

REGISTERED COMPANY NUMBER: 03388001 (England and Wales)
REGISTERED CHARITY NUMBER: 1104056

Report of the Trustees and
Financial Statements for the Year Ended 30 June 2022
for
KICK IT OUT

Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

KICK IT OUT

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**Report of the Trustees
for the Year Ended 30 June 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2022. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their power or duties. The Public benefit of the Charity's activities are outlined under 'Objectives and Activities'.

STRATEGIC REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Membership

Kick It Out is a company limited by guarantee and was incorporated on 12th June 1997 and registered as a charity on 1st June 2004. The Charity was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

The members include:

- The Football Association
- The Professional Footballers' Association
- The Premier League
- The English Football League

Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up. The total number of such guarantees at 30th June 2022 was 7 (2021: 8). The Trustees are members of the charity and this entitles them to voting rights.

Recruitment and appointment of new trustees

Trustees are appointed by the members, who may also determine the number of Trustees from time to time.

Each of the Football Association, the Professional Footballers' Association, the Premier League and the English Football League are entitled to appoint, remove and replace one Trustee. No employees of the Charity are eligible to be elected as a Trustee.

Organisational structure

Kick It Out is managed through a Board of Trustees, chaired by Sanjay Bhandari who was appointed as Chair in September 2019.

The organisation has established additional guidance groups, including a Player's Advisory Board, Antisemitism Working Group and Qatar Working Group - which focused around the Qatar 2022 men's World Cup. These groups include representatives from partner organisations including, the professional leagues, stakeholders in the game, and other third sector organisations. They are all independently chaired and feed into the Trustees meetings.

At the year end the charity employed 21 members of staff.

Induction and training of new trustees

Upon appointment new trustees are provided with the most recent audited financial statements and copies of the previous year's minutes of Trustees' meetings. In addition new Trustees are given a briefing by the secretary on the Charity's policies and procedures. Further training requirements are assessed on the basis of need. Trustees are made aware of the availability of training courses to help them perform their role to the standards recommended by the Charity Commission.

**Report of the Trustees
for the Year Ended 30 June 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

Just under half of the funding received in the year was from four organisations that are members of the Charity and are each represented by a Trustee.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

To assist in doing this a risk assessment exercise has been undertaken which analyses risks in the areas of governance and management, operations, finance and risks from external factors.

These risk areas are regularly reviewed by the Trustees.

1 Financial Risk

The organisation, which has historically been core funded through the football bodies, has now begun to expand its funding base; this will be a key focus for 2023 and beyond.

2 Reputational Risk

Kick It Out's profile remains high within the media. To maintain this the organisation has undertaken a brand, marketing and communications review and plans to restructure the communications department to ensure the organisation enhances its profile setting and develops its reputation both inside and outside of football.

Kick It Out is working to develop further media partners to work collaboratively on campaigns. The Board also has four independent Trustees with expertise in law, fan engagement, the media, politics and professional football to ensure that the organisation maintains its strong and considered reputation.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03388001 (England and Wales)

Registered Charity number

1104056

Registered office

PO Box 6963
Nuneaton
CV11 9PA

Trustees

Ms Katherine Grace Allen
James Alexander MacDougall
John Edward Nagle
Sanjay Bhandari - Chair
Cindy Butts (resigned 16.12.21)
Kevin Miles
Christina Paouros
Simone Pound

Company Secretary

Anthony Burnett

**Report of the Trustees
for the Year Ended 30 June 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors

Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

**Report of the Trustees
for the Year Ended 30 June 2022**

OBJECTIVES AND ACTIVITIES

Since 1993, Kick It Out has been at the heart of the fight against discrimination in football, leading the charge for positive change. Moving forward, Kick It Out will explore supporting other sports, provided these are funded independently of football. In January 2022, we announced an exploratory partnership with the England and Wales Cricket Board (ECB), to identify and address issues of equality, diversity and inclusion (EDI) within cricket, and work in this area is ongoing.

Kick It Out will continue to lead the fight with a clear purpose and vision:

To support words with action, providing long-term solutions and tangible acts

To challenge ignorance and inequality, providing a voice for any individual or organisation

To educate, inform and direct our audience, giving them the tools for change

To mobilise and empower our allies so that our message becomes theirs

To confront all issues, from the dressing-room to the boardroom

Voice. Skills. Talent.

The heart of our new strategy.

•Voice: We'll amplify unheard voices, lead debates on fighting discrimination and advocate for change

Through our working groups we'll drive progress on issues like antisemitism and homophobia. We'll guide best practice on equality, diversity and inclusion in sport. And we'll work with partners to lead football's response to online abuse, lobbying MPs to make sure the Online Safety Bill lives up to its name.

•Skills: We'll create understanding and build knowledge

Through our digital learning platform, we'll make it easier for elite clubs, grassroots teams and everyone in between to learn how to fight discrimination. And we'll scale up our fan education programme, to help more people found guilty of abuse to kick it out for good.

•Talent: We'll inspire opportunity and connect it with unseen talent

Battling inequality means creating more chances for people from every background. So we'll foster talent through initiatives like Raise Your Game, which helps people at every stage of their sporting careers develop new skills and confidence.

•A new identity to get fans on our side

Our determination to get abuse out of sport shines through the new brand identity we launched in 2022. It's a bold new look and tone - with a football-shaped logo to make fans feel prouder than ever to see Kick It Out on their shirts. We owe a big thanks to the Sky Creative Agency for bringing our creative vision to life.

ACHIEVEMENTS AND PERFORMANCE

We're growing fast online

- Twitter followers: 94364 (up 1163)
- Facebook likes: 16724 (up 203)
- Instagram followers: 17872 (up 1745)
- LinkedIn followers: 4432 (up 995)

1.1 Policy work

We continue to lead discussions in football around equality, diversity and inclusion and work closely with those in government to try and find pragmatic policy solutions to ensure the game is inclusive for all.

1.1.1 Fan Led Review

1.1.1.1 We submitted a series of recommendations to the Fan Led Review and worked closely with government leads to ensure these were considered in the process moving forward.

1.1.1.2 We took part in a Joint Select Committee around the review to give oral evidence on what changes we want football to make to ensure equality, diversity and inclusion is a part of any changes moving forward.

**Report of the Trustees
for the Year Ended 30 June 2022**

1.1.2 Online Safety Bill

1.1.2.1 We have consistently lobbied for our recommendations to remain part of the Online Safety Bill to ensure it best protects those who work in, play or watch football.

1.1.2.2 We took part in a Joint Select Committee in September 2021, to submit oral evidence of the recommendations we put forward to be included in the Bill. Our Chair Sanjay Bhandari also met with the Public Bill Committee in the summer of 2022 to represent the whole of football and reiterate our recommendations for the Bill, as well as providing evidence of the level of online abuse those involved in football face daily.

1.1.2.3 We published an open letter in November 2022 to the social media companies, asking them to act now to protect their users.

1.1.2.4 We established a Football Online Hate Working Group in January 2021, which still runs to this day, and brings together organisations across football, alongside law enforcement and the social media companies, to build practical interventions.

1.2 Academy education

Thanks to our Equality Inspires and Life Skills programmes, in 2021/22 hundreds of the best young footballers found out how they can kick discrimination out of sport.

Through Equality Inspires - our programme for Premier League academy players - and Life Skills - our programme for EFL academies - almost 2,500 young footballers spent time learning about discrimination in 2021/22.

Ranging from under-9s to under-23s, players learned and talked about:

- The history of discrimination in sport
- The Equality Act and how it protects people from discrimination
- Types of abuse on and off the pitch
- Discrimination on social media
- Dealing with abuse during matches
- The impact music and popular culture can have on negative stereotypes.

Parents and staff come to the sessions too, because everyone connected to a club can help make it a more inclusive place. What really stood out in 2021/22 was players' willingness to engage in discussions. Their openness and honesty suggested the growing focus on fighting inequality is already paying off.

Now we need to expand our academy education even further - as we keep fighting to make sure the future has no place for abuse.

1.3 Raise Your Game

We're bringing back our Raise Your Game programme to support people from every background to thrive in non-playing roles. We're soon to launch an online Raise Your Game hub to help people from underrepresented groups find events, placements and the latest vacancies. And keep an eye out for RYG events returning in a big way in 2022/23.

2021/22 in numbers

We reached

- 700 Premier League academy players
- 1800 EFL academy players
- 11 age groups, from under-9 to under-23

1.3 Player Advisory Board

2021/22 was the first year of our Player Advisory Board, which gave us a unique insight into the impact of discrimination at the top of the game.

**Report of the Trustees
for the Year Ended 30 June 2022**

The 12 current and former players on our new Advisory Board were an inspiration throughout the year. Despite juggling multiple commitments - and in some cases serious injuries - they shaped our thinking on how to support senior players more effectively and influence the wider football community.

Anita Asante spoke to our team throughout 2021/22 about the impact of her retirement and how she hopes her legacy will inspire future players.

Rhian Brewster reiterated his eagerness to play a central role on the Board, but then needed to focus on injury rehab. Recover well, Rhian!

Holly Morgan shared her ideas on how to get more black and mixed heritage women involved and included in football.

Yan Dhanda was largely focused on his move to the Scottish Premier League and actually sought support from Kick It Out. We're always here - for everyone who needs us.

Gilly Flaherty shared a wide range of great ideas on increasing LGBTQ+ inclusion and promoting mental health.

Joe Jacobson was in touch throughout the season and spoke passionately during the Henry Jackson Society's virtual debate on antisemitism in football.

Renee Hector met with Kick It Out but then needed to focus on recovering from a serious injury. We're all thinking of you, Renee.

Mal Benning shared his determination to fight racism and push for South Asian inclusion with us.

Danny Mills and Anwar Uddin met with us to help produce an anti-racism brochure in partnership with the Football Supporters' Association. Danny also included a page on Kick It Out in the player welcome pack at his club, Dulwich Hamlet.

Marcus Gayle began working as a club ambassador at Brentford and now leads all of the club's equality, diversion and inclusion sessions for players.

We'd like to thank all of our Player Advisory Board members. We're looking forward to achieving even more together in 2022/23.

1.4 Fan Education

In 2021/22 we worked one-to-one with dozens of people found guilty of abuse, helping them see the damage they cause and why it has to end.

Football can't ban its way out of discrimination. We need to constantly call out and challenge the mindsets that lead to abuse - and our fan education sessions are a vital way of doing it.

Fans are referred to us by clubs, police and the courts. They have usually been given a warning or ban or prosecuted for discrimination, either in stadiums, on the way to games or online. In 2021/22, we ran 42 one-to-one education sessions - more than double the number in 2020/21. The fans involved had discriminated based on people's race and ethnicity, sexual orientation or religion and beliefs - or a combination of these.

Each education session is bespoke but we always help abusers see why their behaviour is so damaging to individuals and communities. Often we'll look at subjects like impulse control, anger management and hate crime legislation.

**Report of the Trustees
for the Year Ended 30 June 2022**

Our sessions are increasingly being used as part of conditional cautions, when offenders are required to meet certain conditions instead of being prosecuted. And in 2021/22 we built new links with Counter Terrorism Police, the Home Office Prevent Team and the National Probation Service. They are all now planning to refer fans to us, as we keep working to bring about the attitude change that will change sport forever.

2021/22 in numbers

- 42 one-to-one fan education sessions
- victim support sessions to fans who experienced abuse
- Links built with 14 new clubs, including 6 in the Premier League

1.5 Fans for Diversity

As pandemic restrictions lifted, we supported inspirational initiatives from fans who are determined to put inclusion first.

Launched in 2014 in partnership with the Football Supporters' Association, the Fans for Diversity campaign is all about creating matchday experiences that everyone can enjoy. It's a powerful way of encouraging clubs and fans to make sure everyone feels welcome - including people who might think football isn't for them.

Supporting fan- and community-led initiatives is a big part of it. Fans can apply for funding for their ideas, and we loved being able to get behind more projects last year as coronavirus restrictions eased.

Working with Nujum Sports, we supported projects to ensure football clubs and organisations are inclusive for Muslim players - including during the Ramadan fasting period. We supported the South Asians in Football Network and a Fans United project at Millwall that runs free football sessions to bring the local community together. And we worked with AFC Autism, a new initiative to help clubs provide the right support for neurodivergent fans.

Step by step, through practical, ambitious projects like these, we will make football a place that always embraces the power of diversity.

1.6 Grassroots

In 2021/22, we helped hundreds of grassroots clubs and leagues make sure everyone who turns up to play or watch knows they'll be welcomed with open arms.

Lifelong memories are made on grassroots pitches every weekend. At Kick It Out, we help clubs and leagues get everyone involved - whatever their ethnicity, sexuality, gender and age.

Our Equality Charter is at the heart of this work. Signing up to it shows clubs and leagues are committed to kicking out discrimination. In 2021/22, we delivered 118 workshops to grassroots organisations that have signed up, helping them develop equality policies and set up clear processes to report abuse. Over 200 clubs have now signed up to the Equality Charter.

We also supported 20 county FAs to audit their needs around equality, diversity and inclusion and produce action plans to fill in any gaps. And we delivered six workshops to county FAs looking to take the next steps in tackling discrimination.

To understand more about serious incidents of abuse at grassroots level, we worked with the FA and research agency 2CV to survey 3,000 people connected to grassroots clubs. Our findings will guide our work to make sure the right policies and regulations are in place to stop abuse and tackle abuse.

**Report of the Trustees
for the Year Ended 30 June 2022**

And in September 2022 we announced a powerful new partnership with Goals, the 5-a-side specialist. We're providing inclusion training to their staff, and grassroots clubs that have signed up to our Equality Charter will be able to access exclusive sessions at Goals' pitches. Game by game, at every level, we'll stop discrimination ruining sport.

FINANCIAL REVIEW

The results for the year are as set out in the Statement of Financial activities.

PLANS FOR FUTURE PERIODS

Getting ready to level up

Since 1993, Kick It Out has led the fight against discrimination in football. In 2021/22, to help us keep fighting and keep winning, we sharpened our vision and updated our brand identity.

Discrimination in football - and in sport more widely - has never been talked about more. Every player who's taken the knee has made sure of that. So has every fan who's stood up to abuse. But while we've made giant steps forward, hate, abuse and inequality persist in sport. And while that's still the case, we're not going anywhere.

So in 2022 we clarified exactly why we exist and what we want to achieve. We listened to people from a huge range of communities and backgrounds to understand the challenges we face - and how we can have the biggest impact. Based on what we learned, we published a new vision and strategy that now guide everything we do.

Our new vision:

- We will support words with action, providing long-term solutions and tangible acts
- We will challenge ignorance and inequality, providing a voice for any individual or organisation
- We will educate, inform and direct our audience, giving them the tools for change
- We will mobilise and empower our allies, so that our message becomes theirs
- We will confront all issues, from the dressing room to the boardroom.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Kick It Out for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 charitable company will continue in business.

**Report of the Trustees
for the Year Ended 30 June 2022**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Knox Cropper LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 23 March 2023 and signed on the board's behalf by:

Sanjay Bhandari - Chair - Trustee

Opinion

We have audited the financial statements of Kick It Out (the 'charitable company') for the year ended 30 June 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The Charity is required to comply with charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charity complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charity's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Stephen Anderson (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

23 March 2023

KICK IT OUT

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	2,211,756	-	2,211,756	1,991,641
Charitable activities	5				
Grassroots Football		-	80,000	80,000	80,000
Raise your game		250	131,000	131,250	500
Confidential Reporting		-	40,000	40,000	40,000
F.L. Life Skills		-	39,840	39,840	29,520
P.L. Equality Inspires		-	56,600	56,600	70,000
Cricket		-	100,000	100,000	-
Other trading activities	3	10,844	-	10,844	17,161
Investment income	4	99	-	99	221
Other income		-	-	-	75,746
Total		2,222,949	447,440	2,670,389	2,304,789
EXPENDITURE ON					
Raising funds	6	17,168	-	17,168	217,354
Charitable activities	7				
Professional Game		-	-	-	148,375
Grassroots Football		68,013	80,000	148,013	218,229
Raise your game		44,071	131,000	175,071	140,591
Fans Programme		92,910	-	92,910	97,863
Confidential Reporting		188,124	40,000	228,124	303,849
F.L. Life Skills		9,684	39,840	49,524	43,956
P.L. Equality Inspires		-	71,158	71,158	60,361
Player engagement		75,004	-	75,004	90,415
Campaigning		1,270,835	-	1,270,835	125,483
Advocacy and public policy		289,226	-	289,226	114,204
Leadership in football		20,642	-	20,642	36,219
Digital Learning Platform		76,839	-	76,839	-
Cricket		-	36,489	36,489	-
Total		2,152,516	398,487	2,551,003	1,596,899
NET INCOME		70,433	48,953	119,386	707,890
RECONCILIATION OF FUNDS					
Total funds brought forward		1,414,870	14,558	1,429,428	721,538
TOTAL FUNDS CARRIED FORWARD		1,485,303	63,511	1,548,814	1,429,428

The notes form part of these financial statements

Balance Sheet
30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Intangible assets	14	123,133	-	123,133	-
Tangible assets	15	7,241	-	7,241	7,730
		<u>130,374</u>	<u>-</u>	<u>130,374</u>	<u>7,730</u>
CURRENT ASSETS					
Debtors	16	1,581,483	-	1,581,483	761,500
Cash at bank		839,017	63,511	902,528	741,818
		<u>2,420,500</u>	<u>63,511</u>	<u>2,484,011</u>	<u>1,503,318</u>
CREDITORS					
Amounts falling due within one year	17	(1,065,571)	-	(1,065,571)	(81,620)
NET CURRENT ASSETS		<u>1,354,929</u>	<u>63,511</u>	<u>1,418,440</u>	<u>1,421,698</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,485,303</u>	<u>63,511</u>	<u>1,548,814</u>	<u>1,429,428</u>
NET ASSETS		<u>1,485,303</u>	<u>63,511</u>	<u>1,548,814</u>	<u>1,429,428</u>
FUNDS	18				
Unrestricted funds				1,485,303	1,414,870
Restricted funds				63,511	14,558
TOTAL FUNDS				<u>1,548,814</u>	<u>1,429,428</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 23 March 2023 and were signed on its behalf by:

Sanjay Bhandari - Chair - Trustee

KICK IT OUT

Cash Flow Statement for the Year Ended 30 June 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	20	<u>292,385</u>	<u>58,145</u>
Net cash provided by operating activities		<u>292,385</u>	<u>58,145</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(126,145)	-
Purchase of tangible fixed assets		(5,629)	(4,333)
Interest received		<u>99</u>	<u>221</u>
Net cash used in investing activities		<u>(131,675)</u>	<u>(4,112)</u>
Change in cash and cash equivalents in the reporting period		160,710	54,033
Cash and cash equivalents at the beginning of the reporting period		<u>741,818</u>	<u>687,785</u>
Cash and cash equivalents at the end of the reporting period		<u>902,528</u>	<u>741,818</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Following a review of forecasts and projections, the trustees are satisfied that the charity will continue operations for the foreseeable future and hence the accounts have been drawn up on a going concern basis.

Company Status

Kick it Out Limited is a company limited by guarantee. 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.

Income

Voluntary income is received by way of donations and grants and is included in the statement of financial activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants receivable are recognised in the statement of Financial Activities in the year in which the offer is conveyed to the charity except in those cases where the offer is conditional, such grants being recognised when the conditions attached are fulfilled.

Income received from the sale of merchandise is accounted for when the sale takes place.

Bank interest receivable is accounted for on a receivable basis.

Donated Services

On receipt, donated services are recognised in income 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 of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised.

Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, expenses which cannot be directly attributed to particular activities, have been apportioned on a fair and reasonable basis (as estimated) by management and which approximates the utilisation of resources. Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements.

Intangible fixed assets

Amortisation is provided at the following rates in order to write off each asset over its estimated useful life.

Website - 10% on cost

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

1. ACCOUNTING POLICIES - continued**Tangible fixed assets**

Short leasehold	- 33% on cost
Office Equipment	- 25% on cost
Fixtures and fittings	- 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Grants payable

Grants payable are charged to the Statement of Financial Activities in the year in which the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled.

Financial instruments

The charity only has basic financial instruments. Accordingly, debtors, creditors and cash at bank are initially recognised at transaction value and subsequently measured at settlement value. Cash at bank includes cash and highly liquid investments with a maturity date of three months or less.

2. VOLUNTARY INCOME

	2022 £	2021 £
Voluntary income	1,517,810	1,991,641
Grants	693,946	-
	<u>2,211,756</u>	<u>1,991,641</u>

KICK IT OUT

Notes to the Financial Statements - continued for the Year Ended 30 June 2022

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Fundraising/trading	<u>10,844</u>	<u>17,161</u>

4. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	<u>99</u>	<u>221</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants	Grassroots Football	80,000	80,000
Raise your game	Raise your game	250	500
Grants	Raise your game	131,000	-
Confidential Reporting	Confidential Reporting	40,000	40,000
Academy Training	F.L. Life Skills	39,840	29,520
Academy Training	P.L. Equality Inspires	56,600	-
Grants	P.L. Equality Inspires	-	70,000
Grants	Cricket	100,000	-
		<u>447,690</u>	<u>220,020</u>

6. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Staff costs	<u>6,979</u>	<u>47,687</u>

Other trading activities

	2022	2021
	£	£
Fundraising costs	6,411	169,667
Loss on sale of assets	3,778	-
	<u>10,189</u>	<u>169,667</u>
Aggregate amounts	<u>17,168</u>	<u>217,354</u>

KICK IT OUT

Notes to the Financial Statements - continued for the Year Ended 30 June 2022

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Grassroots Football	74,253	73,760	148,013
Raise your game	91,957	83,114	175,071
Fans Programme	45,728	47,182	92,910
Confidential Reporting	104,565	123,559	228,124
F.L. Life Skills	22,134	27,390	49,524
P.L. Equality Inspires	44,296	26,862	71,158
Player engagement	40,663	34,341	75,004
Campaigning	93,685	1,177,150	1,270,835
Advocacy and public policy	23,481	265,745	289,226
Leadership in football	10,777	9,865	20,642
Digital Learning Platform	40,564	36,275	76,839
Cricket	-	36,489	36,489
	592,103	1,941,732	2,533,835

The significant increase in Support Cost in Campaigning and Advocacy and public policy due to the recognition of the VIK services the charity received in the year 2021/22. The corresponding income has been included in the financial statements under heading Voluntary income.

8. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Grassroots Football	72,939	17	804	73,760
Raise your game	82,104	21	989	83,114
Fans Programme	46,677	10	495	47,182
Confidential Reporting	122,549	21	989	123,559
F.L. Life Skills	27,138	5	247	27,390
P.L. Equality Inspires	26,610	5	247	26,862
Player engagement	33,962	8	371	34,341
Campaigning	1,176,203	20	927	1,177,150
Advocacy and public policy	265,176	12	557	265,745
Leadership in football	9,738	3	124	9,865
Digital Learning Platform	35,833	9	433	36,275
Cricket	36,489	-	-	36,489
	1,935,418	131	6,183	1,941,732

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Auditors' remuneration	5,500	7,020
Auditors' remuneration for non audit work	-	1,080
Depreciation - owned assets	2,341	9,844
Deficit on disposal of fixed assets	3,778	-
Computer software amortisation	3,012	-
	<u> </u>	<u> </u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2022. During the year ended 30 June 2021 the Charity paid Pebbles Performance Limited £36,000 plus VAT for the services of Sanjay Bhandari, who acted as Interim Chief Executive Officer. Mr Bhandari is a Trustee of the Charity and Chair of the Board and is also a director and shareholder of Pebbles Performance Limited. This transaction was approved by the Board of Trustees at a meeting where Mr Bhandari recused himself without contributing to either the discussion or the decision.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2022 nor for the year ended 30 June 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2022 nor for the year ended 30 June 2021.

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	670,292	589,048
Social security costs	67,983	60,445
Other pension costs	22,351	13,379
	<u> </u>	<u> </u>
	<u>760,626</u>	<u>662,872</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Support and Governance	9	8
Charitable Activities	9	8
	<u> </u>	<u> </u>
	<u>18</u>	<u>16</u>

Notes to the Financial Statements - continued
for the Year Ended 30 June 2022

11. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
	1	-
£90,001 - £100,000	<u>1</u>	<u>-</u>

The remuneration of the Senior Management Team was £93,250 for the year.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	1,984,141	7,500	1,991,641
Charitable activities			
Grassroots Football	-	80,000	80,000
Raise your game	500	-	500
Confidential Reporting	-	40,000	40,000
F.L. Life Skills	-	29,520	29,520
P.L. Equality Inspires	-	70,000	70,000
Other trading activities	17,161	-	17,161
Investment income	221	-	221
Other income	75,746	-	75,746
Total	<u>2,077,769</u>	<u>227,020</u>	<u>2,304,789</u>
EXPENDITURE ON			
Raising funds	209,854	7,500	217,354
Charitable activities			
Professional Game	147,773	602	148,375
Grassroots Football	137,190	81,039	218,229
Raise your game	139,941	650	140,591
Fans Programme	96,924	939	97,863
Confidential Reporting	261,799	42,050	303,849
F.L. Life Skills	14,446	29,510	43,956
P.L. Equality Inspires	4,628	55,733	60,361
Player engagement	89,816	599	90,415
Campaigning	132,909	(7,426)	125,483
Advocacy and public policy	112,975	1,229	114,204
Leadership in football	36,178	41	36,219
Total	<u>1,384,433</u>	<u>212,466</u>	<u>1,596,899</u>
NET INCOME	693,336	14,554	707,890
RECONCILIATION OF FUNDS			
Total funds brought forward	721,538	-	721,538

KICK IT OUT

Notes to the Financial Statements - continued for the Year Ended 30 June 2022

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	1,414,874	14,554	1,429,428

13. DONATED SERVICES

During the year to 30 June 2022 the charity received donations in kind, in the form of donated services totalling £1,338,958. This income has been included in the financial statements under the heading 'Voluntary income'. The corresponding expenditure has been recognised according to its nature:

- Advertising £1,099,000
- Professional fees £239,958

14. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
Additions	126,145
AMORTISATION	
Charge for year	3,012
NET BOOK VALUE	
At 30 June 2022	123,133
At 30 June 2021	-

15. TANGIBLE FIXED ASSETS

	Short leasehold £	Office Equipment £	Fixtures and fittings £	Website £	Totals £
COST					
At 1 July 2021	13,490	37,306	9,508	4,375	64,679
Additions	-	5,629	-	-	5,629
Disposals	(13,490)	(30,522)	(9,508)	-	(53,520)
At 30 June 2022	-	12,413	-	4,375	16,788
DEPRECIATION					
At 1 July 2021	13,490	29,574	9,508	4,375	56,947
Charge for year	-	2,341	-	-	2,341
Eliminated on disposal	(13,490)	(26,743)	(9,508)	-	(49,741)
At 30 June 2022	-	5,172	-	4,375	9,547
NET BOOK VALUE					
At 30 June 2022	-	7,241	-	-	7,241
At 30 June 2021	-	7,732	-	-	7,732

KICK IT OUT

Notes to the Financial Statements - continued for the Year Ended 30 June 2022

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	1,302,050	102,760
Other debtors	99	50
Prepayments and accrued income	279,334	408,690
	<u>1,581,483</u>	<u>511,500</u>
	2021 £	2020 £
Trade debtors	102,760	220
Other debtors	50	30,101
Prepayments and accrued income	658,690	55,062
	<u>761,500</u>	<u>85,383</u>

Included in prepayments and accrued income above is accrued income of £603,221, of which £250,000 is not due until twelve months after the balance sheet date.

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	53,116	27,133
Social security and other taxes	-	47,716
VAT	1,015	-
Other creditors	-	271
Accruals and deferred income	1,011,440	6,500
	<u>1,065,571</u>	<u>81,620</u>

18. MOVEMENT IN FUNDS

	At 1.7.21 £	Net movement in funds £	At 30.6.22 £
Unrestricted funds			
General fund	1,397,295	88,008	1,485,303
Fixed Asset Fund	17,575	(17,575)	-
	<u>1,414,870</u>	<u>70,433</u>	<u>1,485,303</u>
Restricted funds			
Premier League	14,558	(14,558)	-
Cricket	-	63,511	63,511
	<u>14,558</u>	<u>48,953</u>	<u>63,511</u>
TOTAL FUNDS	<u>1,429,428</u>	<u>119,386</u>	<u>1,548,814</u>

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,222,949	(2,134,941)	88,008
Fixed Asset Fund	-	(17,575)	(17,575)
	<u>2,222,949</u>	<u>(2,152,516)</u>	<u>70,433</u>
Restricted funds			
Football Association	120,000	(120,000)	-
Premier League	56,600	(71,158)	(14,558)
Life Skills	39,840	(39,840)	-
Cricket	100,000	(36,489)	63,511
Raise Your Game	131,000	(131,000)	-
	<u>447,440</u>	<u>(398,487)</u>	<u>48,953</u>
TOTAL FUNDS	<u>2,670,389</u>	<u>(2,551,003)</u>	<u>119,386</u>

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.21 £
Unrestricted funds				
General fund	708,296	693,332	(4,333)	1,397,295
Fixed Asset Fund	13,242	-	4,333	17,575
	<u>721,538</u>	<u>693,332</u>	<u>-</u>	<u>1,414,870</u>
Restricted funds				
Premier League	-	14,558	-	14,558
	<u>721,538</u>	<u>707,890</u>	<u>-</u>	<u>1,429,428</u>

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,077,769	(1,384,437)	693,332
Restricted funds			
Football Association	120,000	(120,000)	-
Premier League	70,000	(55,442)	14,558
Twitter	7,500	(7,500)	-
Life Skills	29,520	(29,520)	-
	<u>227,020</u>	<u>(212,462)</u>	<u>14,558</u>
TOTAL FUNDS	<u><u>2,304,789</u></u>	<u><u>(1,596,899)</u></u>	<u><u>707,890</u></u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 30.6.22 £
Unrestricted funds				
General fund	708,296	781,340	(4,333)	1,485,303
Fixed Asset Fund	13,242	(17,575)	4,333	-
	<u>721,538</u>	<u>763,765</u>	<u>-</u>	<u>1,485,303</u>
Restricted funds				
Cricket	-	63,511	-	63,511
	<u>-</u>	<u>63,511</u>	<u>-</u>	<u>63,511</u>
TOTAL FUNDS	<u><u>721,538</u></u>	<u><u>827,276</u></u>	<u><u>-</u></u>	<u><u>1,548,814</u></u>

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,300,718	(3,519,378)	781,340
Fixed Asset Fund	-	(17,575)	(17,575)
	<u>4,300,718</u>	<u>(3,536,953)</u>	<u>763,765</u>
Restricted funds			
Football Association	240,000	(240,000)	-
Premier League	126,600	(126,600)	-
Twitter	7,500	(7,500)	-
Life Skills	69,360	(69,360)	-
Cricket	100,000	(36,489)	63,511
Raise Your Game	131,000	(131,000)	-
	<u>674,460</u>	<u>(610,949)</u>	<u>63,511</u>
TOTAL FUNDS	<u><u>4,975,178</u></u>	<u><u>(4,147,902)</u></u>	<u><u>827,276</u></u>

Football Association - A grant to fund Confidential Reporting and Grassroots activities.

Premier League - A grant to fund the Equality Inspires programme and a grant from the Fans Fund to:

- o promote positive fan behaviour, and reduce offensive behaviour, in and beyond the stadium (including online);

- o improve the match day and non-match day experience for all fans by making football more diverse and inclusive;

- o provide education and training and other opportunities that promote diversity and inclusion, or programmes that tackle discrimination or anti-social behaviour in football, to make the game more welcoming and more representative of its wider communities; and

- o facilitate positive engagement between Clubs, fans and local authorities or other stakeholders with a legitimate interest in match days."

Twitter - A grant to support digital marketing activity, including content creation and paid advertisements on Twitter.

Life Skills - League Football Education funding for life skills training.

Cricket - Kick it Out received £100k from the ECB in funding to conduct an evaluation of the game of Cricket and assess whether Kick it Out determined it was a space where we could make a difference. With these funds we recruited two experienced Cricket stakeholders to conduct our analysis and develop a potential action plan. Michael Carberry, a former England Test Cricketer acted as Project Director and Tom Brown, a Coach and academic acted as Project Manager. They delivered a comprehensive summary of the challenges within the game and potential actions KIO could take to address those challenges.

Raise your Game - This is our talent mentoring programme targeted at increasing representation of underrepresented groups within football.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2022.

20. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	119,386	707,890
Adjustments for:		
Depreciation charges	5,353	9,844
Loss on disposal of fixed assets	3,778	-
Interest received	(99)	(221)
Increase in debtors	(819,984)	(676,117)
Increase in creditors	983,951	16,749
Net cash provided by operations	292,385	58,145

21.. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.7.21 £	Cash flow £	At 30.6.22 £
Net cash			
Cash at bank	741,818	160,710	902,528
	741,818	160,710	902,528
Total	741,818	160,710	902,528