



**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)**

<b>Company Number:</b>	<b>04978121</b>
<b>Charity Number:</b>	<b>1101575</b>

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

**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	Barclays Bank PLC
West Malling, Kent, ME19 4TA	PO Box 289, Leicestershire, LE87 2BB

**SOLICITORS**

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

**WEBSITE ADDRESS:** [www.bihhr.org.uk](http://www.bihhr.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,

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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 **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.**”

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.

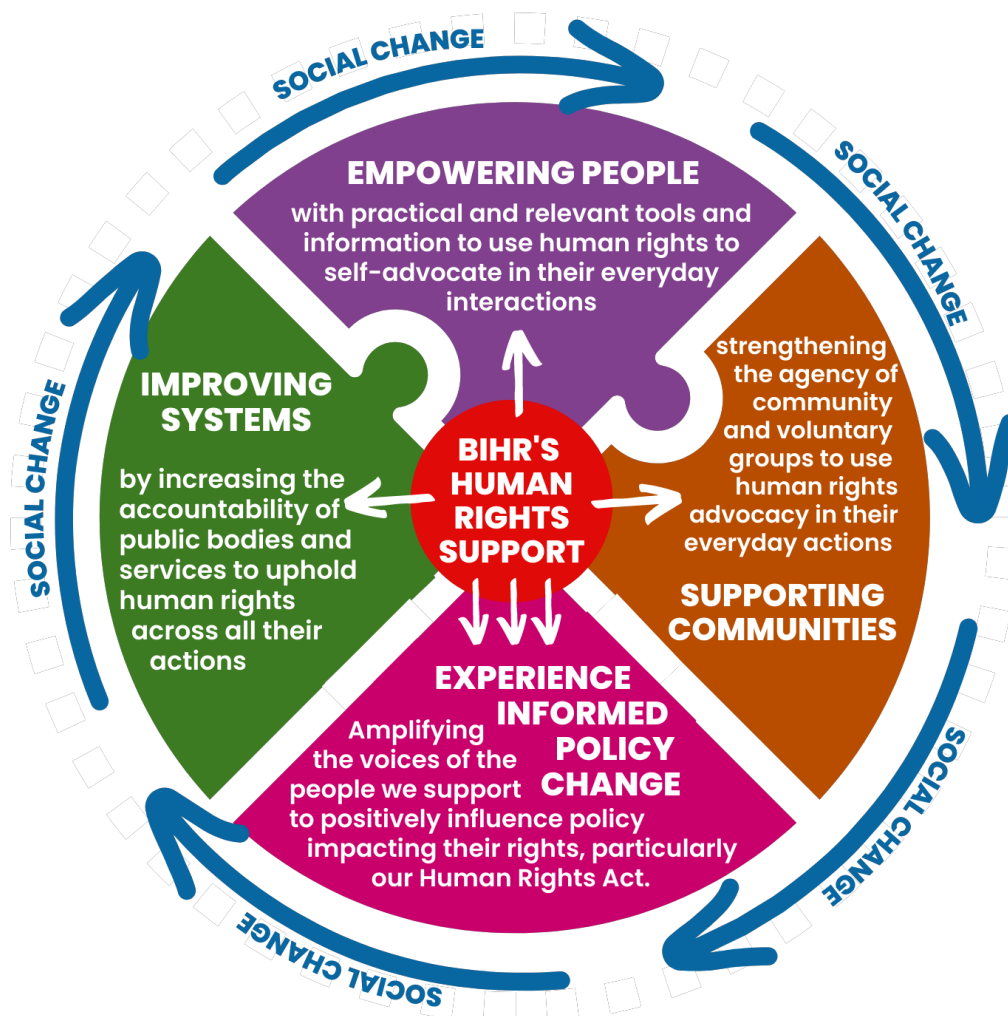
**BIHR's mission** is to support people and organisations to use human rights advocacy and approaches in their everyday life to achieve positive social change.

## **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.

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

**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.

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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.

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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.

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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:

<b>FOCUSED</b>	<b>KNOWLEDGEABLE</b>	<b>INSIGHTFUL</b>	<b>APPROACHABLE</b>
<b>COMMITTED TO HUMAN RIGHTS</b>	<b>PASSIONATE</b>	<b>INFORMATIVE</b>	<b>FUN</b>
<b>INSIGHTFUL</b>	<b>COMPETENT</b>	<b>EFFICIENT</b>	<b>ESSENTIAL</b>
			<b>EDUCATIONAL</b>

We were able to launch our new site, look and feel in time for Human Rights Day, December 10<sup>th</sup>, [www.bihhr.org.uk](http://www.bihhr.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 8<sup>th</sup> 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



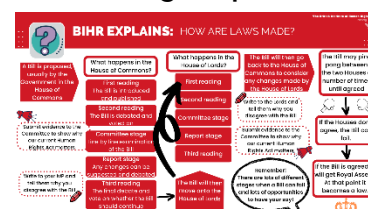
### Using human rights: a resource for Hopscotch staff

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).



## 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.

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022



### 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



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.

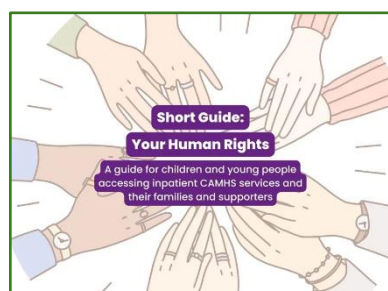
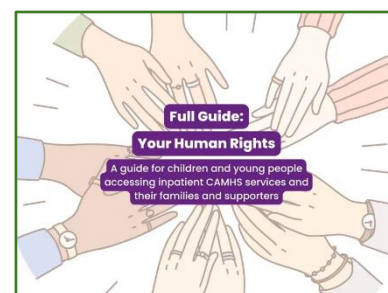
This programme also included ring fenced funding specifically to provide support to children and young people, their loved ones, and supporters. It became clear that workshops were not the most effective means of upskilling people in their rights, so our Lived Experience Experts developed a set of specific 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



“I think it's invaluable to have a person with lived experience as part of the training team as they bring a different perspective and give us an understanding of the impact of actions. Thank you Hanna!”



## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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 Not 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.

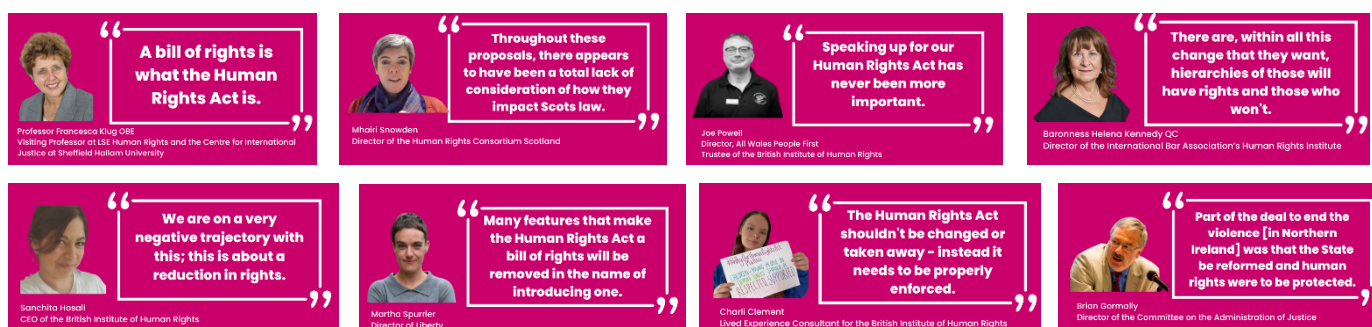
**THE DIFFERENCE IT MAKES:** Through our work we have supported people across the UK to be heard in these debates, to speak up for the Human Rights Act, and to resist the Bill of Rights Bill. We supported several hundred responses from individuals to the Government consultation, as well as working in 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. Vitrally, 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 Snowden (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

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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

**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.

- |   |  |
|---|--|
| ➤ <a href="#">Key Concerns: Proportionality</a>                     | ➤ <a href="#">Key Concerns: The Reform Process</a>           |
| ➤ <a href="#">Key Concerns: The HRA &amp; Other Laws</a>            | ➤ <a href="#">Key Concerns: Briefing for Public Bodies</a>   |
| ➤ <a href="#">Key Concerns: Rights to Private &amp; Family Life</a> | ➤ <a href="#">Guide: Speaking about the Human Rights Act</a> |
| ➤ <a href="#">Key Concerns: Positive Obligations</a>                |  |

**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:

- |  |  |
|--|--|
| ➤ <a href="#">Need-to-Know: Removing the duty to consider ECtHR case law</a>                           | ➤ <a href="#">Need-to-Know: Weakening our right to private &amp; family life</a> |
| ➤ <a href="#">Need-to-Know: Removing statements of compatibility with human rights</a>                 | ➤ <a href="#">Need-to-Know: Adding a right to trial by jury</a>                  |
| ➤ <a href="#">Need-to-Know: Picking and choosing who gets accountability for human rights breaches</a> | ➤ <a href="#">Need-to-Know: Limiting freedom of expression</a>                   |
|  | ➤ <a href="#">Need-to-Know: Reducing the principle of proportionality</a>        |

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

- [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:

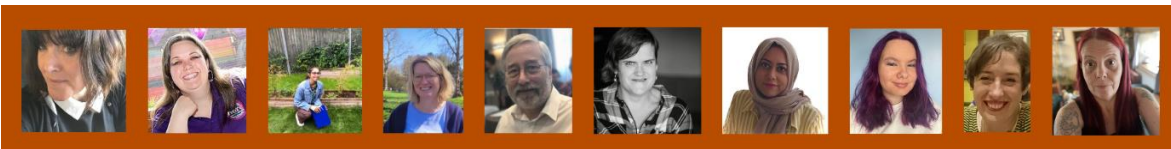


- Supported a debate in the House of Lords in July 2022 on the practical impact of the HRA, focusing on the positive rather than the negatives of the Bill that this puts this at risk. Many peers shared a range of our stories.
- Working with peers over the summer also led to the first debate back in September 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

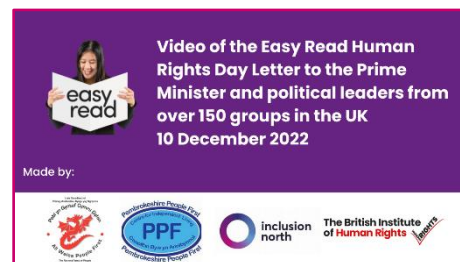
Global Human Rights Day, 10 December, is an important point in BIHR's calendar each year, providing a positive and proactive point to bring together civil society to speak up for the Human Rights Act in the UK. This year, with the genuine risk that our legal framework could be scrapped, it was especially 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:

"We haven't had to actually go to the court because as soon as we cite the Articles and how it's affecting the service user...within a maximum of two days, they come back with a positive answer"

**Fairuz & Isabelle:**  
**Hopscotch Women's Centre**

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

"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 & Lucy:**  
**Pembrokeshire People First**

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.

"The feedback from course participants was beyond all reasonable expectations...This learning is, we believe, going to be essential for any recovery organisation to fully support its members"

**Tom: Scottish**  
**Recovery Consortium**

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

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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 Bromley Trust
- The Joseph Rowntree Charitable Foundation
- The Baring Foundation
- The John Ellerman 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 charitable 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

## TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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 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.

**TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2022**

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**

# **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.

A handwritten signature in blue ink, appearing to be "FC" followed by a stylized flourish.

Francis Corbishley FCA  
Independent Examiner  
Moore Northern Home Counties  
Nicholas House  
River Front  
Enfield  
Middlesex  
EN1 3FG

Dated: 17/08/2023

**STATEMENT OF FINANCIAL ACTIVITIES**  
(including income and expenditure account)  
31 December 2022

		Unrestricted Fund	Restricted Fund	Total Funds	Total Funds
	Notes	2022 £	2022 £	2022 £	2021 £
<b>INCOME:</b>					
Donations	3	143,344	-	<b>143,344</b>	108,603
Charitable activities	4	292,307	53,613	<b>345,920</b>	175,092
Investment income		506	-	<b>506</b>	3
<b>TOTAL INCOME</b>		<u>436,157</u>	<u>53,613</u>	<u><b>489,770</b></u>	<u>283,698</u>
<b>EXPENDITURE:</b>					
Raising funds		-	-	-	8
Charitable activities		400,316	44,214	<b>444,530</b>	313,341
<b>TOTAL EXPENDITURE</b>	5	<u>400,316</u>	<u>44,214</u>	<u><b>444,530</b></u>	<u>313,349</u>
<b>NET INCOME/(DEFICIT)</b>		35,841	9,399	<b>45,240</b>	(29,651)
Transfer between funds		-	-	-	-
<b>RECONCILIATION OF FUNDS</b>					
Funds brought forward at 1 Jan 2022		<u>123,861</u>	<u>5,066</u>	<u><b>128,927</b></u>	<u>158,578</u>
<b>Total funds balance carried forward at 31 December 2022</b>		<u><u>159,702</u></u>	<u><u>14,465</u></u>	<u><u><b>174,167</b></u></u>	<u><u>128,927</u></u>

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
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	10		-		-
<b>CURRENT ASSETS:</b>					
Debtors	11	54,032			29,769
Cash at bank	12	302,695			214,931
		<u>356,727</u>			<u>244,700</u>
<b>CURRENT LIABILITIES:</b>					
Creditors:					
Amounts falling due within one year	13	<u>182,560</u>			<u>115,773</u>
<b>NET CURRENT ASSETS:</b>			<u>174,167</u>		<u>128,927</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES:</b>			<u>174,167</u>		<u>128,927</u>
<b>FUNDS:</b>					
Unrestricted income fund	14	159,702			123,861
Restricted income funds	15	<u>14,465</u>			<u>5,066</u>
			<u>174,167</u>		<u>128,927</u>

- 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 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
<b>Donations</b>				
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
	<u>143,344</u>	<u>-</u>	<u>143,344</u>	<u>108,603</u>

### 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
		<u>292,307</u>	<u>53,613</u>	<u>345,920</u>	<u>175,092</u>

	2022 £ General Fund	2022 £ Restricted Fund	2022 £ Total	2021 £ Total
<b>4a Grants for the provision of goods &amp; services</b>				
Baring Foundation (Community Programme)	-	33,333	33,333	-
Baring Foundation (Parliamentary Campaign)	-	20,280	20,280	-
Comic Relief Tech vs Abuse	-	-	-	4,760
	<u>-</u>	<u>53,613</u>	<u>53,613</u>	<u>4,760</u>

<b>4b</b>	<b>Training, consultancy &amp; contracts</b>				
	Lancashire and South Cumbria NHS Foundation Trust	25,360	-	25,360	-
	Midlothian Health and Social Care Partnership	4,000	-	4,000	-
	NHS England & Improvement School of Law, Queen Mary University of London	94,268	-	94,268	86,975
	Scottish Recovery Consortium	-	-	-	20,100
	Sheffield Health and Social Care NHS Foundation Trust	37,000	-	37,000	-
	Somerset County Council	25,750	-	25,750	-
	Tees, Esk & Wear Valley NHS Foundation Trust	19,290	-	19,290	-
	The National Development Team for Inclusion (NDTi)	47,200	-	47,200	21,411
	Wakefield Council	10,540	-	10,540	-
	Other public sector training and consultancy	4,500	-	4,500	11,075
	Other voluntary sector training and consultancy	17,200	-	17,200	23,960
	Other training and consultancy	4,645	-	4,645	5,300
	Reimbursed expenses	240	-	240	-
		417	-	417	131
		<u>290,409</u>	<u>-</u>	<u>290,409</u>	<u>168,592</u>
<b>4c</b>	<b>Other</b>				
	Royalties, publishing & speaking fees	1,690	-	1,690	1,325
	Sale of resources	208	-	208	55
		<u>1,898</u>	<u>-</u>	<u>1,898</u>	<u>1,380</u>

## 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
	<u>--</u>	<u>444,530</u>	<u>444,530</u>	<u>313,349</u>

## 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	-	115	115	-
Expenses				
Payroll and accounting	5,568	2,160	7,728	7,644
services				
Other	-	13	13	26
	<u>5,568</u>	<u>4,594</u>	<u>10,162</u>	<u>9,967</u>

## 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
	<u>346,448</u>	<u>236,330</u>

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

	£
<b>COST:</b>	
At 1 January 2022	30,734
Additions in the year	-
At 31 December 2022	<u>30,734</u>
<b>DEPRECIATION:</b>	
At 1 January 2022	30,734
Charge for the period	-
At 31 December 2022	<u>30,734</u>
<b>NET BOOK VALUE:</b>	
At 31 December 2022	-
At 31 December 2021	<u>-</u>

## 11. DEBTORS

	2022	2021
	£	£
Debtors	53,850	28,110
Other debtors & prepayments	182	1,659
	<u>54,032</u>	<u>29,769</u>

## 12. CASH AT BANK

	2022	2021
	£	£
CAF account	300,405	213,101
Barclays bank	2,290	1,830
	<u>302,695</u>	<u>214,931</u>



### 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
	<u>182,560</u>	<u>115,773</u>

### 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
<b>Net assets</b>	<u>-</u>	<u>174,167</u>	<u>174,167</u>	<u>128,927</u>

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
<b>Net assets</b>	<u>-</u>	<u>128,927</u>	<u>128,927</u>	<u>158,578</u>

## 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
	£	£	£		£
<b>Restricted Funds</b>					
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
<b>Total Restricted Funds</b>	<u>5,066</u>	<u>53,613</u>	<u>(44,214)</u>	<u>-</u>	<u>14,465</u>
<b>Unrestricted Funds</b>	<u>123,861</u>	<u>436,157</u>	<u>(400,316)</u>	<u>-</u>	<u>159,702</u>
<b>Total Funds</b>	<u><b>128,927</b></u>	<u><b>487,770</b></u>	<u><b>(444,530)</b></u>	<u><b>-</b></u>	<u><b>174,167</b></u>
2021	Balance at 1 Jan 2021	Income 2021	Expenditure 2021	Transfer	Balance at 31 Dec 2021
	£	£	£		£
<b>Restricted Funds</b>					
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)	-
<b>Total Restricted Funds</b>	<u>15,091</u>	<u>4,760</u>	<u>(13,188)</u>	<u>(1,597)</u>	<u>5,066</u>
<b>Unrestricted Funds</b>	<u>143,487</u>	<u>278,938</u>	<u>(300,161)</u>	<u>1,597</u>	<u>123,861</u>
<b>Total Funds</b>	<u><b>158,578</b></u>	<u><b>283,698</b></u>	<u><b>(313,349)</b></u>	<u><b>-</b></u>	<u><b>128,927</b></u>

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
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.