Vaccine & Human Rights: A Short Guide
2. Blog: Social Justice and Human Rights
3. The Human Rights Act
4. Covid 19 Vaccine & Human Rights: Staff Guide
5. What rights do I have?

Twitter: We gained around 800 new Twitter followers, taking our audience to 20.4K, achieving a digital reach of **5,964,305 (up from 1,930,000 in 2020).** Our most popular 2021 tweet was sharing our CEO's response to the Government's announcement of the Bill of Rights Consultation Paper which intends to "overhaul" the Human Rights Act. (14 December).

Facebook: We have gained 204 new Facebook page likes in 2021, taking our audience 3,984 likes and 4,087 followers, reaching 20,436 people during 2021.

SUPPORTING COMMUNITIES

Strategic Aim 2: Strengthening the agency of community & voluntary groups to use human rights advocacy in their everyday actions

During 2021 we worked with over 90 community and voluntary groups reaching over 700 staff, members, and beneficiaries across the UK to support them to make best use of Human Rights Act based advocacy in their work to secure social change.

In addition to awareness raising and training, we also began to pilot a programmatic approach to supporting community and voluntary sector groups, moving from primarily one-off interventions towards a more sustainable, longer-term change model. This new model will be launching in 2022 with the support of the Baring Foundation.

During 2021 we supported:

25	community and voluntary groups through one-off support, including testing our model for free sessions through our "10 free sessions" pilot.
60+	groups to learn more about using the Human Rights Act for social justice, sharing their experiences and needs to support our new programmatic approach
4	partner groups from across the UK to co-design a human rights solution to support their use of the Human Rights Act in addressing social injustices.

This year our community and voluntary sector work has supported organisations, including:

Some highlights of our impact in 2021 include:

Supporting community and voluntary sector groups to start the journey of using Human Rights Act advocacy

With the final amounts of our pandemic emergency funding we invited community groups and organisations to apply for one of 10 free human rights workshop for their staff, members and/or the people they support. We had 3.5 times more applications than places from groups across the UK, supporting people in a variety of situations, from people experiencing homelessness, to carers for people living with dementia. Through an application process we selected 10 new partners:

The Alliance for Inclusive Education
Bristol Somali Resource Centre
Cheshire Disabled People's Panel
dates-n-mates Scotland
Friends, Families and Travellers
HERe NI
Northern Ireland Refugee and Asylum Seeker Women's Association (Bomoko NI)
Rock Trust
Silverline Memories
Welsh Refugee Council

Partnership work to mainstream human rights

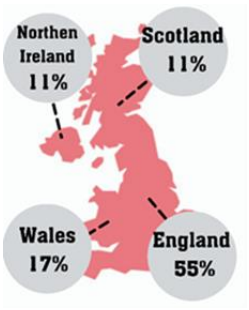
We worked in partnership with the Restraint Reduction Network to create new resources aimed at helping individuals and organisations to know their rights and responsibilities around surveillance and human rights in health, social care, and educational settings. Our resources were launched at a webinar attended by over **150 frontline staff, leaders, advocates, and people effected by restraint** in the health, care, and educational service they or their loved ones receive:

> **Surveillance is undoubtedly an ethical issue. How would you respond if the government mandated that CCTV should be installed in every room in your house, including your bedroom, with the aim of promoting your health and protecting you from harm? You might be outraged or even set to the streets to protest. We all have a fundamental right to privacy. At RRN, we recognise that the use of surveillance is complex. It can be really helpful and important. Yet when not used correctly it might breach a person's rights. We are calling for its use to be proportionate, justified and lawful. We are thrilled to have worked in collaboration with the British Institute of Human Rights to develop new resources that will help staff, leaders, people with lived experience and family members to understand their rights when it comes to surveillance.**
>
> **Alexis Quinn, Restraint Reduction Network Manager**

Understanding the human rights support needs of the community and voluntary sector

We launched our piloting of a new programmatic approach to support community groups and voluntary groups to find human rights "solutions" to address the day-to-day issues where rights are risked, creating positive change within imperfect systems. We use a 4 stage process, which puts co-design with our partners, at the heart of our approach: Discover, Define, Develop, Deliver.

As part of the Discover phase, we hosted an open access research workshop with over 60 community and voluntary sector groups – from national to local - from across the UK to understand what they need to make better use of Human Rights Act advocacy. It was clear that whilst there is significant importance attached to the idea of using human rights advocacy for change, there is a serious lack of knowledge and confidence in being able to understand and use the Human Rights Act:



Piloting programmatic human rights support with four community and voluntary groups

Following on from the Discover stage we opened up applications for community groups to work with us on a 6 month pilot to develop the human rights tool that would best support them. Throughout 2021 we have worked with the following groups on some exciting new human rights supports, which will be launched in 2022 and inform the development of a new three-year programme:

Hopscotch is a women's organisation in London that seeks to address racial and gender inequality and empowers women facing this injustice and disadvantage in a culturally sensitive way. They provide a range of services for women. Together we're developing tools to support staff and women accessing services to be more confident in using human rights.

Room to Heal an organisation that offers support and refuge to people who have had to flee persecution, torture, and indefinite detention. we're developing accessible (English as an additional language) human rights information for staff to feel confident to use the language of human rights in their interactions with public services.

Together is the Scottish alliance for children's rights groups that improves awareness, understanding and implementation of children's rights. Together we're developing a tool to support member CVGs with Children's Rights Impact Assessments, linking the Human Rights Act and the UN Children's Rights Convention (this will also be useful for public body duty-bearers).

Warrington Speak Up is a learning disability advocacy and inclusion group based in Northwest England. Together we're developing printable Easy Read resources on the rights and duties in the Human Rights Act. As part of this we're collaborating with Photosymbols®, the leading provider of Easy Read imagery, to produce accessible, universally-used images to support people's understanding of human rights information, as none currently exist.

> **It has been a privilege to work with you and BIHR on this project and to see in action such positive co-production throughout. Our self-advocates have loved being involved and to have their voice recognised within the process. We can already see the benefit of having such a resource within our own self-advocacy group. We're looking forward to hearing more stories from across the country on how the resources have supported individuals to understand their rights, to have their rights respected and to see how their lives have changed for the better!**
>
> **Mandy Taviner, CEO, Warrington Speak Up**

IMPROVING SYSTEMS

Strategic Aim 3: Increasing accountability of public bodies and services to uphold human rights across all their actions

We supported over 2,200 staff members working in 36 public bodies and services across the UK. This included NHS bodies, local authorities, national bodies, social support and care, and education providers, working in areas including:

- health and social care
- forensic mental health
- social work (adult and children)
- education, including special educational needs and disability
- housing and independent living
- commissioning of services
- community-led support
- professional bodies for public sector staff

As with our community support, our work with public bodies and service providers has transitioned from primarily one-off emergency/Covid interventions into longer term programmes focused on sustainable change. This focuses on equipping staff – from frontline to leadership – to make practical use of the Human Rights Act in everything they do across decision-making, policy and practice.

We are clear that this work is not a quality mark; nor is it a magic wand, it is one part of the solution. If we want to prevent human rights abuses, we must start from a point that people know what their human rights are, and what their human rights duties to are and what is required to uphold these rights. Systemic failings, which result in human rights abuses, must also be addressed, which is a focus of our experience led policy work. Whilst this is happening, people are still experiencing poor decision-making and support which impacts their rights, often resulting in harm. BIHR's practice-based work with public bodies and services influences that decision-making, moving the discussions away from what is "usually done" or whether something is fair, to what are people's rights and the legal duties to meet these through our everyday actions. In this way our work is important in helping build the culture of respect for human rights, a primary aim of the Human Rights Act.

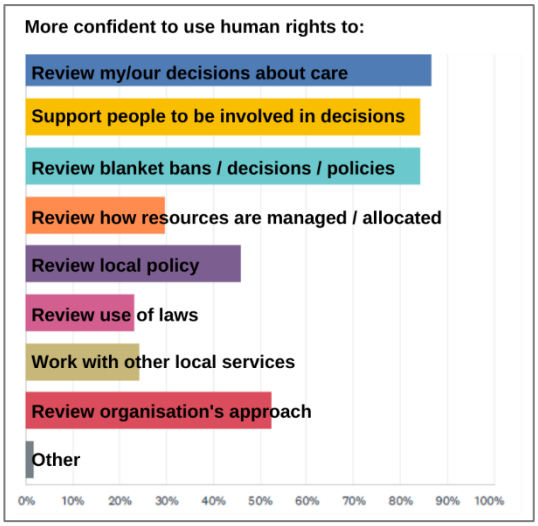
Some highlights from BIHR's work over 2021 include:

Co-produced human rights learning and development for children's inpatient mental health services across England

In 2021 we began a programme (running to the end of 2022), funded by NHS England, to co-develop and deliver a human rights learning programme, available to all staff working in children's mental health inpatient services. This a large scale programme, over 1,000 staff members will have access to this programme.

Our Lived Experience Expert Consultants, Charli, Hanna, and Kirsten, co-develop and deliver the programme with BIHR. This also includes the open access sessions for young people, parents, carers, loved ones and advocates, to provide support on how to use their human rights to advocate for themselves with services.

During 2021 the programme focused on supporting a base level of knowledge and confidence to make everyday decisions that uphold human rights, whether that means stepping back and not interfering with a child's rights or stepping in to protect rights, or potentially restricting rights but only doing so within the law. The next phases, including a Human Rights Practice Leads Programme, will begin in 2022.



We are clear that are programmes are not a quality mark, they are a support. Being rights-respecting is about everyday actions, taking what it learnt and applying that as the standard way of working. Staff and the service must take responsibility for this and NHSE as the commissioner, and the CQC as the regulator, have vital roles in ensuring accountability.

> **Every Children and Adolescent Mental Health Service staff member needs to do this training!**
>
> **Superb introduction/refresher to human rights that are so relevant to our everyday lives and experiences.**
>
> **Important and relevant; a fundamental must for anyone working in these environments.**
>
> **Down to earth, comprehensive review of what I need to know about the Human Rights Act for my work in the public sector.**
>
> Staff working in children's mental health services after attending BIHR's programme

Working with Adult Social Care teams in Local Authorities

In addition to a range of smaller training programmes, we have also launched annual programmes with Local Authorities. The support a range of staff to learn and develop knowledge and skills on human rights practice, including social workers and student social workers, team managers, support workers, care co-ordinators, occupational therapists, and care workers and reablement assistants. Evaluation shows significant improvements in knowledge and confidence to use human rights in everyday decision making. For example, in one programme, impact evidence shows: In this programme, 56% of respondents had

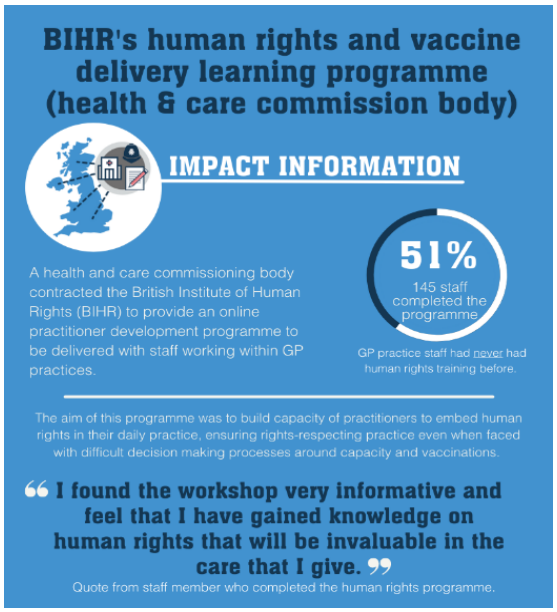
used human rights following the programme, and many provided examples of how they had done this in practice, including:

- Advocating for a person in hospital to receive care and support which would support their rights, despite them not having right to remain settled status
- Challenging inappropriate Do No Attempt Resuscitation orders for people with learning disabilities
- Involving adults with memory issues in decisions about their care and treatment
- In Deprivation of Liberty Safeguards (DoLS) assessments
- In Approved Mental Health Professional (AMHP) work
- In safeguarding adults at risk of abuse and neglect

> **This training is a MUST for anyone/everyone providing social care at any level. It empowers you as a worker to put the individuals YOU support right at the heart of positive outcomes for THEIR lives, using THEIR Rights as the best tool.**
>
> **Local Authority Adult Social Care worker**

Working with local Commissioners of health and care

In 2021 BIHR continued to develop work with commissioning bodies, who can play a key role in ensuring accountability for upholding human rights through the process of commissioning services.



EXPERIENCE-LED POLICY CHANGE

Strategic Aim 4: Amplifying the voices of the people we support to positively influence policy impacting their rights

BIHR has continued to increase our policy reach and develop our experience-led research to inform our analysis and recommendations on human rights protections across the UK. During 2021 our experience-led policy reach engaged over 650 people directly.

Where possible we use a give/get online research workshop model in which we provide participants with human rights knowledge-building and ask data gathering questions throughout. This is often supported by additional tools such as survey's, which we try to make Easy Read, whenever possible. Our approach enables us to gather experiences and show how these relate to whether people's human rights are being upheld or not, and to evidence to importance of the Human Rights Act for us all.

We continued to develop our policy work across two strategic strands:

1. Mainstreaming human rights across a range of areas, amplifying the voices of those we support to secure better rights-respecting law and policy in areas that affect their life or work, such as care and support.

2. Bringing the voices of the people we support into debates about why the Human Rights Act matters for us all, and thereby secure our protections and increase their use.

1. Mainstreaming human rights

This year we focused on three key areas:

- Discriminatory and disproportionate use of Do Not Resuscitate Decisions
- Responding to the consultation to change the Mental Health Act
- Developing a human rights tool to assess Government consultation processes
- Human rights based analysis of social care in England, Scotland, and Wales.

Do Not Resuscitate Decisions

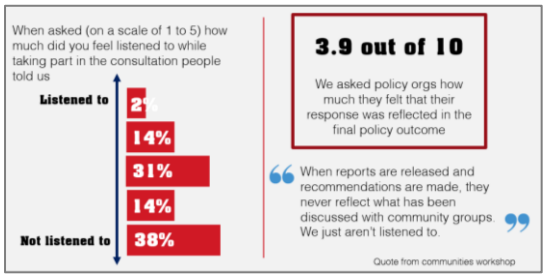
2021 saw the continuation of our work on discriminatory and disproportionate use of DNRs. We completed our experience-led research with Learning Disability England and Turning Point UK. Our research with staff took place in January 2021 (leading to "Frustrated, Angry and Unfair: Staff Experiences of DNAR Decision-making in 2020"). Our findings were shared with the CQC, and we know from our discussions that it was influential in their report, with references to our research in both the CQC's Interim Report and final Rapid Review Report (2021). Our reports generated media coverage including pieces in the Financial Times (and The Times), and a BBC News feature in early 2021.

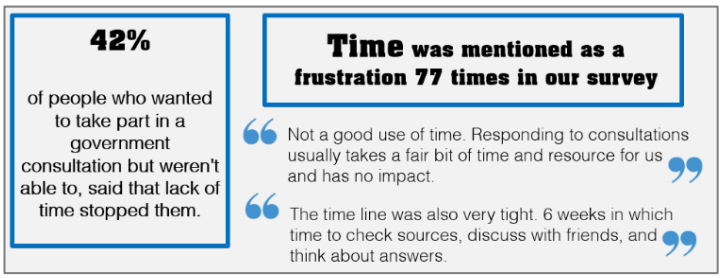
Mental Health Act reform

In January 2021, the UK Government published a White Paper proposing reforms to the Mental Health Act reform. Partnering with NSUN (the National Survivor User Network) we focused on experience-led research to inform our response, working with both people accessing (or trying to access) mental health services, advocates, and staff. We ran interactive evidence gathering sessions and an online (Easy Read) survey, developing a submission which amplifies their voices. Our submission was clear: to have real impact on the rights of those accessing/trying to access mental health services, the proposals must be properly implemented, staff fully supported and adequate funding provided. Additionally, the pre-existing human rights legal duties in the HRA must be properly imbedded into the planned reform of the Mental Health Act, on paper and in practice. Our submission sets out recommendations to make this happen.

Government consultations assessment tool

The legal duties in the Human Rights Act mean all governmental policy should be compatible with human rights, both in content and process. However, our own experience and that of our stakeholders is that government consultations frequently fail to consider human rights both in proposals and the engagement process. We therefore launched a new project to develop a new tool for the voluntary sector to use to assess the extent to which government consultations are compatible with human rights, using the PANEL approach. During the research and development phase we spoke to over 80 people across 4 workshops, and 112 surveys were completed:





This work has progressed throughout 2021, documenting significant failings in the way consultations are currently run. Following testing a draft version of the tool has been developed, and we know it is much needed. However, sadly, this project has been stalled due to the UK Government's announcement that it plans to repeal the Human Rights Act and replace it with a new "bill of rights", set to limit the scope of current protections.

2. Speaking up for our Human Rights Act

Why Our Human Rights Act Matters Campaign

We launched a new campaign giving a platform to a range of voices on why our Human Rights Act matters for people across the UK, in different walks of life. In addition to a social media campaign where people shared their view, we have developed a new blog series. In 2021 we published 20 blogs from a range of guests.

- Why the Human Rights Act Matters... to the Rule of Law (The Public Law Project)
- Why the Human Rights Act Matters… for ending violence against women and girls (EVAW)
- Why the Human Rights Act Matters... to a mental health nurse (Paul, an NSH worker)
- Why the Human Rights Act Matters... for LGBTQ+ people in Northern Ireland (HERE NI)
- Why the Human Rights Act Matters... to members of the armed forces and their loved ones (The Centre for Military Justice)
- Why Our Human Rights Act Matters... to dates-n-mates members (Learning disability group)
- Why our Human Rights Act matters... in social work (Two social workers)
- Why our Human Rights Act matters… for children (Article 39)
- Why the Human Rights Act Matters... to me (Kirsten, parent carer)
- Why Our Human Rights Act matters: a Christian view (Tim, activist, and author)
- Why our Human Rights Act Matters ... to people living with dementia (Silverline Memories)
- Why the Human Rights Act Matters... to me (CEO of Scottish Care)
- Why our Human Rights Act Matters...to Advocacy – walking hand in hand (POhWER)
- Why the Human Rights Act Matters... to me (Ian, parent carer)
- What does our Human Rights Act mean to the Jewish community? (Rene Cassin)
- Why our Human Rights Act Matters… to people in Scotland (Human Rights Consortium Scotland)
- Why our Human Rights Act Matters to Me as an ex-inpatient on a CAMHS ward (Charli)

The Government's Independent Review of the Human Rights Act

As noted in our last report, in December 2020, the UK Government announced an Independent Review of the Human Rights Act. The Government noted that as the HRA "has been in force for 20 years, it is timely to undertake a review into its operation." However, this purported intention for the Review did not match with it's Terms of Reference, which focused on highly technical questions for consultation. They certainly did not encompass a full review of the HRA, for example, looking at it's practical impact beyond the courts, and how it operates within everyday public bodies, and simply just at the national level. There was a significant risk that this consultation would exclude the voices of many people, community and voluntary sector groups, and public body staff, who have important evidence on how the HRA has been operating in their everyday lives and work. We set about a comprehensive plan of action. Our aim was to engage with the Review to provide important insights into the HRA's operation beyond the courtrooms and technical legal detail, to show the importance of the law for people in their everyday lives:

- We hosted sessions with a range of partners in across the 4 nations, we held 5 research and upskilling workshops, alongside an easy read survey, reaching over 400 people.

This was alongside a range of supports for people to engage with the consultation process directly.

- Through **direct research with over 400 people across the UK** we developed a comprehensive response.. The evidence we gathered was clear: making human rights real for everyone does **not need more legislative reviews** of our Human Rights Act. What is needed is **leadership, at all levels, ensuring that the Human Rights Act is understood and implemented every day**, in every interaction a person has with public services.
- Working with the Review Panel to host a Lived Experience Roundtable, with colleagues at Liberty. **This roundtable gave the Panel an opportunity to hear the stories of ten people who have used the Human Rights Act, to create change in their lives**. Importantly, this included people who have had to use the HRA to stop arbitrary decisions or practices of polices being applied to them in such a way that it breached their rights **and** the staff who work in public services who have legal duties to uphold rights under the Act. Our impact reporting is available here.

The Review Panel were transparent in publishing notes of all their meetings, but their final report was submitted to the UK Ministry of Justice for publication. Unfortunately, the Government did not publish this until December 2021, after they had already decided to run a second consultation to repeal the HRA, despite the Independent Review concluding this was not necessary (noted below).

> **Human Rights are so important, to help us ensure that public services do the right thing. My most important plea to the Panel is that the Review in no way reduces people's human rights under the Human Rights Act.**
>
> **Ian, parent and carer**

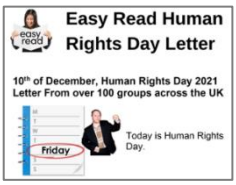
> **A further online Roundtable was held with members of the public who provided the Panel with an invaluable, moving insight into how their lives had been affected by reliance upon the Convention rights contained with the HRA. The Panel thanks them for their willingness to share their personal experience and their candour.**
>
> **IHRAR Report 2021**

Parallel Inquiry by Parliament's Joint Committee on Human Rights

In response to the Independent HRA Review, the Joint Committee on Human Rights (JCHR) ran a parallel inquiry, which took a much wider approach to reviewing the HRA, including its use in practice, beyond the courtrooms and parliamentary. Our actions to support individuals, groups, and public body staff to engage with the IHRAR also focused on supporting them to submit evidence to the JCHR. BIHR submitted a short response to the JCHR, and followed this up with a full and comprehensive response drawing on the experience-led research prepared for the IHRAR and tailored for the JCHR Inquiry. BIHR's CEO was invited to give evidence at the JCHR when it considered testimony from a range of organisations on the practical impact of the HRA. The JCHR published its report in summer 2021 and concluded "The evidence we heard has led us to conclude that there is no case for changing the Human Rights Act."

Human Rights Day 2021

Global Human Rights Day, 10 December, is an important point in BIHR's calendar each year, providing a positive and proactive point to bring together civil society to speak up for the Human Rights Act in the UK. We continued our important role of **coordinating over 150 organisations in publishing an open letter to the Prime Minister** urging him to secure our Human Rights Act.



This year we also produced an Easy Read version of the letter, and an Easy Read video, with the support of learning disability self-advocates from All Wales People First, Inclusion North, Learning Disability England and Warrington Speak Up.

To celebrate Human Rights Day, we organised a virtual event with talks from our inspiring partners at Warrington Speak Up, Together (Scottish Alliance for Children's Rights) and Wakefield Council Social Services as well as Charli, one of our BIHR Lived Experience Expert Consultants. You can watch clips from the event here.

The Week of Action for Human Rights

From 10-17 October 2021, BIHR, Amnesty UK, Liberty, Stonewall, Freedom from Torture, Equally Ours, The End Violence Against Women Coalition, the Quakers and The Humanists held a Week of Action for Human Rights in the UK. A key action was to support people to meet with their MPs in their local constituencies to

speak up for human rights protections in the UK, and ask our MPs, the elected politicians who represent us, to protect our rights.

The Week of Action took place against a backdrop of a number of Government Bills to which would undermine our human rights in the UK, including the Police, Crime, Sentencing and Courts Bill, the Nationality and Borders Bill (also known as the "Anti-Refugee Bill"), and the Judicial Review and Courts Bill. In addition to these proposed new laws, the Human Rights Act itself was being reviewed.

BIHR and partners provided a range of tools to help people prepare for the Week of Action, including webinars and ask the expert sessions. Additionally, two of our Human Rights Officers also directly took part in the action, meeting with their MPs, blogging to share progress and tips. The Action was successful in reaching 150 MPs, supporting the public to speak up and raise human rights concerns with their MPs, and resulted in parliamentary questions and political commitments to engage positively to support the HRA.

The Government's plan to repeal the Human Rights Act and replace it with a new "bill of rights"

On 14 December 2021, at the end of the reporting year, the UK Government announced plans to repeal the Human Rights Act and replace it with a new law they are calling a "bill of rights". This was despite the Independent Review reporting back that there was no case for repeal and replacement:

> **The vast majority of submissions received by IHRAR spoke strongly in support of the HRA. They pointed to its impact in improving public administration for individuals, through developing a human rights culture. Thus, the HRA was not, or not just, to be viewed through the prism of a few high-profile cases or indeed with a focus on litigation at all.**
>
> **IHRAR Report 2021**

BIHR published our plan of action within days, which is focused on amplifying the voices of those who will be excluded by the highly technical, complex, and often contradictory points in the consultation. All proposals outlined in the Government's consultation paper are set out in terms of limiting or reducing current protection levels. A reduction in human rights protections would have an adverse effect on BIHR's ability to deliver on our charitable objectives to promote and advance human rights in the UK. Securing the legal protection of human rights will there be a primary goal for BIHR during 2022; with Trustees authorising the use of campaigning as a key tool across the year.

A VIBRANT BIHR

Strategic Aim 5: Sustaining and developing BIHR as an ambitious and healthy charity, enabling us to best support change through human rights

One of our greatest strengths is our ability to deliver work that draws on the talents of our staff team, working collaboratively with a range of people with different roles in securing human rights across the UK.

BIHR's dedicated and highly skilled expert team are greatly valued. Their commitment and determination have enabled the organisation not merely to survive the pandemic, but to emerge having achieved major successes in the most difficult of circumstances. In this, the team have been supported by a fully engaged and responsive Board of Trustees. The commitment, flexibility and backing of both established and new funders in 2021 has made our work possible at a time when it was not only most needed but risked being overlooked.

Our staff team

BIHR has a multidisciplinary team combining decades of experience of working on human rights and social change nationally and internationally. A full list of the staff team during 2020 is available on page six. The staff bring a variety of experience and expertise including project and operational management; teaching and training; research, policy, and legal practice and advice and casework, and advocacy; health and care expertise, housing, refugee, and immigration law, addressing violence against women, and voluntary sector support. Our staff team is led by the CEO, together with the Head of Policy and Programmes and Operations Manager, who form the Senior Management Team.

We recognise the toll the pandemic has taken on our team in many ways, from witnessing the trauma of those we support, as well as their own well-being. We have prioritised wellbeing in our management during the emergency and our recovery from the pandemic. We have continued to implement a range of wellbeing measures, including support on secondary trauma, decompression and protected time, and new work scheduling systems. This has been important with the charity's move to operating remotely (see below).

We have invested in growing our staff team during 2021 (and in 2022), to help us meet the demand for BIHR's human rights change support. We appointed a new Research and Communications Associate and an Assistant Human Rights Officer. We also advertised for additional Human Rights Officer roles, and an Administration Assistant, appointed in 2022.

2021 also saw the development of our Lived Experience Expert consultants; these are paid roles that support the co-production of BIHR's human rights support. We appointed three consultants through an accessible process, with Easy Read and video applications. Our three consultants all have lived experience of inpatient mental health services either as children or young people or the parent of a child receiving services.

Volunteers: We did not engage office volunteers during the year under review.

Our Board of Trustees

Our Board brings a range of expertise to BIHR, including operations, finance, human resources, human rights and legal knowledge, social change, and fundraising expertise. In 2021 Trustees identified lived experience as key gap, and appointed Joe Powell, the CEO of All Wales People First to the Board. Joe brings extensive personal and professional experience around learning disabilities, as well as expertise on Welsh devolution. A full list of the trustee team during 2021 is available on page five. Building on 2021, the Board also continued to monitor the impact of Covid-19 on the charity. This has included a regular liaison between the Treasurer and the Director as a risk management measure, in addition to quarterly sub-Committee and full Board meetings. There were no interruptions to the Board meetings and business, as our Articles permit online meetings and decision-making.

Our funding

BIHR receives several grants from a range of Trusts and philanthropic Foundations, as well as grants from the public sector. We are exceptionally grateful for the foresight and flexibility shown by our funders in 2021 to enable us to repurpose, prioritise and reduce expected activities, as well as for their additional support, which has allowed us to respond to the needs arising from the pandemic. As we recover from the pandemic, this has also enabled BIHR to respond quickly and effectively to the Independent Review of the Human Rights Act, and to begin piloting new approaches to programmatic human rights support with communities and public bodies, as envisioned in our Strategic Framework. In 2021 our funders included:

- AB Charitable Trust
- Comic Relief
- The Bromley Trust
- The Baring Foundation
- The Joseph Rowntree Charitable Foundation
- The Tudor Trust

A primarily remote operational model

At the start of March 2020 BIHR moved to remote operations to protect our staff during the pandemic. Doing so meant we shifted our primary means of providing direct human rights support to online delivery, making use of video conferencing, and developing innovative new ways to support interactive learning. This proved highly effective, and whilst face to face support has resumed, our partners and clients overwhelmingly prefer online delivery. This enables us to work across the UK far more efficiently, to offer greater flexibility and changes, and to be responsive to the needs of those we support. Additionally, operating remotely, rather than from a central (London) office, enables BIHR to recruit and retain staff from across the UK.

In 2021, following a review of our remote working and engaging with the staff team, the Board decided to retain BIHR's primarily remote working model, with regular whole team contact, monthly, and the use of flexible desk space. This meant ending BIHR's relationship with QMUL Law School, which had previously provided the charity's offices in exchange for BIHR's delivery of a clinical law module in human rights practice, convened by the CEO. We have invested in our Operations Team to support this model, promoting the coordinator to a manager, and appointing an administration assistant, together with IT support.

5. FINANCIAL REVIEW

The Statement of Financial activities shows total net outgoing resources in the year of £29,651 (2020: incoming resources of £76,148) and total funds being carried forward at year-end of £128,927 (2020: £158,578). The balance in the unrestricted funds decreased by £19,626 (2021: increased by £89,925) from £143,487 at 1 January 2021 to £123,861 at 31 December 2021. The balance in the restricted funds decreased by £10,025 (2021: decreased by £13,777) from £15,091 at 1 January 2021 to £5,066 at 31 December 2021. The cash assets at year-end of £214,931 included £100,250 in deferred income.

Risk

The risk register is maintained by the CEO and reviewed by Trustees regularly at formal quarterly meetings. Throughout 2021, Covid-19 remained a key risk, and the need for the charity to respond and recover in a financially viable manner, which keeps the organisation and staff safe. However, an additional, key significant risk to the charity emerged in 2021, related to government policy on the Human Rights Act, which risks current legal protections. This began with the announcement of the Independent Review of the Human Rights Act at the end of 2020. It culminated in the December, days before parliament closed, with the UK Government announcing plans to replace the Human Rights Act with its own bill of rights. This is despite the Independent Review concluding repeal was not evidenced, and the Scottish and Welsh governments issuing statements against such action. The Board held an emergency meeting in January 2022 on this issue. It decided the Government's plans represent a significant risk to BIHR's ability to deliver our chartable objectives to promote and advance human rights. The Board authorised the use of campaigning as a primary tool during 2022 to secure the legal protection of human rights.

Reserves

BIHR's reserves policy aims to hold the equivalent of a minimum of three months spend in reserves, with the aim of holding up to six months. This amounts to a range of £105,000 - £210,000. The year under review saw a decrease in our overall reserves, with the year-end figure being £123,861 (noting additional deferred income of £100,250). Given the uncertainty around both funding within the charity sector following Covid-19 emergency provision, and around human rights law in the UK, the Trustees have decided that it is vital BIHR works towards securing up to six months reserves to help navigate this uncertainty. We continue to budget cautiously and to ring-fence a substantial proportion of BIHR's training and consultancy income as a contribution to reserves, aiming to build our unrestricted reserves up to a maximum of six months.

Deferred income

In 2021, we received some payments from clients (in our work with public bodies) in advance for consultancy and training work that is to be delivered in 2022. Such receipts amounted to £100,250. As the work to which these receipts relate is to be delivered in 2022, they have not been recognised as income in these, our 2021, accounts. Instead, this

has been treated as deferred income for 2022. The receipts of £100,250 are of course reflected in our balance sheet, however, as cash asset and creditor liability.

6. PLANS FOR FUTURE PERIODS

This Annual Report focuses on our activities in 2021, the first year of our new five-year strategy, focusing on BIHR's unique role in enabling people and organisations to make positive social change through human rights. Thus far the Strategic Framework has stood the test of working in an emergency such as the pandemic, and also enabled us to respond effectively, focused on our mission. We have adapted to entirely new ways of online delivery and working as a remote organisation without a fixed office. Despite the challenging times, there have been significant opportunities and growth for the charity, building on lessons learnt. In 2022 key actions will include:

- ✓ Focused campaigning to secure the legal protection of human rights in the UK: The Government's plans to repeal the Human Rights Act and bring in a "bill of rights" which is aimed at limiting protections represents a key risk to BIHR's ability to deliver on our charitable objectives to promote and advance human rights. 2022 will focus on campaigning to keep our HRA. This will be based on our unique expertise and evidence of the vital impact of the Act to support individuals, community groups, and public bodies to secure positive social change through the use of human rights. 2022 will therefore see an increase in policy work, with a focus on parliamentary and public affairs. Appointments to the staff team through the Human Rights Officer recruitment, will reflect the needs of 2022.

- ✓ Continued development of resources to respond to the significant need for basic human rights knowledge support: This work can often be difficult to fund, with the focus on "bigger impact" projects; however, it is clear that the foundations must continue to be laid.

- ✓ Securing our human rights change programmes with public bodies and services: Ove the last year we have successfully moved into a more programmatic approach to human rights learning and development, which is better for securing longer-term, sustainable changes. We will continue to develop and grow this model, bearing in mind adaptions that may be needed if the law changes.

- ✓ Developing our programmatic approach to supporting community and voluntary groups: Having secured funding at the end of 2021 from Baring Foundation and from the John Ellerman Foundation at the start of 2022, we are now in a position to develop this support as a free to access programme. We will continue to develop this model, bearing in mind adaptions that may be needed if the law changes.

- ✓ Prioritising our digital development: Through developing the domestic abuse survivor pathway for Know Your Human Rights, we have learned much about digital confidence and delivery. Our websites - both the KYHR self-advocacy sites and BIHR's main site - must be fit for purpose as we prioritise our digital delivery model. During 2022 we will be building a new digital platform.

- ✓ Continue to develop our Easy Read and accessible materials: This has been a critical development during 2021, which we will continue and embed throughout 2022, ensuring our support and information are as accessible as we can make them.

7. STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

Trustee selection methods

New trustees are appointed by existing trustees, who use a variety of methods, including open advertising and search and selection, depending on the needs of the organisation. Trustees serve for a term of three years and are eligible for re-appointment. During 2021 Joe Powell was appointed to the Trustee Board. The full list of Trustees and Staff at BIHR during 2020 is available on pages five and six.

Trustee responsibilities

The trustees meet quarterly, with additional meetings as required. Trustees determine pay and remuneration for key management personnel on the advice of the Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status.

The ongoing management of the charity is delegated to the CEO. In 2021 activities were delivered mainly through the work of on average seven staff members, supported by trustees.

8. TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

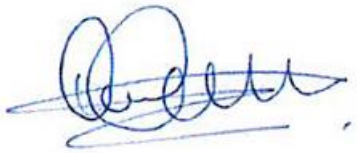
- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and

- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 27 July 2022 and signed on their behalf.

Sir Nicolas Bratza
Chair and Trustee



Mark Hilton
Honorary Treasurer and Trustee

The British Institute of Human Rights
(A company limited by guarantee)

Independent Examiner's Report
To the Trustees of The British Institute of Human Rights

I report to the trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and

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 financial statements to be reached.

Francis Corbishley FCA
Independent Examiner
Moore Northern Home Counties
Nicholas House
River Front
Enfield
Middlesex
EN1 3FG

Dated: 03/08/2022

The British Institute of Human Rights
(A company limited by guarantee)

Statement of Financial Activities
(including income and expenditure account)
31 December 2021

	Notes	Unrestricted Fund 2021 £	Restricted Fund 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME:					
Donations	3	108,603	-	108,603	188,185
Charitable activities	4	170,332	4,760	175,092	123,451
Investment income		3	-	3	-
TOTAL INCOME		278,938	4,760	283,698	311,636
EXPENDITURE:					
Raising funds		8		8	55
Charitable activities		300,153	13,188	313,341	235,433
TOTAL EXPENDITURE	5	300,161	13,188	313,349	235,488
NET INCOME/(DEFICIT)		(21,223)	(8,428)	(29,651)	76,148
Transfer between funds		1,597	(1,597)	-	-
RECONCILIATION OF FUNDS Funds bought forward at 1 January 2021		143,487	15,091	158,578	82,430
Total funds balance carried forward at 31 December 2021		123,861	5,066	128,927	158,578

There were no recognised gains or losses for 2021 or 2020 other than those included in the Statement of Financial Activities. All income and expenditure is derived from continuing activities.

The notes on pages 34 to 45 form part of these financial statements

The British Institute of Human Rights
(A company limited by guarantee)

Company number:04978121
Balance Sheet
31 December 2021

	Notes	2021			2020	
		£	£	£	£	
FIXED ASSETS						
Tangible assets	10			-		-
CURRENT ASSETS:						
Debtors	11	29,769			12,828	
Cash at bank	12	214,931			163,096	
		244,700			175,924	
CURRENT LIABILITIES:						
Creditors:						
Amounts falling due within one year	13	115,773			17,346	
NET CURRENT ASSETS:			128,927			158,578
TOTAL ASSETS LESS CURRENT LIABILITIES:			128,927			158,578
FUNDS:						
Unrestricted income fund	14		123,861			143,487
Restricted income funds	15		5,066			15,091
			128,927			158,578

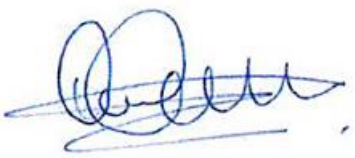
For the year ending 31 December 2021, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP

Approved by the Trustees on 27 July 2022 and signed on their behalf by



Sir Nicolas Bratza
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

The notes on pages 34 to 45 form part of these financial statements

1 ACCOUNTING POLICIES

The British Institute of Human Rights is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given on page 3.

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

a) Basis of preparation

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

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

The presentation currency is £ sterling. Amounts are rounded to the nearest £.

b) Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. In 2020, the Covid-19 pandemic initially had an impact on the charity's fundraising income through training & consultancy. However, this was largely offset by developing new digital delivery solutions, by responding to new training & consultancy needs that emerged during the pandemic, by established grant funders providing additional emergency support, and by securing new grant funding from established and new funders. In 2021, the charity continued to develop its digital delivery solutions, secure new training & consultancy work, and secure new grant funding. There are no material uncertainties affecting the current year's accounts, and the charity is confident that it will be possible to maintain fundraising performance in future years. That said, there is still some continued uncertainty around grant funding, with funders having now moved away from pandemic response and recovery to normalisation. In addition, another key risk for the charity is a current political climate that is hostile to human rights, which can create uncertainty in some minds about the value and sustainability of the charity's work. BIHR's fundraising approach is accounting for this, however, continuing to focus on growing income from a diverse range of sources, while working hard to ensure that the charity's work is not undermined by the current hostile political climate.

c) Income

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

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

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

Income received in advance is deferred until the criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

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

e) Interest receivable

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

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.

- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Operating leases

The charity had no operating leases in the year.

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

j) Tangible fixed assets

Individual fixed assets costing more than £500 are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset Category

Office equipment	– straight line over 4 years
Office furniture	– straight line over 5 years

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

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

n) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the plant and equipment, and note 1.J for the useful economic lives for each class of assets.

Contributions in kind
The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

p) Employee benefits

- **Short term benefits**
  Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

- **Employee termination benefits**
  Termination benefits are accounted for on an accrual basis and in line with FRS 102.

- **Pension scheme**
  The charity does not operate its own pension fund but did contribute to the personal pension plans of eligible employees. The pensions costs charged in the financial statements represent the contributions payable during the year.

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital.

3 INCOME FROM DONATIONS

	2021 £ General Fund	2021 £ Restricted Fund	2021 £ Total	2020 £ Total
Donations				
AB Charitable Trust	15,000	-	**15,000**	-
Bromley Trust	10,000	-	**10,000**	10,000
Comic Relief Recovering Funding	-	-	**-**	26,025
Joseph Rowntree Charitable Trust	45,000	-	**45,000**	70,236
The Fore	-	-	**-**	4,667
Three Guineas Trust	-	-	**-**	38,300
Tudor Trust	34,000	-	**34,000**	34,000
Other	4,603	-	**4,603**	4,957
	108,603	-	**108,603**	188,185

In 2020 £26,025 of the income from charitable activities was attributable to the restricted fund and the remaining £162,160 was attributable to the general fund.

4. INCOME FROM CHARITABLE ACTIVITIES

	Notes	2021 £ General Fund	2021 £ Restricted Fund	2021 £ Total	2020 £ Total
Grants for the provision of goods & services	4a	-	4,760	**4,760**	19,036
Training, consultancy & contracts	4b	168,952	-	**168,952**	100,847
Other	4c	1,380	-	**1,380**	3,568
		170,332	4,760	**175,092**	123,451

		2021 £ General Fund	2021 £ Restricted Fund	2021 £ Total	2020 £ Total
4a	**Grants for the provision of goods & services**				
	Comic Relief Tech vs Abuse	-	4,760	4,760	19,036
		-	4,760	4,760	19,036
4b	**Training, consultancy & contracts**				
	NHS England & Improvement	86,975	-	86,975	-
	School of Law, Queen Mary University of London	20,100	-	20,100	30,000
	Tees, Esk & Wear Valley NHS Foundation Trust	21,411	-	21,411	11,057
	Wakefield Council	11,075	-	11,075	-
	Open training courses	-	-	-	3,154
	Public sector training and consultancy	23,960	-	23,960	44,787
	Voluntary sector training and consultancy	5,300	-	5,300	10,704
	Reimbursed expenses	131	-	131	1,145
		168,952	-	168,952	100,847
4c					
	Other				
	Royalties, publishing & speaking fees	1,325	-	1,325	3,085
	Sale of resources	55	-	55	483
		1,380	-	1,380	3,568

In 2020 £19,036 of the income from charitable activities was attributable to the restricted fund and the remaining £104,415 was attributable to the general fund.

5. ANALYSIS OF TOTAL RESOURCES EXPENDED

Resources expended were as follows:

	Cost of fund raising £	Expenditure on charities activities £	2021 Total £	2020 Total £
Staff costs	-	236,330	**236,330**	157,804
Programme Costs	-	11,670	**11,670**	15,690
Office expenses	-	33,400	**33,400**	19,777
Direct fundraising costs	8	-	**8**	55
Premises costs	-	21,974	**21,974**	30,000
Support costs	-	5,484	**5,484**	7,860
Direct governance costs	-	4,483	**4,483**	4,302
	8	313,341	**313,349**	235,488

6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

	Support Costs £	Governance costs £	2021 Total £	2020 Total £
Independent Examination	-	2,297	**2,297**	2,142
Payroll and accounting services	5,484	2,160	**7,644**	10,020
Other	-	26	**26**	-
	5,484	4,483	**9,967**	12,162

7. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs included the following:

	2021 £	2020 £
Gross salary	**214,277**	145,404
Employer's national insurance	**16,564**	10,263
Employer's pension contributions	**5,489**	2,137
	236,330	157,804

The average number of employees during the year was seven (2020: six)

There were no employees with emoluments above £60,000.

The charity does not operate its own pension fund but did contribute to the personal pension plans of eight (2020: six) employees.

The key management personnel comprise the trustees and the senior management team (being the CEO and Head of Policy and Programmes) (2020: Trustees and the CEO). The total employee benefits of the key management personnel of the charity were £100,514 (2020: £56,010).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No expenses were paid to the trustee in the year (2020: £nil).

8. GOVERNMENT GRANTS

Income from government grants comprises income to further the charities objectives. See note 4 for further details of these grants.

9. CORPORATION TAXATION

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

10. TANGIBLE FIXED ASSETS

Fixtures & Fittings and Computer Equipment

	£
COST:	
At 1 January 2021	30,734
Additions in the year	-
At 31 December 2021	30,734
DEPRECIATION:	
At 1 January 2021	30,734
Charge for the period	-
At 31 December 2021	30,734
NET BOOK VALUE:	
At 31 December 2021	-
At 31 December 2020	-

11. DEBTORS

	2021 £	2020 £
Debtors	28,110	10,411
Other debtors & prepayments	1,659	2,417
	29,769	12,828

12. CASH AT BANK

	2021 £	2020 £
CAF account	213,101	161,616
Barclays bank	1,830	1,480
	214,931	163,096

13. CREDITORS

	2021 £	2020 £
Trade creditors	3,133	1,370
Deferred income	100,250	-
Accruals	5,470	11,327
Social security	6,073	3,842
Other creditors	847	807
	115,773	17,346

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2021	Fixed Assets £	Net Current Assets £	2021 Total £	2020 Total £
Unrestricted Funds	-	123,861	123,861	143,487
Restricted Funds	-	5,066	5,066	15,091
Net assets	-	128,927	128,927	158,578

2020	Fixed Assets	Net Current Assets	2020 Total	2019 Total
	£	£	£	£
Unrestricted Funds	-	143,487	143,487	53,562
Restricted Funds	-	15,091	15,091	28,868
Net assets	-	158,578	158,578	82,430

15. FUNDS

The funds of the charity include restricted funds comprising the unexpended balances of donations and grants held on trust to be applied to specific purposes. Unrestricted funds are available to spend on activities that further any of the purposes of charity.

2021	Balance at 1 Jan 2021	Income 2021	Expenditure 2021	Transfer	Balance at 31 Dec 2021
	£	£	£		£
Restricted Funds					
Comic Relief Tech vs Abuse	8,284	4,760	(13,044)	-	-
Co-op Local Community Fund	4,703	-	-	-	4,703
The Law Society Charity	363	-	-	-	363
Legal Education Foundation	1,741	-	(144)	(1,597)	-
Total Restricted Funds	15,091	4,760	(13,188)	(1,597)	5,066
Unrestricted Funds	143,487	278,938	(300,161)	1,597	123,861
Total Funds	**158,578**	**283,698**	**(313,349)**	-	**128,927**

2020	Balance at 1 Jan 2020	Income 2020	Expenditure 2020	Balance at 31 Dec 2020
	£	£	£	£
Restricted Funds				
Comic Relief Recovering Funding	-	26,025	(26,025)	-
Comic Relief Tech vs Abuse	19,828	19,036	(30,579)	8,285
Co-op Local Community Fund	4,702	-	-	4,702
The Law Society Charity	363	-	-	363
Legal Education Foundation	1,975	-	(234)	1,741
London Catalyst	2,000	-	(2,000)	-
Total Restricted Funds	28,868	45,061	(58,838)	15,091
Unrestricted Funds	53,562	266,575	(176,650)	143,487
Total Funds	82,430	311,636	(235,488)	158,578

Name of restricted fund	Description, nature and purposes of the fund
Comic Relief Recovering Funding	Provided flexible funding to support us to adapt and respond to the challenges Covid-19 between July and December 2020
Comic Relief: Tech vs Abuse	The Comic Relief (with Esmée Fairbairn Foundation and The Clothworkers Foundation) Tech vs Abuse funding enabled BIHR to work with domestic abuse groups and survivors to develop our Know Your Human Rights digital tool with a pathway to assist women to rebuild their lives by advocating for their human rights in their interactions with public services.
Co-op Local Community Fund	This funding supported BIHR to hold free learning events on mental health and human rights in Tower Hamlets, ensuring the local people's human rights are respected and protected when they need mental health support.
The Law Society Charity	Law Society Charity: This charitable fund, set up by the Law Society (but independent of it) makes

	grants to a range of organisations to further law and justice. This grant supported BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services. It also enabled us to hold a number of sessions in communities in England to enable local community groups to increase their knowledge and understanding of the law and how to use this to secure justice in everyday discussions with public services.
Legal Education Foundation	This charity is dedicated to the advancement and support of legal education in the UK, and provides a range of grants. The grant to BIHR focused on developing a new online human rights tool which will support advocacy with and for people with mental health and/or capacity issues to use human rights legal language to secure dignified and fair care and treatment.
London Catalyst	This funding contributed to BIHR's activities to support Londoners with lived experience of learning disabilities, Autism and/or mental health to benefit from their human rights.

16. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 December 2021 or the year ended 31 December 2020.

THE BRITISH INSTITUTE OF HUMAN RIGHTS

England & Wales - Charity number 1101575

Accounts

Company Number: 04978121
Charity Number: 1101575

Trustees' Report and Financial Statements for the year ended 31 December 2020

For The British Institute of Human Rights

(A company limited by guarantee not having a share capital and a registered charity)

The British Institute of Human Rights (A company limited by guarantee not having a share capital and a registered charity)

Trustees' Report and Financial Statements
for the year ended 31 December 2020

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The British Institute of Human Rights
(A company limited by guarantee)

Reference and Administrative Details for the year ended 31 December 2020

STATUS: The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

REGISTERED CHARITY NUMBER: 1101575

REGISTERED COMPANY NUMBER: 04978121

COUNTRY OF INCORPORATION: England and Wales

REGISTERED OFFICE: The School of Law, Queen Mary University of London, Mile End Road, London E1 4NS

DIRECTORS AND TRUSTEES
Sir Nicolas Bratza (Chair)
Mark Hilton (Treasurer)
The Baroness Tanni Grey-Thompson DBE
Imran Khan QC
Stephen Pittam
Edith Prak
Joe Powell (joined May 2021)

KEY MANAGEMENT:
DIRECTOR/CEO: Sanchita Hosali

INDEPENDENT EXAMINER
Francis Corbishley FCA
Independent Examiner
Nicholas House, River Front
Enfield, Middlesex, EN1 3FG

BANKERS:
CafBank Limited
West Malling
Kent, ME19 4TA

Barclays Bank PLC
PO Box 289
Leicestershire, LE87 2BB

SOLICITORS:
Bates, Wells & Braithwaite
10 Queen Street Place
London, EC4R 1BE

WEBSITE ADDRESS:
www.bihr.org.uk

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 DECEMBER 2020

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 December 2020 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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) (effective 1 January 2019).

Covid-19 Statement

BIHR's new Strategic Framework for 2020-2025 has served the charity well during 2020, enabling the charity to navigate the pandemic. This has been a challenging year in which BIHR has experienced unprecedented demand for human rights support from people with care and support needs, community and advocacy groups, and public body and service staff. Those we support have been concerned about the discriminatory and disproportionate impact of pandemic measures on people with care and support needs. Added to this has been significant uncertainty about funding for the charity sector as a whole during this unprecedented period. The grants BIHR has received from Trusts and Foundations during 2020 have provided invaluable support and flexibility. However, BIHR also generates income through our programmes with large voluntary sector organisations and public bodies or services, many of whom have been on the Covid-19 frontline. We have put in place contingencies, worked flexibly with our partners and clients, postponed work to 2021, adapting where possible, and developing new streams of digital support. Key measures undertaken during 2020 include:

Operations:

- Mid-March, placing the staff team on a working from home policy, with additional equipment and support and health and safety advice for vulnerable staff.
- Revised risk assessment and management policy and procedure for safe return to the office. (As BIHR's office is on a university campus, a return was not possible in 2020).
- Planned, but swift, move to delivering operations digitally across all our work and staff training and fundraising to support this.
- Immediate skilling up of the staff on new emergency laws and policies across the 4 nations and ongoing knowledge development to respond to the frequent changes.

- Development of a human rights and Coronavirus hub on our website.
- Securing all pending contract and commissioned work, so far as possible, with delayed delivery dates or delivering differently rather than cancellation.
- Timely conversations with current funders about support needs and seeking additional grants to navigate the pandemic.

Governance

- Regular meetings between the Director, Treasurer and Chair to review the situation, with follow up written communication with the whole board, with the Treasurer providing additional management support to the Director.
- All Board meetings and Finance Sub-Committee meetings online, as allowed by the charity's Articles.
- Covid-19 risk management made a standing item on the Board meetings Agenda.
- Postponement of the 2020 AGM, due to a delay in completing the 2019 Annual Accounts because of the emergency response to Covid-19, held as soon as possible after completion.

1. ABOUT US

Founded in 1970, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Early on BIHR was a powerful voice calling for the European Convention to be incorporated into U.K. law. Since those rights were embodied in the Human Rights Act (HRA), BIHR has been a strong supporter of the HRA. Our work has focused on ensuring people's human rights have meaning for them in everyday life, beyond the courts, by making best use of the legal duties to uphold these protections in law, policy and practice.

1.1 Strategic Review and New Framework

In 2019, BIHR commissioned a Strategic Review, with the support of one of our funders, the Joseph Rowntree Charitable Trust. This helped us explore the organisation's key achievements, our unique contribution to the human rights field and wider voluntary sector, and how to best secure and strengthen our role within the sector and wider policy and practice circles. Through this process the Board of Trustees, with the Director and staff team, have recalibrated BIHR's strategic direction, underpinned by two key themes:

1) building on our unique role in providing the support needed to secure local level social change through human rights; and

2) developing a bold new approach to policy work which places people at the centre of national change to better respect and protect people's human rights.

Our 2020-2025 Strategic Framework refined our mission and vision, and our strategic aims for the next five years, which we set out below. The durability and flexibility of our Framework was key in enabling BIHR to navigate the disruptions and challenges that came with the Covid-19 pandemic from March 2020 onwards.

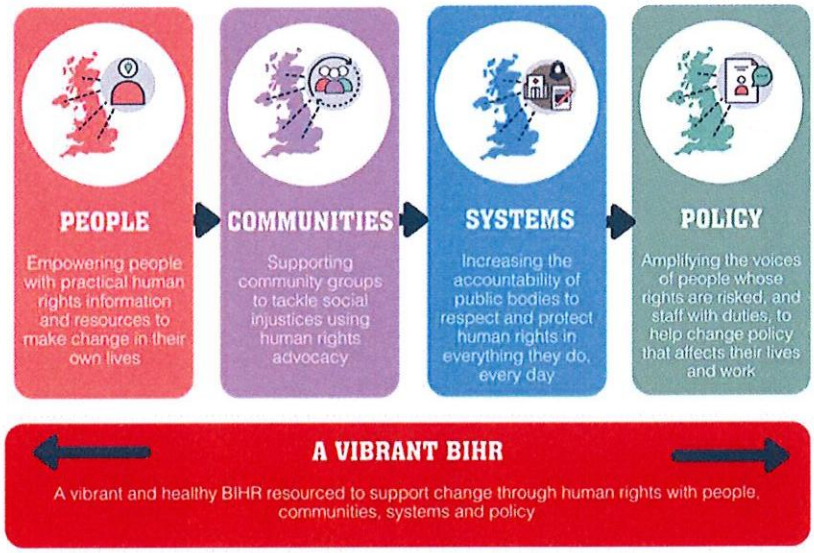
1.2 Our Mission and Vision

BIHR's vision is that of a strong and just society, in which all people can live well and flourish, safe in the knowledge that their human rights are being respected, protected, and fulfilled in their local communities and at the national level.

BIHR's mission is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

1.3 How we do this: Our Strategic Aims and Activities

BIHR's Strategic Aims are underpinned by our organisational expertise in supporting the development of a culture of respect for human rights across the UK. We focus on change through human rights beyond the courts. We provide the support and tools people, and organisations need to use human rights law to resolve problematic situations. This is about preventing poor public services and policy or challenging and changing decisions when things have gone wrong.



At the heart of each of our strategic aims is a commitment to bring about collaborative change using human rights advocacy and approaches to change practice and policy.

2. PUBLIC BENEFIT

BIHR's core charitable objectives, set out in our governing documents, are to promote and advance human rights throughout the UK.

The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans.

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

3. BIHR'S PEOPLE

Board of Trustees

BIHR is governed by a Board of Trustees, each with a range of experience and expertise:

Sir Nicolas Bratza (Chair of the Board) is the former President of the European Court of Human Rights, where he was the Judge of the Court for over 14 years, elected in respect of the UK. Sir Nicolas' incomparable experience and expertise is an invaluable source of advice, guidance, and inspiration for BIHR.

Mark Hilton (Treasurer) is Director of Operations at The Elders, bringing key operational, human and resource management to BIHR's Board. He was previously with the International Planned Parenthood Federation, and prior to this Mark spent 23 years in the Royal Air Force in human resources roles.

Baroness Tanni Grey-Thompson is a celebrated Paralympian and broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of advocating for equality within parliament and in her wider work brings important insights to BIHR.

Imran Khan QC is the founding member of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.

Stephen Pittam is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.

Edith Prak is Director of Advancement at The University of Nottingham, with a background in international economics and politics, teaching, advisory roles, and fundraising. She was previously Director of Development at The Elders and The Open University.

Joe Powell is the Chief Executive of All Wales People First, with extensive personal and professional experience of defending the rights of people with learning disabilities and Autistic people. Joe joined the Trustee Board in May 2021.

Staff Team

Sanchita Hosali, Director is an experienced human rights and equality law, policy, and practice expert, with over twenty years' experience in the UK and internationally. She has worked in academic research, consulting roles and led policy and strategy development including at Nottingham University, SOAS and Rights of Women, and worked within the United Nations system. Sanchita holds an LLM Human Rights Law and an LLB in Law.

Carlyn Miller, Policy and Programmes Manager: (from March 2020): is an experienced policy and educational professional, with expertise in human rights in health and care. She previously worked with the Scottish Government and Scottish Care.

Katrin McEntee, Human Rights Officer (maternity leave from May 2020): is an experienced advocate with a background working with both older people and disabled people. She has completed studies in Dance Movement Psychotherapy and works with women survivors of domestic abuse.

Eilidh Turnbull, Human Rights Officer (formerly Research & Communications Officer): Eilidh has a range of legal casework experiences (including in asylum support). She previously worked at the European Council on Refugees and Exiles and Council of Europe.

Josephine Whitehouse, Research & Communications Assistant (from April 2020): Jo has a range of legal research experience. She has previously worked as a Parliamentary Assistant to an MP and volunteered as a welfare rights caseworker and representative.

Philip Moore, Operations Coordinator (from Sept 2020): Phil is an experienced charity operations professional, joining BIHR from OCD Action. Before joining the charity sector, he worked in operations in the education and training sector and had worked as a teacher.

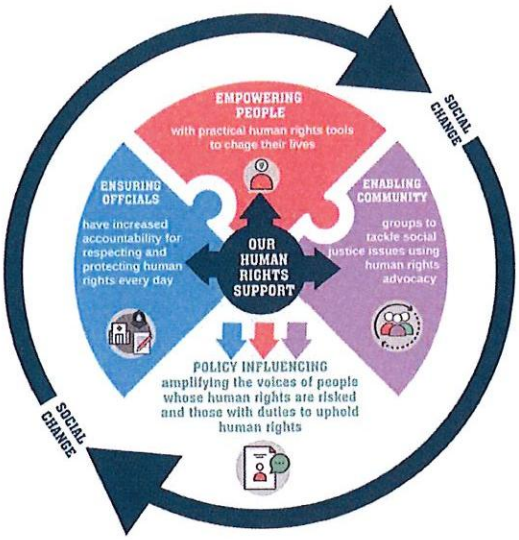
Annie Smith, Human Rights Officer (from March 2021): Annie is an experienced social worker, specialising in mental capacity practice, as well as community mental health. She is a best interest assessor and has delivered a range of training in the health and care sector.

Natalie Grubb, Human Rights Officer (from March 2021): Natalie has most recently been working in Geneva for an international human rights NGO on projects aimed at securing UN action. She has previously worked in the private sector, particularly health and care.

Former staff, working during 2020:

- Patrick Stoakes, Policy and Programmes Manager (until Jan 2020): managed a range of projects at BIHR working with public services and community groups.
- Rephael Akpan, Administration & Finance Assistant (until April 2020): provided financial and administrative support to BIHR's core operations and projects.
- Katrina Walcott, Human Rights Officer (Oct-Dec 2020): supported policy and programmes work with public services and advocacy and community groups.

4. 2020: ACHIEVEMENTS AND IMPACT



Our theory of change is based on the principle that when people are supported to translate human rights law into practical tools for advocacy, reflection and challenge, this can lead to significant positive change that addresses and prevents everyday social injustices.

Our role at BIHR is to work collaboratively to provide the tools which enable this human rights advocacy and human rights approaches.

From this work we have a unique evidence base which can not only change local power structures, but also influence the national, law, policy and guidance that sets the parameters for local systems. This, in turn, has the potential to have a positive impact on people's lives. This evidence of the important role human right can play, without litigation, is vital to demonstrating the value our Human Rights Act plays in the UK.

EMPOWERING PEOPLE

Strategic Aim 1: Enabling people to access practical and relevant tools and information to use human rights

This year we have supported over 700 people directly (across the 4 nations) to increase their knowledge and confidence to advocate for their human rights with decision-makers involved in their lives. We firmly believe in self-advocacy and that knowledge is power. Never has this been truer than in 2020 with the need to mitigate the discriminatory and disproportionate effects of responses to Covid-19.

Covid-19 Response Support Sessions

We work with people with care or support needs, including people with learning disabilities, autism, physical disabilities, and people and families who rely on public service support, including housing and additional educational provision. Research throughout 2020 has showed these groups are at significant risk of poor treatment during the pandemic.

When the Covid-19 pandemic hit the UK, we moved all our work online, and began running short free sessions for people to understand their human rights in this emergency setting. This helped us demonstrate the need for this support, and we were able to access new and additional funding to develop and sustain this much-needed direct support to people.

> "Really worth taking part. So often feels decisions are made about me without me and I had no idea what my rights were. I feel empowered now to start to know how to go about making sure mine and other disabled people in similar situations can look at our rights being upheld."

As well as running our own open access sessions, additional funding enabled us to work with **over 25 voluntary and community groups across the UK**. This partnership approach increased the number of people we could reach and enabled our partners to meet the needs of the people they work with/for with our specialist support.

> "This was a great session. Whilst I knew I had human rights I didn't know the details, and this has given me great information to use the law when I feel my rights are being unfairly threatened.

> "It was a very inclusive session explaining human rights in an accessible and interactive way.

> "An accessible and comprehensive workshop on human rights and how we can use them in our day-to-day life.

IMPACT STORY: Edna and Emily use the Human Rights Act in discussions to change arbitrary care home visiting restrictions

Edna is 83 and lives in residential care; her daughter Emily visits most days after work. Following a Covid-19 outbreak, the home put a no visiting policy in place. It has now been 34 days, and Edna is isolated and lonely, missing Emily hugely. Emily had accessed some support on the Human Rights Act from BIHR's work and spoke to the care home manager about her mum's right to private, family life, home, and correspondence, which the home is legally obliged to respect (Article 8, Human Rights Act). Emily discussed how this right includes mental and physical wellbeing, family, and other relationships. She flagged that whilst this right can be restricted to protect her mum and/or others from harm, this needs to be proportionate. With no consideration of Edna's ability to keep in touch with Emily, the manager agreed that a blanket ban on visiting is not the least restrictive option.

Knowing that they have legal duties under section 6 of the HRA, a meeting was called with staff and the family to agree what alternatives can be put in place whilst they dealt with the outbreak. After the meeting, staff put in place several measures which were less restrictive, enabling them to support Edna's mental and physical wellbeing whilst still protecting the right to life, which is a real and immediate risk during a Covid-19 outbreak. Importantly, these measures were not only for Edna and Emily, but changed practice across the home. Rather than a one size fits all, the staff put in place a range of measures to recognise each person's situation. The measures included video calls, PPE provision for visitors of people who could not use video calling, a gazebo in the garden and screening. Some restrictions are still needed but through Emily's self-advocacy using her rights, and her mum's rights in the HRA, and the care home applying their legal duty in the HRA to their practice, restrictions on visits are now looked at on an individual basis and are more proportionate. Emily now visits her mum every Sunday, wearing full PPE, until the outbreak is contained. People's use of the Human Rights Act in their everyday life, helped keep a family together at a time when they need each other the most.

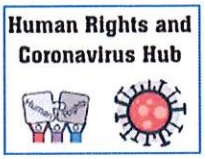
IMPACT STORY FROM OUR WORK: Muriel and Robert rely on the Human Rights Act to ensure end of life visits

On 21 July, Robert had a serious fall at home and his wife Muriel called an ambulance. The ambulance arrived and Muriel was told she could not accompany Robert, "due to Covid rules". Robert, who is 79 and lives with dementia, was in intensive care for 12 weeks. Whilst nurses gave Muriel daily telephone updates she was not allowed to visit Robert.

At the end of October, Robert was discharged to a residential care home. The care home was locked down the following morning due to a positive Covid-19 test. Four months after Muriel watched Robert leave in an ambulance they have had no contact; Robert is too distressed to talk on the phone, and his mental and physical health has deteriorated drastically. The thought that she might not get to say goodbye kept Muriel awake at night.

Muriel reached out to a group BIHR has supported who advises her that based on the severe impact this was having on Muriel and Robert's mental and physical wellbeing, the couple's right not to be treated in an inhuman and degrading way (Article 3, HRA) might be at risk. Restricting or risking this right is not lawful because it is an absolute human right. Muriel used a template letter to raise her concerns with the care home, pointing out their legal duty under the Human Rights Act. The care home has since arranged for Muriel to be provided with full PPE so that she can visit Robert regularly and will ensure that Muriel is vaccinated together with staff so that she can spend time with Robert as he nears the end of his life.

Covid-19 Information Support



Through our Human Rights and Coronavirus Hub we produced over 60 Explainers on changes to law, rights, and entitlements during the pandemic. These cover a range of issues including lockdown laws, changes to mental health law, Special Educational Needs provision, hospital discharge, and face coverings. Our hub contains plain language explanations of the legal changes in all 4 nations.

Expanding Know Your Human Rights: working with women survivors of domestic abuse

Throughout the year we worked with women survivors of domestic abuse, and the voluntary and community groups that support them, to create a new branch of our Know Your Human Rights self-advocacy website. This was funded by Comic Relief as part of the Tech vs Abuse programme.

Our tool supports women to know their human rights and the duties of public services to respect and protect these, not only to keep them safe (which is vital) but to also help rebuild their lives. Survivors have been central to this project, mapping, and testing both the human rights content and the look, feel and journey through the tool. Whilst Covid-19 meant we could not complete the tool, as the women originally envisaged, we have still seen important impact from this work. The human rights co-production process has been valuable to the women we worked with:

> "Given my past experiences I have really struggled with standing up for myself and my rights, I haven't had any confidence. But now I know that it is the law for me to have my rights upheld, I feel like I can use human rights when I want to challenge a decision or try to get a better solution.

> "Becca had recently left an abusive relationship and was rebuilding her life. Becca's children had been removed from her care by social services. Becca was incredibly upset about not seeing her children. She had been trying for several months for the decision to be looked at again, but no progress had been made. After attending our project sessions Becca spoke to her solicitor about her situation, using the language of human rights, language she had not known of or felt confident in using before. The solicitor helped Becca challenge the decision using the Human Rights Act. As a result, the court overruled the decision to have her children removed and said Becca can work with social workers to gain skills and support to have full custody of her children again.

It has also been important for support workers:

> Often the clients we work with have a limited understanding of their own human rights and how this intersects with their experiences of domestic abuse and the legal obligations and responsibilities of professional agencies that are supporting them. Having a group of clients work with BIHR to develop the human rights tool and participate in 'mapping' sessions, has provided a platform for survivors to both learn about their rights, and ensure that the information is accessible to others experiencing domestic abuse…Often … human rights are not considered when fundamental decisions regarding the client's situation are being made by other professional bodies (e.g., social care and the police). The sessions have been invaluable in allowing both the survivors and support workers to develop more confidence in using Human Rights in advocacy work to achieve positive outcomes.

The tool launched online at the start of 2021, with survivors, VAWG groups, lawyers, and others attending. Following the launch session, 100% of participants felt confident to use human rights language when talking to public services after the session (rise from 50% before launch).

Social media reach and engagement

Website

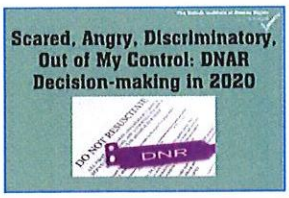
In 2020 there were 120,431 unique users of BIHR's website www.bihr.org.uk, an increase of 52% from 2019, with 153,000 website sessions (up 54% from 2019).

Twitter

We have gained around 700 new Twitter followers, taking our audience to 19.6K, achieving a digital reach of over 1, 930,000 in 2020 (up from 820,000 in 2019).

Our most popular tweet in 2020, was on Human Rights Day (10 December), sharing our civil society open letter to the Prime Minister, with over 110 other organisations.

Facebook



We have gained 318 new Facebook page likes in 2020, taking our audience to 3,756 likes and 4,137 followers, achieving a digital reach of over 524,941 during 2020. The most popular post in 2020 was on our Do Not Resuscitate experience-led research report.

BIHR's practical human rights change resources

The pandemic halted BIHR's ability to send hardcopies of our change resources in the post; however, we have made all resources available to download as PDFs, where possible. Additionally, although we know people really value having a guide to hand, in their pocket or bag, our stocks of hardcopies are now running low, with many out of print. We will continue to look for funding to help address this issue. We had several thousand downloads of our practical human rights change resources from BIHR's website. The top 5 digital resources in 2020 were:

1. Carers Guide
2. Midwifery Guide
3. Mental Health, Advocacy and Human Rights Guide
4. The Difference it Makes: Putting Human Rights at the Heart of Health and Care
5. BIHR Coronavirus Act Care and Support Legal Changes Table

SUPPORTING COMMUNITIES

Strategic Aim 2: Strengthening the agency of community & voluntary groups to use human rights advocacy

We have worked with over 25 community, advocacy and self-led groups and voluntary organisations to use human rights language to address social injustices, particularly around Covid-19.

The community groups we have partnered with include self-led learning disability groups and those supporting carers, people affected by dementia, women's domestic abuse and housing services.[1]

The people our community partners are working with have told us:

> Opened my eyes as to how effective the Human Rights Act can be.
>
> I already have recommended you to an ex-work colleague who should be in touch with you! I said "I did human rights training this morning. It was so good and completely relevant to the work we do. I learnt so much about how we can refer to human rights in advocacy".

> Eilidh was very informative and engaging throughout the training. The session was packed full of information specific to the service that we operate.

[1] Downs Syndrome Scotland; The ALLIANCE; Carers Scotland; TIDE Scotland; TIDE Northern Ireland; Skills for People; Learning Disability England; Disability Wales; All Wales People First; Reducing Restraint Network; Scottish Autism; Inclusion Gloucestershire; Scottish Care; Carers Parliament; Parents of detained children group; Croydon Voluntary Action; Bristol Independent Living; HEAR Network; Changing Pathways; Carers Wales; NDTi – Inclusive Education; Lewisham Mental Health Carer Forum; NSUN; Human Rights Consortium of Scotland.

> Do it even if you don't think you have the time, you'll likely learn something you didn't know.

In addition to sessions skilling up the staff in voluntary sector groups, we have also supported the following campaigns to integrate human rights advocacy:

Right 2 Home campaign

Image: Learning Disability England

With Learning Disability England (LDE) we worked with learning disability and autistic self-led groups to support the Right 2 Home campaign. This was a 5-day campaign to mark a year since the horrific scenes of abuse in Whorlton Hall were broadcast by BBC's Panorama. Despite the revelations and promises of action, over 2,000 adults and children with learning disabilities and/or autistic people continue to be detained in mental health units. With the 2020 pandemic lockdowns there has also been increasing isolation and a lack of family and friends being able to support people in units. We worked with almost 100 people and community campaigners to build their capacity to use the Human Rights Act in their calls for change and self-advocacy.

Right 2 Visit campaign

Image: Bemix

Following on from Right 2 Home was the Right 2 Visit initiative, recognising the arbitrary visiting restrictions put in place in care homes, hospitals, etc. This much needed online tool helps people use human rights to challenge these restrictions, including during the pandemic, in order to support their loved ones. We supported Bemix, working with people with learning disabilities and Autism, their families and carers, to develop and test the content of the tool. The Right 2 Visit team then gave evidence to parliament's Joint Committee on Human Rights, with the Chair writing to the Government strongly urging action to secure family visits and ensure wellbeing for people in residential and care homes.

Make it Easy Campaign

We have also been working with a group of LDE members to support the Make It Easy campaign, which is calling for information from the government to be produced in accessible formats. There has been a lack of accessible information during Covid-19, but this is also an issue outside of the pandemic. We have been working with the group to identify how the Human Rights Act can be incorporated into the campaign asks, and we are coproducing an Easy Read Guide on rights to accessible information, providing legal information to support advocacy and worked-through real life examples. This work is ongoing, and we expect it to be released in the Spring 2021.

IMPROVING SYSTEMS
Strategic Aim 3: Increasing accountability of public bodies and services to uphold human rights

We developed and delivered bespoke training to over 1,300 frontline staff in public bodies and 300 staff working in not-for-profit and voluntary organisations providing services, to better equip them to use the Human Rights Act to uphold human rights in everything they do during the pandemic and beyond.

We supported over 20 public bodies across the UK, including NHS bodies, local authorities, national bodies, care and education providers, working in areas including:

- health and social care
- social work, including adult and children
- education, including special educational needs and disability
- housing and independent living
- commissioning of services
- community-led support
- professional bodies for public sector staff

Covid-19 and human rights support sessions

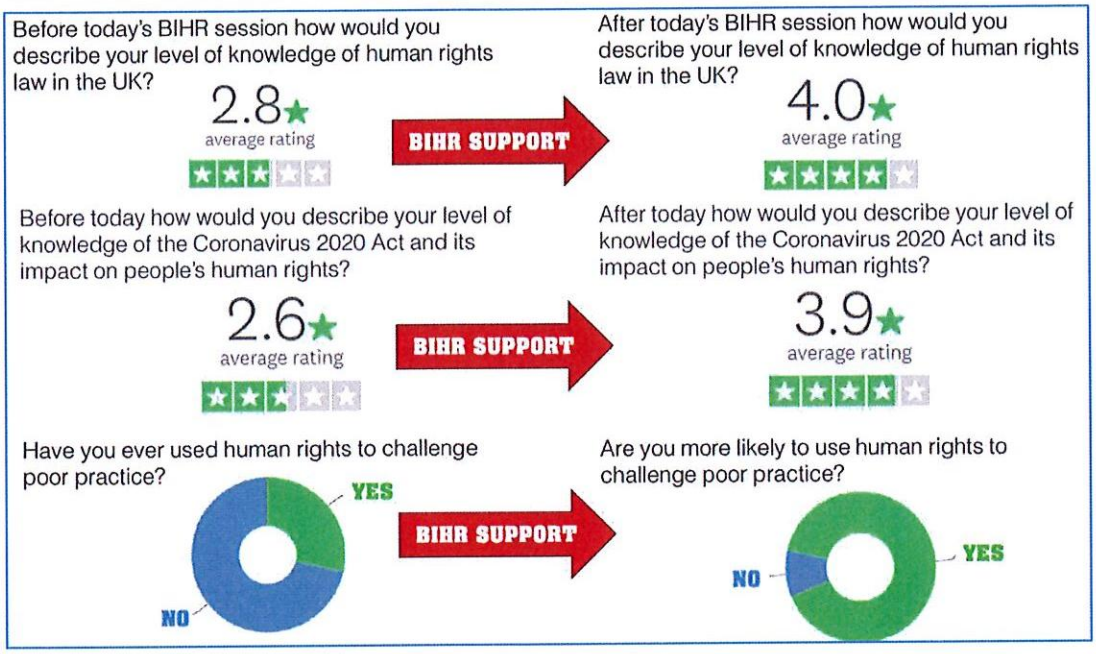
During 2020, it became clear just how essential it is that both leaders and frontline staff in public bodies make rights-respecting decisions. During the pandemic, emergency measures do not authorise breaches of human rights. In fact, the Coronavirus Act 2020 contained specific provisions stating that easing of care and support legal duties must not infringe people's human rights. Within one week of the Act passing, we had moved to online support for frontline staff across public bodies, and were inundated with requests:

> "In a time where it is easy to feel overwhelmed with policy and guidance, this session provided very informative and useful practical information regarding human rights in an accessible manner."

> "A well delivered, informative training session, supporting workers to be confident in providing service users with the best service.
>
> This is essential training for any social care staff working to protect people's rights during the current pandemic and moving forward."

> "Carlyn gave a very informative presentation in a friendly manner providing good day to day examples of our use of the Human Rights Act in our roles as social workers and Occupational Therapists in a time of great uncertainty when ensuring these rights are not ignored is essential to our practice."

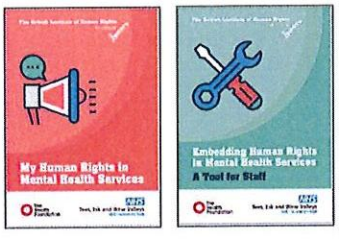
Example data from a local authority we supported during 2020:



Change projects

In addition, we continued several ongoing change projects with public bodies, including working with a large NHS Trust to support a human rights approach in mental health services, and local area commissioners. Some work has been postponed until 2021, due to staff deployment in tackling Covid-19 in health and care settings, but through adaptions we have been able to continue, complete and start some programmes:

Tees, Esk and Wear Valley NHS Trust: A human rights approach to Mental Health Recovery



We completed our programme with TEWV NHS Trust exploring the development of a holistic human rights approach to mental health recovery. Funded by the Health Foundation, we were able to work directly with staff in a number of mental health teams/services, with people receiving services, with families and carers, and with leadership. This programme focused on building the knowledge and skills to use human rights within services. A key part of this included coproducing human rights resources to be integrated across mental recovery services. Examples of changes to staff practice include:

> "I used the Human Rights Act to challenge a decision to detain someone for inappropriate verbal comments.

> I now feel confident in ensuring a person's human rights are met even if this is not what the person's family want.
>
> After human rights training, I now always consider least restrictive practice and I encourage clients to challenge decisions.
>
> In discussion with local services I have used Article 8 of the Human Rights Act to ensure a person can maintain contact with family.

In January 2021, a young person working on this project at the NHS Trust, who has experienced child and adult mental health services as a patient, blogged about her powerful experiences of the difference the programme had made:

> ...had I known at 16 years of age, what my human rights were, how they should be respected, what the 'rules' were that had to be followed to restrict some of my rights and also how I can claim them, I would have probably felt more empowered and in control. If the staff members knew what my rights were, the law around human rights in the UK and their duty to respect and protect my rights, I imagine a lot of the restrictions, traumatic experiences and decisions that were made in my care would not have happened, or certainly there would have been different approaches taken and different outcomes. My experiences of services would probably have felt better too ...As a service user, I would want to know what my rights are so I can try to challenge decisions made about my care. I would also want staff to know what they are, so they aren't breaching my rights without knowing. As a member of staff, I want to know more about human rights so I can be sure that I and my colleagues are respecting and protecting people's human rights in line with the law. And importantly, so that we are all working towards the same framework.

During 2020 further work has been developed with Tees, with a 2-part programme, delivered online, for front-line staff working in adult and older people's in-patient mental health settings. Through this programme we have trained over 400 staff. We will be rolling this work out for staff working in forensic settings in 2021.

Norfolk and Suffolk NHS Foundation Trust: Children's mental health services and human rights

Towards the end of 2020 we started work with NSFT and will work with young people, parents, and carers to build human rights knowledge, and map commonly faced concerns to develop human rights practice sessions for staff.

Manchester Health and Care Commissioning

During 2020 our work with MHCC was postponed, to take place at the start of 2021. This work focuses on supporting the capacity of the commissioning group to use human rights in the commissioning of health and care, with a focus on pandemic recovery.

EXPERIENCE-LED POLICY CHANGE

Strategic Aim 4: Amplifying the voices of the people we support to positively influence policy impacting their rights

During the pandemic we significantly increased our reach which led us to accelerate our plans to shift our policy work to:

A. amplify the voices of those we support to secure better rights-respecting law and policy in the range of care and support issues that affect their life or work ("mainstreaming human rights"); and

B. bring these voices into debates about why the Human Rights Act matters for us all.

We have undertaken significant policy work this year. This links up our practical experience of supporting people to have human rights upheld in everyday life with the opportunity to review and analyse pandemic responses, and call for positive, practical change.

A. Mainstreaming human rights

Communities of Practice

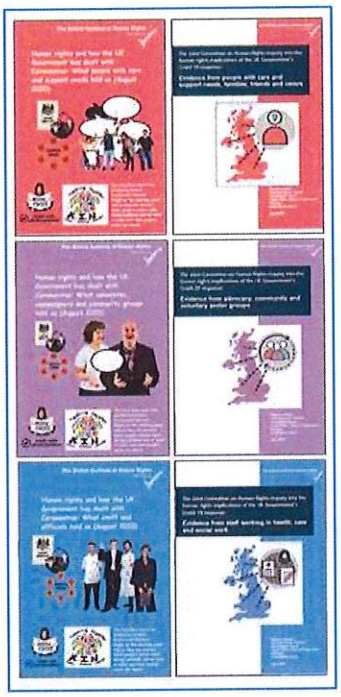
We launched 3 online communities of practice (COPs), one each for: people, community groups and public body staff. This is a way for people to keep in touch with BIHR during and after projects and programmes, with ongoing support from BIHR. Importantly, our COPs provide an important means for bringing people into our policy analysis. During 2020 we hosted 9 lunch and learns across the 3 platforms, providing support on issues such as DNARs, mental health detention, cuts to care, and challenging visiting policies.

Experience-led research on the impact of Covid-19 responses

During the summer, 230 people, advocates, community groups and frontline staff shared their experiences in our participative research to understand the impact of the government's Covid-19 response on people's human rights. The findings across all three groups showed how government responses to the pandemic have themselves presented very real risks to people's human rights especially those who already have care and support needs. For example:

- Over 15% of people experienced a lack of protection for the right to life because of reduced services or prioritisation of other services. Almost 1 in 10 people experienced the use of Do Not Resuscitate Orders where the person concerned was either not involved or was pressured into agreeing.
- More than 1 in 4 people experienced care being taken away with an impact on their right to not be subjected to inhuman or degrading treatment.

- More than 50% of advocates and community groups said that there was no clarity about what laws were being used to enable these drastic cuts to people's care.
- Over 50% of staff working in health and care experienced restrictions being put in place with a negative impact on the person's physical and mental wellbeing.
- 50% of staff told us that they had experienced decisions that had an impacted on people's right to non-discrimination.



Working with Cloverleaf Advocacy and the Kirklees Involvement Network, we have produced Easy Read and full versions, of this research. This ensures our findings and recommendations are accessible to those who shaped them. This research has informed:

- **Parliament's Joint Committee on Human Rights inquiry on the impact of the Government's Covid-19 response.** Several of our findings were directly cited by the JCHR report. Our work generated several pieces in Community Care (trade press for social work and care), including stories on the lack of human rights training for staff during Covid, the risks of self-isolation laws for disabled people, and the worrying use of Do Not Resuscitate Orders.

- **Reality vs Rhetoric - 6 months of Covid laws:** Findings were shared in our response to the 6-month review of the Coronavirus Act, informing debate in the House of Lords and Commons. Through our work across the 4 nations, we were able to flag with parliamentarians and the EHRC that despite the Welsh Government reporting that there had been no activation of suspensions to care and support duties, social workers we supported shared experiences of this happening in practice.

Transparency in the use of Scottish powers

Through our work with groups in Scotland it became clear there was serious confusion about the use of Emergency Powers to suspend care and support. This carried the potential to cause real harm to people who rely on services, including disabled people and older people. We worked with a range of Scottish groups, canvassing the situation, and investigating the responses of Scottish Government and public bodies. The Scottish Government responded via a regular review, integrating recommendations we put forward, to increase accountability and human rights protection. Read about this work here

Do Not Resuscitate Decisions in Covid-19

The Care Quality Commission used our research to support the launch of an England-wide review of resuscitation decisions in the pandemic. We were invited on to the CQC's Expert Reference Group, providing our evidence and expertise. We also conducted our own independent research with Learning Disability England and Turning Point UK to ensure that views were gathered from both people, families, supporters, and frontline staff. We used our new give/get online research workshop model in which we provide participants with human rights knowledge-building and ask data gathering questions throughout. This

enables us to gather experiences and show how these relate to whether people's human rights are being upheld or not.

We published our findings with people and families in December: "Scared, Angry, Discriminatory, and Out of My Control: People's experiences of DNAR decision-making". We published both a full and Easy Read version of the report. The follow up research with staff took place in January 2021 (leading to "Frustrated, Angry and Unfair: Staff Experiences of DNAR Decision-making in 2020"). Through this research we worked directly with over 120 people with a range of experiences related to DNARs. All reports can be read here.

Our findings were shared with the CQC, and we know from our discussions that it was influential in their report, with references to our research in both the CQC's Interim Report and final Rapid Review Report (in 2021). Our reports generated media coverage including pieces in the Financial Times (and The Times), and a BBC News feature in early 2021.

B. Speaking up for our Human Rights Act

Government Review of Administrative Law

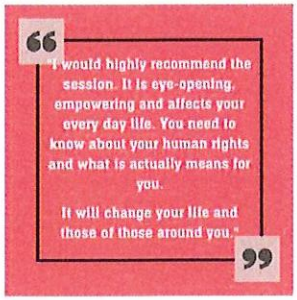
On 31 July 2020, the UK Government established the Independent Review of Administrative Law to seek evidence and report back on future reform of judicial review. Drawing on specific research from the people we support, we submitted evidence about judicial review being a crucial mechanism for upholding the human rights of people in the UK. Judicial review protects not only the people directly affected by a decision that is made by public bodies but all of us, by helping to ensure that there is a human rights culture in the UK.

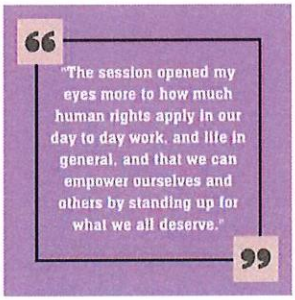
Human Rights Day, 10 December

Global Human Rights Day, 10 December, is an important point in BIHR's calendar each year, providing a positive and proactive point to bring together civil society to speak up for the Human Rights Act in the UK. We continued our important role of coordinating over 110 organisations in publishing an open letter to the Prime Minister and political leaders: urging them to respond proportionately to Covid-19, to protect people's rights and the rule of law, and to stand by the Human Rights Act. We also focused on the positive theme of Making Change Through Human Rights, in line with our new strategic framework:

- Making Change Through Human Rights Online Session: Almost 200 people joined us to learn more about the Human Rights Act, and how they can use the law in their

life and work to make positive changes, particularly in the pandemic. Almost 40% were people working in public bodies or services, 25% were people working in advocacy or campaigning, and 20% of people joined us as they or their loved ones were accessing or trying to access care and support. The session was well received, with positive feedback on the impact that can be made even from a short open access webinar. Participants were clear about the need for more practical education on the Human Rights Act:





- Making Change Through Human Rights Videos: As part of our ongoing work highlighting the importance of human rights, we launched a video project for people to share their stories of how the law is helping them. We launched the project with videos from Ian, a family carer, Leo, a campaigner, and Sarah, an NHS worker.

- Human Rights Day Online Reception: Through our online event we connected people with lived experience, policy makers and sector leaders in human rights, health, care, advocacy, media, academia, and law. The event was chaired by Baroness Tanni Grey-Thompson, with presentations from Sir Nicolas Bratza: former President of the European Court of Human Rights, Imran Khan QC: lawyer for Stephen Lawrence's family, Alexis Quinn: human rights campaigner, Saba Salman: social affairs journalist, Brian Gormally: Director of the Centre of Administrative Justice in Northern Ireland, Professor Alan Miller: Independent Co-chair of the Scottish Government's National Taskforce for Human Rights, Joe Powell: Chief Executive of All Wales People First and Merris Amos: Professor of Human Rights law at Queen Mary University.(More about the event, including videos here).

Government review of the Human Rights Act

In December 2020, the UK Government announced an Independent Review of the Human Rights Act. The Government noted that as the HRA "has been in force for 20 years, it is timely to undertake a review into its operation." BIHR worked with over 400 people between January and March 2021 to prepare a detailed response to the Review, examining the impact of the HRA over the last 20 years. Our aim was to engage with the Review to provide important insights into the HRA's operation beyond the courtrooms and technical legal detail, to show the importance of the law for people in their everyday lives.

A VIBRANT BIHR

Strategic Aim 5: Sustaining & developing BIHR as an ambitious & healthy charity enabling change through human rights

One of our greatest strengths is our ability to deliver work that draws on the talents of our staff team, working collaboratively with a range of people with different roles in securing human rights across the UK.

BIHR's dedicated and highly skilled expert team are greatly valued. Their commitment and determination have enabled the organisation not merely to survive the pandemic, but to emerge having achieved major successes in the most difficult of circumstances. In this, the team have been supported by a fully engaged and responsive Board of Trustees. The commitment, flexibility and backing of both established and new funders in 2020 has made our work possible at a time when it was not only most needed but risked being overlooked.

A. Our staff team

BIHR has a multidisciplinary team combining decades of experience of working on human rights and social change nationally and internationally. A full list of the staff team during 2020 is available on page five. The staff bring a variety of experience and expertise including project management; teaching and training; research, policy, and legal practice; health and care expertise; and voluntary sector support.

We recognise the toll the pandemic has taken on our team in many ways, from witnessing the trauma of those we support, to personal brushes with the virus, to the loss of loved ones and daily isolation. The team deserve the highest commendations for having achieved what we note in this report. During the pandemic, and with a reduced team, we invested in a new Operations Coordinator role to provide the organisational support needed, which has enabled BIHR to work remotely with success. At the end of 2020, the decision was also made to invest in additional Human Rights Officers capacity, given the increased demand for our support and income-generating programmes.

Volunteers: We did not engage office volunteers during the year under review.

B. Our Board of Trustees

Our Board brings a range of expertise to BIHR, including operations, finance, human resources, human rights and legal knowledge, social change, and fundraising expertise. A full list of the trustee team during 2020 is available on page four. In addition to our usual support, BIHR's Board put in place additional monitoring and support during 2020 as the organisation navigated the impact of Covid-19. This has included a regular liaison between the Treasurer and the Director as a risk management measure, in addition to quarterly sub-Committee and full Board meetings. There were no interruptions to the Board meetings and business, particularly as our Articles permit online meetings and decision-making.

C. Our funding

BIHR receives several grants from a range of Trusts and philanthropic Foundations, as well as grants from the public sector. We are exceptionally grateful for the foresight and flexibility shown by our funders in 2020 to enable us to repurpose, prioritise and reduce expected activities, as well as for their additional support, which has allowed us to respond to the needs arising from the pandemic.

In 2020 our funders included:

- The Joseph Rowntree Charitable Foundation
- The Tudor Trust
- The Bromley Trust
- Comic Relief
- The Three Guinea's Trust
- The RAFT from The Fore

BIHR AT QMUL LAW SCHOOL

The British Institute of Human Rights has partnered with the School of Law at Queen Mary, University of London since 2011. BIHR's offices are within the School, where we provide unique opportunities for students wishing to specialise in human rights law and practice.

Academic teaching: BIHR convened our innovative clinical module "Securing Human Rights Compliance: A Case Study on the UK". Our unique module provides students with key knowledge and skills to advocate for human rights outside of the courtroom. The module has one semester of teaching based on a variety of non-court-based mechanisms for human rights advocacy, and a semester of placements within BIHR learning key skills around research, policy, communications, fundraising and events management.

Student internship programme: Each summer BIHR runs an internship open to QMUL law students, appointed through a competitive application process. Our internships are paid at the London Living Wage. Due to Covid-19 we were unable to host our internship in 2020.

Wider engagement: Whilst Covid-19 has made wider engagement difficult, we have taken part in online activities where possible. This has included a school liaison event with over 100 children aged between 14-17, engaging them in current human rights debates and legal protections.

5. FINANCIAL REVIEW

The Statement of Financial Activities shows total net incoming resources in the year of £76,148 (2019: incoming resources of £5,002) and total funds being carried forward at year-end of £158,578 (2019: £82,430). The balance in the unrestricted funds increased by £89,925 (2019: increased by £13,212) from £53,562 at 1 January 2020 to £143,487 at 31 December 2020. The balance in the restricted funds decreased by £13,777 (2019: decreased by £8,210) from £28,868 at 1 January 2020 to £15,091 at 31 December 2020.

A. Risk

Trustees have identified the main risks facing the organisation and these are contained in a risk register which is maintained by the Director. The risk register is reviewed regularly by Trustees at their formal meetings. In 2020, the Trustees considered the most significant risk to be the need to navigate the impact of Covid-19, enabling the charity to respond to the demand for its support in a financially viable manner, thereby which keeps the organisation and staff safe and well, to be the most significant risk.

B. Reserves

BIHR's reserves policy aims to hold the equivalent of three months spend in reserves, which amounts to an average of £75,000 (with increased staffing commitments during 2020 and into 2021). The year under review saw an increase in our overall reserves, with the year-end figure being £158,578 (£143,487 unrestricted). We continue to budget cautiously and to ring-fence a substantial proportion of BIHR's training and consultancy income as a contribution to reserves. Whilst our 2020 year end reserves figure amounts to higher than that stated in our policy, it is important that we are cautious on this, to cover funding gaps and particularly delays in consultancy income during 2021 with the uncertainty surrounding the pandemic. In addition, a proportion of the unrestricted reserves relates to consultancy income for delivery originally due in 2020 but delayed until 2021, and thus has been ring fenced to cover our consultancy commitments.

6. PLANS FOR FUTURE PERIODS

This Annual Report focuses on our activities in 2020, the first year of our new five-year strategy, focusing on BIHR's unique role in enabling people and organisations to make positive social change through human rights. Our framework has not only stood the test of working in an emergency such as the pandemic, but has also enabled us to respond effectively, focused on our mission. The pandemic has forced BIHR to adapt to entirely new ways of online delivery. Despite an immensely challenging year new opportunities have also opened for the charity which we will learn from and develop in 2021 and beyond:

- ✓ **The significant need for basic human rights knowledge support**: This work can often be difficult to fund, with the focus on "bigger impact" projects; however, it is clear

that the foundations must continue to be laid. We must prioritise access to practical human rights information support to enable people to advocate for themselves and challenge serious risks to their rights in everyday life and work.

- ✓ **Integrating human rights support into existing campaigns and advocacy and partnership working:** We have partnered with over 50 groups, organisations, and bodies during 2020. The model of self-led and community groups bringing in BIHR to help shape existing work has been highly effective and has had a more immediate impact than if a "new" project were to be created. We must secure funding that will enable us to provide this support for free, rather than as a chargeable service; otherwise, those most in need of human rights advocacy support will be the ones least able to access it

- ✓ **Online and working directly with people**: Working online has enabled us to reach so many more people than we usually would. We have become more skilled up and developed digital confidence as an organisation. The staff team have developed innovative ways to deliver online sessions which incorporate different technical options and have enabled us to create a far more interactive and mutually beneficial experience than might otherwise be the case using digital technology. We have shared our good practice with CAST (Centre for Acceleration of Social Technology) on "keeping the human touch" whilst delivering support online (available here). Digital delivery has also made it much easier to work with frontline staff, who are often working in emergency or high pressure situations, and where releasing staff to access our support can be challenging as the services still need to run. There has also been a marked decrease in travel and its associated impact on BIHR's team, as well as an increase in our work in devolved nations. We will continue to develop our digital delivery model.

- ✓ **Prioritising our digital development:** Through developing the domestic abuse survivor pathway for Know Your Human Rights, we have learned much about digital confidence and delivery. Our websites - both the KYHR self-advocacy sites and BIHR's main site - must be fit for purpose as we prioritise our digital delivery model.

- ✓ **Easy Read and accessible materials:** Through our increased direct work we also know the importance of producing as much of our work as possible in Easy Read, so that it is accessible to the people we are supporting, and whose experiences we are sharing at the policy level. We have approached this by 1) building our internal capacity to develop Easy Read; and 2) paying an established self-led group of people with learning disabilities to provide Easy Read proofing and editing. This is a model we are very keen to continue and will prioritise in our funding applications.

- ✓ **Growing our experience-led research and policy model:** Whilst our communities of practice are still in their infancy, we believe there is significant potential to develop these in 2021. We have found our model for research workshops, developed through our DNAR work, to be very successful. At the start of 2021 we have already used this model to involve over 400 people directly in our work on the Review of the Human Rights Act and are developing similar work with NSUN (National Survivor User Network) to respond to proposals to change the Mental Health Act.

7. STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

A. Trustee selection methods

New trustees are appointed by existing trustees, who use a variety of methods, including open advertising and search and selection, depending on the needs of the organisation. Trustees serve for a term of three years and are eligible for re-appointment. There were no changes to the Trustee Board in 2020. The full list of Trustees and Staff at BIHR during 2020 is available on pages four and five.

B. Trustee responsibilities

The trustees meet quarterly, with additional meetings as required. Trustees determine pay and remuneration for key management personnel on the advice of the Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status.

The ongoing management of the charity is delegated to the Director. In 2020 activities were delivered mainly through the work of on average six staff members, supported by trustees.

8. TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and

- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 26 July 2021 and signed on their behalf.

Sir Nicolas Bratza
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

The British Institute of Human Rights
(A company limited by guarantee)

Independent Examiner's Report
To the Trustees Of The British Institute Of Human Rights

I report to the trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland

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 financial statements to be reached.

FJC.

Francis Corbishley FCA
Independent Examiner
Nicholas House
River Front
Enfield
Middlesex
EN1 3FG

Dated: 26 July 2021

The British Institute of Human Rights
(A company limited by guarantee)

Statement of Financial Activities
(including income and expenditure account)
31 December 2020

	Notes	Unrestricted Fund 2020 £	Restricted Fund 2020 £	**Total Funds 2020 £**	Total Funds 2019 £
INCOME:					
Donations	3	162,160	26,025	**188,185**	59,965
Charitable activities	4	104,415	19,036	**123,451**	220,514
Investment income		-	-	**-**	1
TOTAL INCOME		266,575	45,061	**311,636**	280,480
EXPENDITURE:					
Raising funds		55	-	**55**	154
Charitable activities		176,595	58,838	**235,433**	275,324
TOTAL EXPENDITURE	5	176,650	58,838	**235,488**	275,478
NET INCOME/(DEFICIT)		89,925	(13,777)	**76,148**	5,002
RECONCILIATION OF FUNDS					
Funds bought forward at 1 January 2020		53,562	28,868	**82,430**	77,428
Total funds balance carried forward at 31 December 2020		143,487	15,091	**158,578**	82,430

There were no recognised gains or losses for 2020 or 2019 other than those included in the Statement of Financial Activities. All income and expenditure is derived from continuing activities.

The notes on pages 31 to 43 form part of these financial statements

The British Institute of Human Rights
(A company limited by guarantee)

Company number:04978121
Balance Sheet
31 December 2020

	Notes	2020			2019	
		£	£	£	£	
FIXED ASSETS						
Tangible assets	10			-		-
CURRENT ASSETS:						
Debtors	11	**12,828**			11,024	
Cash at bank	12	**163,096**			95,894	
		175,924			106,918	
CURRENT LIABILITIES:						
Creditors:						
Amounts falling due within one year	13	**17,346**			24,488	
NET CURRENT ASSETS:				**158,578**		82,430
TOTAL ASSETS LESS CURRENT LIABILITIES:				**158,578**		82,430
FUNDS:						
Unrestricted income fund	14			**143,487**		53,562
Restricted income funds	15			**15,091**		28,868
				158,578		82,430

For the year ending 31 December 2020, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP

Approved by the Trustees on 26 July 2021 and signed on their behalf by

Sir Nicolas Bratza
Chair and Trustee

Mark Hilton
Honorary Treasurer and Trustee

The notes on pages 31 to 43 form part of these financial statements

1 ACCOUNTING POLICIES

The British Institute of Human Rights is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given on page 2.

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

a) Basis of preparation

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

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

The financial statements are prepared in sterling which is the functional currency of the charity.

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

The presentation currency is £ sterling. Amounts are rounded to the nearest £.

b) Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The Covid-19 pandemic initially had an impact on the charity's fundraising income through training and consultancy. However, this has been largely offset by developing new digital delivery solutions, responding to the need for new consultancy specifically focused on human rights law and pandemic responses, and by established grant funders providing additional emergency support and/or permitting reallocation of restricted funds to core funding. In addition, several significant new grants from Trusts and Foundations, supporting Covid response work, were secured. There are no material uncertainties affecting the current year's accounts. In future years, the key risks to the charity are likely to be less certainty around grant funding as Trusts and Foundations move away from pandemic response to recovery and normalisation; BIHR's fundraising approach is accounting for this and consolidating consultancy income with new digital support.

c) Income

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

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

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

Income received in advance is deferred until the criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

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

e) Interest receivable

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

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Operating leases

The charity had no operating leases in the year.

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

j) Tangible fixed assets

Individual fixed assets costing more than £500 are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset Category

Office equipment	– straight line over 4 years
Office furniture	– straight line over 5 years

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

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

n) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the plant and equipment, and note 1.J for the useful economic lives for each class of assets.

Contributions in kind
The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

p) Employee benefits

- **Short term benefits**
  Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

- **Employee termination benefits**
  Termination benefits are accounted for on an accrual basis and in line with FRS 102.

- **Pension scheme**
  The charity does not operate its own pension fund but did contribute to the personal pension plans of eligible employees. The pensions costs charged in the financial statements represent the contributions payable during the year.

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital.

3 INCOME FROM DONATIONS

	2020 £ General Fund	2020 £ Restricted Fund	**2020 £ Total**	2019 £ Total
Donations				
Bromley Trust	10,000	-	**10,000**	10,000
Comic Relief Recovering Funding	-	26,025	**26,025**	-
Joseph Rowntree Charitable Trust	70,236	-	**70,236**	44,950
The Fore	4,667	-	**4,667**	-
Three Guineas Trust	38,300	-	**38,300**	-
Tudor Trust	34,000	-	**34,000**	-
Other	4,957	-	**4,957**	5,015
	162,160	26,025	**188,185**	59,965

In 2019, all of the income from donations was attributable to the general fund.

4. INCOME FROM CHARITABLE ACTIVITIES

	Notes	2020 £ General Fund	2020 £ Restricted Fund	**2020 £ Total**	2019 £ Total
Grants for the provision of goods & services	4a	-	19,036	**19,036**	45,560
Training, consultancy & contracts	4b	100,847	-	**100,847**	169,044
Other	4c	3,568	-	**3,568**	5,910
		104,415	19,036	**123,451**	220,514

Notes to the Financial Statements for the year ended 31 December 2020

		2020 £ General Fund	2020 £ Restricted Fund	**2020 £ Total**	2019 £ Total
4a	**Grants for the provision of goods & services**				
	Comic Relief Tech vs Abuse	-	19,036	**19,036**	23,795
	Legal Education Foundation	-	-	**-**	19,765
	London Catalyst	-	-	**-**	2,000
		-	19,036	**19,036**	45,560
4b	**Training, consultancy & contracts**				
	School of Law, Queen Mary University of London	30,000	-	**30,000**	30,000
	Tees, Esk & Wear Valley NHS Foundation Trust	11,057	-	**11,057**	63,000
	Open training courses	3,154	-	**3,154**	1,080
	Public sector training and consultancy	44,787	-	**44,787**	25,410
	Voluntary sector training and consultancy	10,704	-	**10,704**	12,586
	Other training and consultancy	-	-	**-**	31,025
	Reimbursed expenses	1,145		**1,145**	5,943
		100,847	-	**100,847**	169,044
4c	**Other**				
	Royalties, publishing & speaking fees	3,085	-	**3,085**	3,316
	Sale of resources	483	-	**483**	2,579
	Other	-	-	**-**	15
		3,568	-	**3,568**	5,910

In 2019 £45,560 of the income from charitable activities was attributable to the restricted fund and the remaining £174,954 was attributable to the general fund.

5. ANALYSIS OF TOTAL RESOURCES EXPENDED

Resources expended were as follows:

	Cost of fund raising	Expenditure on charities activities	**2020 Total**	2019 Total
	£	£	**£**	£
Staff costs	-	157,804	**157,804**	168,467
Programme Costs	-	15,690	**15,690**	24,217
Office expenses	-	19,777	**19,777**	30,393
Direct fundraising costs	55	-	**55**	154
Premises costs	-	30,000	**30,000**	30,000
Support costs	-	7,860	**7,860**	10,020
Direct governance costs	-	4,302	**4,302**	12,227
	55	235,433	**235,488**	275,478

6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

	Support Costs	Governance costs	**2020 Total**	2019 Total
	£	£	**£**	£
Independent Examination	-	2,142	**2,142**	2,184
Management committee expenses	-	-	**-**	205
Payroll and accounting services	7,860	2,160	**10,020**	10,020
Independent Strategic Review	-	-	**-**	9,550
Other governance costs	-	-	**-**	288
	7,860	4,302	**12,162**	22,247

7. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs included the following:

	2020	2019
	£	£
Gross salary	**145,404**	155,266
Employer's national insurance	**10,263**	11,520
Employer's pension contributions	**2,137**	1,681
	157,804	168,467

The average number of employees during the year was six (2019: six)

There were no employees with emoluments above £60,000.

The charity does not operate its own pension fund but did contribute to the personal pension plans of six (2019: seven) employees.

The key management personnel comprise the trustees and the director. The total employee benefits of the key management personnel of the charity were £56,010 (2019: £55,715).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No expenses were paid to the trustee in the year (2019: £205 to one trustee).

8. GOVERNMENT GRANTS

Income from government grants comprises income to further the charities objectives. See note 4 for further details of these grants.

9. CORPORATION TAXATION

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

10. TANGIBLE FIXED ASSETS

Fixtures & Fittings and Computer Equipment

	£
COST:	
At 1 January 2020	30,734
Additions in the year	-
At 31 December 2020	30,734
DEPRECIATION:	
At 1 January 2020	30,734
Charge for the period	-
At 31 December 2020	30,734
NET BOOK VALUE:	
At 31 December 2020	-
At 31 December 2019	-

11. DEBTORS

	2020 £	2019 £
Debtors	**10,411**	8,475
Other debtors	**2,417**	2,549
	12,828	11,024

12. CASH AT BANK

	2020 £	2019 £
CAF account	**161,616**	94,717
Barclays bank	**1,480**	1,080
Petty cash	**-**	73
Stripe	**-**	24
	163,096	95,894

13. CREDITORS

	2020	2019
	£	£
Trade creditors	**1,370**	498
Accruals	**11,327**	9,935
Social security	**3,842**	13,085
Other creditors	**807**	970
	17,346	24,488

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2020	Fixed Assets	Net Current Assets	**2020 Total**	2019 Total
	£	£	**£**	£
Unrestricted Funds	-	143,487	**143,487**	53,562
Restricted Funds	-	15,091	**15,091**	28,868
Net assets	-	158,578	**158,578**	82,430

2019	Fixed Assets	Net Current Assets	2019 Total	2018 Total
	£	£	£	£
Unrestricted Funds	-	53,562	53,562	40,350
Restricted Funds	-	28,868	28,868	37,078
Net assets	-	82,430	82,430	77,428

15. FUNDS

The funds of the charity include restricted funds comprising the unexpended balances of donations and grants held on trust to be applied to specific purposes. Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Notes to the Financial Statements for the year ended 31 December 2020

2020	Balance at 1 Jan 2020	Income 2020	Expenditure 2020	Balance at 31 Dec 2020
	£	£	£	£
Restricted Funds				
Comic Relief Recovering Funding	-	26,025	26,025	-
Comic Relief Tech vs Abuse	19,828	19,036	30,579	8,285
Co-op Local Community Fund	4,702	-	-	4,702
The Law Society Charity	363	-	-	363
Legal Education Foundation	1,975	-	234	1,741
London Catalyst	2,000	-	2,000	-
Total Restricted Funds	28,868	45,061	58,838	15,091
Unrestricted Funds	53,562	266,575	176,650	143,487
Total Funds	**82,430**	**311,636**	**235,488**	**158,578**

2019	Balance at 1 Jan 2019	Income 2019	Expenditure 2019	Balance at 31 Dec 2019
	£	£	£	£
Restricted Funds				
Comic Relief Tech vs Abuse	-	23,795	3,967	19,828
Co-op Local Community Fund	4,702	-	-	4,702
The Law Society Charity	7,500		7,137	363
Legal Education Foundation	22,676	19,765	40,466	1,975
London Catalyst	-	2,000	-	2,000
Matrix Chambers	2,200	-	2,200	-
Total Restricted Funds	37,078	45,560	53,770	28,868
Unrestricted Funds	40,350	234,920	221,708	53,562
Total Funds	77,428	280,48	275,478	82,430

Name of restricted fund	Description, nature and purposes of the fund
Comic Relief Recovering Funding	Provided flexible funding to support us to adapt and respond to the challenges Covid-19 between July and December 2020
Comic Relief: Tech vs Abuse	The Comic Relief (with Esmée Fairbairn Foundation and The Clothworkers Foundation) Tech vs Abuse funding is enabling BIHR to work with domestic abuse groups and survivors to develop our Know Your Human Rights digital tool with a pathway to assist women to rebuild their lives by advocating for their human rights in their interactions with public services.
Co-op Local Community Fund	This funding is supporting BIHR to hold free learning events on mental health and human rights in Tower Hamlets, ensuring the local people's human rights are respected and protected when they need mental health support.
The Law Society Charity	Law Society Charity: This charitable fund, set up by the Law Society (but independent of it) makes grants to a range of organisations to further law and justice. This grant is supporting BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services. It is also enabling us to hold a number of sessions in communities in England to enable local community groups to increase their knowledge and understanding of the law and how to use this to secure justice in everyday discussions with public services.
Legal Education Foundation	This charity is dedicated to the advancement and support of legal education in the UK, and provides a range of grants. The grant to BIHR focuses on developing a new online human rights tool which will support advocacy with and for people with mental health and/or capacity issues to use human rights legal language to secure dignified and fair care and treatment.
London Catalyst	This funding is contributing to BIHR's activities to support Londoners with lived experience of learning disabilities, Autism and/or mental health to benefit from their human rights.

16. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 December 2020 or the year ended 31 December 2019.