

REGISTERED COMPANY NUMBER: 03388001 (England and Wales)

REGISTERED CHARITABLE COMPANY NUMBER: 1104056

**Report for the Trustees and
Financial Statements for the Year Ended 30 June 2023
for
KICK IT OUT**

KICK IT OUT

Contents for the Financial Statements for the Year Ended 30 June 2023

	Page
Report of the Trustees	1-9
Report of the Independent Auditors	10-12
Statement of Financial Activities	13
Balance Sheet	14
Cash Flow Statement	15
Notes to the Financial Statements	16-26

**Report of the Trustees
for the Year Ended 30 June 2023**

The Trustees who are also directors of the Charitable company for the purposes of the Companies Act 2006, present their report with the financial statements of the Charitable company for the year ended 30 June 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in 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 Charitable company's activities are outlined under 'Objectives & 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 Charitable company on 1st June 2004. The Charitable company 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.

During the year to 30 June 2023, the members of the Charitable Company were:

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

Each of the "Non-Member Appointed Trustees", during the year to 30 June 2023, being:

- Sanjay Bhandari – Chair
- Christina Paouros
- Kevin Miles

During the year to 30 June 2023, each member of the Charitable Company guarantees to contribute an amount not exceeding £1 to the assets of the Charitable Company in the event of winding up and each member was entitled to vote at a general meeting.

On 30 November 2023, new articles of association were adopted by special resolution of the Charitable Company (the "New Articles"). Pursuant to the New Articles, the membership structure of the Charitable Company was amended. Since December 2023, the members of the Charitable Company are:

- each of the Trustees of the Charitable Company from time to time (each being a "Full Member");
- and each of the Football Association, the Professional Footballers' Association, the Premier League, the English Football League (each being a "Football Body Member").

Each Full Member guarantees to contribute an amount not exceeding £1 to the assets of the Charitable company in the event of winding up. The Football Body Members of the Charitable Company are not required to pay any money in the event of the Charity being wound up or dissolved.

Each Full Member is entitled to vote at a general meeting. Each Football Body Member is entitled to attend and speak, but not vote, at a general meeting of the Charitable Company.

The Football Body Members are collectively entitled to appoint one Trustee (the "Football Body Trustee") and to remove and replace that Trustee on the board of the Charitable Company. As of January 2024, Westley Nathan Morgan is the Football Body Trustee.

**Report of the Trustees
for the Year Ended 30 June 2023**

Recruitment and appointment of new Trustees

Trustees are appointed by the board members, who may also determine the number of Trustees from time to time. No employees of the Charitable company 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 Board also has two standing sub-committees. The Finance and Risk Committee (chaired by Daniel Jones); and the People and Culture Committee (chaired by Christina Paouros).

The organisation has established additional guidance groups, covering specific topics such as Antisemitism and LGBTQ+ inclusion. These groups include representatives from partner organisations such as the professional leagues, stakeholders in the game, and other third-party organisations. They are all independent and feed into the Trustees meetings.

At the year end the Charitable company employed 18 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 Charitable company's policies and procedures. Further training requirements are assessed based on 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.

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 Charitable company and are each represented by a Trustee. At the time of reporting, the four organisations are now collectively represented by a single Trustee.

Risk Management

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

To assist in doing these policies are in place to manage risk, and a Finance and Risk Group meets at least quarterly as a subgroup of the Board to monitor and assess risk and the culture and approach to risk management.

The Finance and Risk Group reports regularly to the Trustees.

A description of some key areas of potential risk is set out below.

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 2024 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

KICK IT OUT (REGISTERED NUMBER: 03388001)

**Report of the Trustees
for the Year Ended 30 June 2023**

Registered Company Number
03388001 (England and Wales)

Registered Charitable Company Number
1104056

Registered office
PO Box 6963
Nuneaton
CV11 9PA

Trustees

Ms Katherine Grace Allen (resigned December 2023)
James Alexander MacDougall (resigned December 2023)
John Edward Nagle (resigned December 2023)
Sanjay Bhandari - Chair
Kevin Miles
Christina Paouros
Simone Pound (resigned December 2023)
Sarah Jane Louise Batters (appointed December 2023)
Diana Mayze (appointed December 2023)
Daniel Charles Rhys Jones (appointed December 2023)
Westley Nathan Morgan (appointed December 2023)

Company Secretary
Mr Anthony Burnett

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors

Sedulo Audit Limited
605 Albert House,
256-260 Old Street,
London
EC1V 9DD

Bank

Barclays Bank UK PLC
1 Churchill Place
London
E14 5HP

Solicitors

Russell-Cooke LLP
2 Putney Hill
London
SW15 6AB

**Report of the Trustees
for the Year Ended 30 June 2023**

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.

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 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.

ACHIEVEMENTS AND PERFORMANCE

We're building growth and engagement online (July 2022-June 2023)

- Twitter followers: 93,740 (down 624)
- Facebook likes: 18,462 (up 1,554)
- Instagram followers: 19,343 (up 1,471)
- LinkedIn followers: 5,395 (up 963)
- Total followers: 137,814 (up 3,627)

The Kick It Out website received an average of 27,000 monthly visitors from July 22-June 23.

End of season reports:

Our end of season statistics showed we received a record 1,007 reports of discrimination for the 2022-23 season which was a 65% rise on the previous season. However, reports received per incident rose for a fourth consecutive season, suggesting that fans were becoming less tolerant of discrimination and more willing to report it.

Last season there were:

- 86 more reports from the Pro Game, an increase of 27.4%
- 207 more reports from grassroots and non-league football, an increase of 55.1%
- 207 more reports from online forums and social media, a massive 279% rise
- Reports per incident for the 2022-23 season were at 1.38% up from 1.22% the previous season and up from 1.06% for the 2019-20 season.

**Report of the Trustees
for the Year Ended 30 June 2023**

1. Policy and Public Affairs

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

1.1. Independent Football Regulator

- 1.1.1 The CMS committee report on football governance backed our recommendations that substantive EDI measures should be included in the Code for Football Governance. It also recommended that the Independent Football Regulator should have authority to mandate EDI Action Plans as part of its threshold licence conditions for clubs, and that the Action Plans should be reviewed, which we also recommended.
- 1.1.2 We continue to lobby government and the shadow government to include EDI recommendations as part of the Code for Football Governance.
- 1.1.3 We met with the Shadow Minister for Culture, Media and Sport and the Shadow Minister for Sport to build relationships and explain our strategy on achieving EDI in the role of the independent regulator.

1.2. Online Safety Bill

- 1.2.1 The Online Safety Act has now received Royal Assent. The Act requires social media companies to keep the internet safe for children and give adults more choice over what they see online. The Act places legal responsibility on tech companies to prevent and rapidly remove illegal content, like terrorism and revenge pornography. They will also have to stop children seeing material that is harmful to them such as bullying, content promoting self-harm and eating disorders and pornography.
- 1.2.2 The focus has now moved to developing regulations and guidance. Five public consultations have or will be launched, including one due to be released on tackling violence against women and girls.
- 1.2.3 We have responded to the consultation on "Super complaints: eligible entity criteria and procedural requirements" and anticipate having super complainant status, giving Kick It Out the ability to accelerate the consideration of new online behavioural themes by Ofcom.
- 1.2.4 We have joined and participate in the Online Safety Act Network, consisting of NGO's, campaigners, advocates, and policy professionals and collectively responded to the Ofcom consultation on Illegal Harms.
- 1.2.5 We expect the next consultation to be released shortly on the topic of user enforcement tools and we anticipate that this will be the most important for social media users.

2. Learning and Behaviour Change - Academy education

Thanks to our Equality Inspires (Premier League) and Life Skills (League Football Education) programmes in 2022/23 Academy Players, Parents, and Staff undertook education and awareness workshops to broaden their knowledge around racism and discrimination in football.

Over 3,200 young footballers, their parents, house parents and academy staff were part of these sessions in season 2022/23.

From as young as the under-9s age groups through to the Professional Development Phase players including B Squads. The education provided into the academy programme includes:

- The history of racism and discrimination in football
- The Equality Act and how it protects people from discrimination.
- Types of abuse that continue to exist on and off the pitch
- Racism and Discrimination on social media
- The impact music and popular culture can have on negative stereotypes.
- Understanding the various protocols that exists

**Report of the Trustees
for the Year Ended 30 June 2023**

Parents, house parents and staff, have their own dedicated sessions as all have their own unique role to play in making football environments and inclusive place. The openness and honesty throughout all sessions can be highlighted by 73% of participants rating the sessions "extremely necessary".

2022/23 in numbers

We reached:

- 1,578 Premier League academy players
- 1,640 EFL academy players
- 11 age groups, from under-9 to under-23

3. Raise Your Game

Our Raise Your Game programme returned in 2023 to support people from largely underrepresented backgrounds to thrive in non-playing roles. We're soon to launch an online Raise Your Game hub to help people from these groups and beyond to find events, working opportunities placements and the latest vacancies. In April 2023 the Raise Your Game National Conference returned at the Emirates Stadium, with over 350 people in attendance.

A Social Return on Investment study was completed covering the 2022-23 Raise Your Game programme. It was established that the Raise Your Game programme resulted in £1.48 of social value for delegates and mentors for every £1 spent either directly or nominally on the programme. If you remove the need for venue hire, the social value increase to £2.06 for every £1 spent.

4. Player Advisory Board

The Player Advisory Board functions to support the Player Engagement team in their efforts to broaden support for players and members who have been targeted by racism and other forms of discrimination.

The members cover the whole game, from professional, semi-professional, men's and women's game and have provided an excellent source of information to the team, as and when required. Several of the members have utilised their contacts to report incidents, whilst also sharing and promoting the Player Engagement team amongst their circles.

5. Fan Education

In the season 2022/23 (from July 22 to June 23) we worked one-to-one with even more people found guilty of discriminatory abuse, helping them see the damage they cause and why it must 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 2022/23, we ran 67 one-to-one education sessions – 60% more than in 2021/22. 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. Some sessions even included a member of the footballing community that has been directly affected by similar abuse. Often, we'll look at subjects like impulse control, anger management and hate crime legislation.

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 2022/23 we built on established links with Counter Terrorism Police, the Home Office Prevent Team, and the National Probation Service. All now plan to refer fans to us, as we keep working to bring about the attitude change that will change sport forever.

**Report of the Trustees
for the Year Ended 30 June 2023**

2022/23 In numbers

- 67 one-to-one fan education sessions
- victim support sessions to fans who experienced abuse.
- Links built with 28 clubs, including 12 in the Premier League

6. 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.

7. Grassroots

In 2022/23, 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 2022/23, we delivered 78 workshops to grassroots organisations that have signed up, helping them develop equality policies and set up clear processes to report abuse. Over 210 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.

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.

8. Talent ID – UEFA Funding

Kick It Out gained funding from the UEFA Foundation to run a coaching and talent ID initiative, to provide fully

KICK IT OUT (REGISTERED NUMBER: 03388001)

Report of the Trustees for the Year Ended 30 June 2023

funding FA Coaching and Talent ID courses for 15 selected scouts and coaches. An induction day took place at The Premier League with the cohort coming together for the first time, to understand more about the courses available and to hear from PL representatives who have undertaken similar journeys.

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. While we have made giant steps forward, hate, abuse and inequality still persists in football. And while that is still the case, we are not going anywhere.

We remained focus on our 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.

New governance structure

As of November 2023, we introduced new governance rules, to create greater independence of the football bodies.

On 30 November 2023, new articles of association were adopted by special resolution of the Charitable Company (the "New Articles"). Pursuant to the New Articles, the membership structure of the Charitable Company was amended.

In December 2023, we recruited and onboarded four new Trustees, mapped to skills needs including: data, commercial, marketing and finance. The new Trustees are:

- Sarah Jane Louise Batters (appointed December 2023)
- Diana Mayze (appointed December 2023)
- Daniel Charles Rhys Jones (appointed December 2023)
- Westley Nathan Morgan (appointed December 2023)

Research, Evidence and Sharing of Best Practice

A new Belonging Index

At the beginning of the 2022/2023 football season (in August 2023) we began a scoping exercise to establish the viability of a new Football Index for Belonging. Through this project, we aim to help football improve how it conceptualises, measures and tracks progress on the contribution the game makes in addressing anti-discrimination, social inclusion and wider issues including human rights and safeguarding.

Once established, the new index will celebrate and potentially rank the strongest performers in inclusion and belonging, to incentivise continued innovation and focus on reaching and engaging communities from all protected characteristics. This will not only encourage the thought leaders to improve and share their work but create an aspiration for other clubs seeking to strengthen their engagement with minority and underrepresented communities. The project will share relevant advice and insight for adapting the work to other clubs seeking to replicate and learn from effective methods.

**Report of the Trustees
for the Year Ended 30 June 2023**

The eventual ambition is for a digital tool to help collate findings for measuring progress on inclusion and belonging, creating comparisons with other clubs of similar community profiles, sizes, and resources.

The work that we do to combat discrimination needs to be grounded in the best evidence and data. The new strategy and research function is developing a slate of practical projects to do this for our beneficiaries. Included in this work will be attitudinal survey work to understand the views of the South Asian Community on the game. We are also collating examples of practitioner best practice in inclusive Talent ID and Training for stewards. Our continuous improvement strand of work should identify new products we can create to support clubs on their improvement journey.

As we make our policy work more formal we will continue with to put in place clear policy reference documents that set out Kick It Out's recommendations and lobbying positions. The first wave of this work is focused on the protected characteristics including Race (Anti-Black Racism, South Asian Inclusion), Faith (Anti-Semitism and Islamophobia) Misogyny against women and girls and Homophobia.

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 situation 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 Charitable company 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.

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, Sedulo Audit Limited, 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, on28.March.2024..... and signed on the board's behalf by:



Sanjay Bhandari - Chair - Trustee

Report of the Independent Auditors to the Trustees of Kick It Out

Opinion

We have audited the financial statements of Kick It Out (the 'Charitable company') for the year ended 30 June 2023 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 2023 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 and the Charities Act 2011.

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 during 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.
-

Report of the Independent Auditors to the Trustees of Kick It Out

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 and the Charities Act 2011 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 can detect irregularities, including fraud is detailed below:


- The auditor exercises professional judgement and maintains professional scepticism throughout.
- The Charitable company is required to comply with Charitable company 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 Charitable company 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 Charitable company'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.

**Report of the Independent Auditors to the Trustees of
Kick It Out**

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 and Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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.



Diccon Thornely (Senior Statutory Auditor)
for and on behalf of Sedulo Audit Limited
Sedulo Audit Limited
605 Albert House,
256-260 Old Street,
London
EC1V 9DD
25 March 2024

KICK IT OUT
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
for the Year Ended 30 June 2023

		Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
				£	£
INCOME AND ENDOWMENTS FROM	Notes				
Voluntary income	2	1,701,962	-	1,701,962	2,211,756
Charitable activities	5				
Grassroots Football		-	120,000	120,000	80,000
Raise Your Game		-	-	-	131,250
Confidential Reporting		-	120,000	120,000	40,000
Football League- Life Skills		-	31,200	31,200	39,840
Premier League-Equality Inspires		-	90,600	90,600	56,600
Cricket		-	-	-	100,000
Talent ID UEFA project		-	80,871	80,871	
Other trading activities	3	500	-	500	10,844
Investment Income	4	2,674	-	2,674	99
Other income		-	-	-	-
Total		1,705,136	442,671	2,147,807	2,670,389
EXPENDITURE ON					
Raising funds	6	25,020	-	25,020	17,168
Charitable activities	7				
Grassroots Football		101,660	120,000	221,660	148,013
Raise Your Game		262,102	-	262,102	175,071
Fans Programme		97,349	-	97,349	92,910
Confidential Reporting		88,319	120,000	208,319	228,124
Football League- Life Skills		28,312	31,200	59,512	49,524
Premier League-Equality Inspires		-	60,088	60,088	71,158
Player engagement		74,261	-	74,261	75,004
Campaigning		1,074,659	-	1,074,659	1,270,835
Advocacy and public policy		337,348	-	337,348	289,226
Leadership in football		-	-	-	20,642
Digital Learning Platform		193,991	-	193,991	76,839
Cricket		-	57,380	57,380	36,489
Talent ID UEFA project		-	3,279	3,279	-
Total		2,283,022	391,947	2,674,969	2,551,003
NET INCOME		(577,886)	50,724	(527,162)	119,386
Reconciliation of funds					
Total funds brought forward		1,485,303	63,511	1,548,814	1,429,428
Total funds carried forward		907,417	114,235	1,021,652	1,548,814

**KICK IT OUT
BALANCE SHEET
30 June 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total funds £	2022 Total funds £
Fixed assets					
Intangible assets	14	187,894	-	187,894	123,133
Tangible assets	15	-	-	-	7,241
		<u>187,894</u>	<u>-</u>	<u>187,894</u>	<u>130,374</u>
Current assets					
Debtors	16	471,460		471,460	1,581,483
Cash at bank and in hand		<u>776,396</u>	<u>143,592</u>	<u>919,988</u>	<u>902,528</u>
Total Current Assets		1,247,856	143,592	1,391,448	2,484,011
Creditors:					
Amounts falling due within one year	17	(557,691)		(557,691)	(1,065,571)
		<u>690,165</u>	<u>143,592</u>	<u>833,757</u>	<u>1,418,440</u>
Net current assets					
		<u>690,165</u>	<u>143,592</u>	<u>833,757</u>	<u>1,418,440</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		878,059	143,592	1,021,652	1,548,814
		<u>878,059</u>	<u>143,592</u>	<u>1,021,652</u>	<u>1,548,814</u>
NET ASSETS					
		<u>878,059</u>	<u>143,592</u>	<u>1,021,652</u>	<u>1,548,814</u>
FUNDS					
Unrestricted funds	18			907,417	1,485,303
Restricted funds				<u>114,235</u>	<u>63,511</u>
TOTAL FUNDS				<u>1,021,652</u>	<u>1,548,814</u>

The financial statements were approved by the Board of Trustees and authorised for issue on ...28 March 2024
and were signed on its behalf by:



Sanjay Bhandari- Chair- Trustee

KICK IT OUT
CASH FLOW STATEMENT
for the Year Ended 30 June 2023

	Notes	2023 £	2022 £
Cash flows from operating activities:			
Cash generated from operations	20	134,216	292,385
Net cash provided by operating activities		134,216	292,385
Cash flows from Investing activities:			
Purchase of intangible fixed assets		(119,430)	(126,145)
Purchase of tangible fixed assets		-	(5,629)
Interest received		2,674	99
Net cash used in Investing activities		(116,756)	(131,675)
Change in cash and cash equivalents in the reporting period		17,460	160,710
Cash and cash equivalents at the beginning of the reporting period		902,528	741,818
Cash and cash equivalents at the end of the reporting period		919,988	902,528

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.

Going Concern

Following a review of forecasts and projections, the Trustees are satisfied that the Charitable company 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 Charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charitable company.

Income

Voluntary income is received by way of donations and grants and is included in the Statement of Financial Activities once the Charitable company 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 Charitable company 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.

Turnover is the amount derived from the provision of goods and services, and stated after trade discounts, other sales taxes and net of tax.

Donated Services

On receipt, donated services are recognised in income on the basis of the value of the gift to the Charitable company which is the amount the Charitable company 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

Intangible assets represent website costs to the Charitable company. It is initially recognised as a cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

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

Website - 20% on cost

Tangible fixed assets

Individual items costing less than £5,000 are capitalised and fully depreciated in the year of purchase. All other fixed assets are depreciated over their estimated useful life.

KICK IT OUT
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 30 June 2023

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 Charitable company 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 Charitable company 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 Charitable company 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.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchanges ruling at the date of transactions. Exchange differences are taken into account in arriving at the operating result.

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.

Grant 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

Basic financial assets

Basic financial assets, which includes debtors and cash and bank balances, are initially measured at transaction price including transactions costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

2 VOLUNTARY INCOME

	2023 £	2022 £
Voluntary income	878,962	1,517,810
Grants	823,000	693,946
	<u>1,701,962</u>	<u>2,211,756</u>

3 OTHER TRADING ACTIVITIES

	2023 £	2022 £
Fundraising/Trading	-	10,844
Education training	500	-
	<u>500</u>	<u>10,844</u>

4 INVESTMENT INCOME

	2023 £	2022 £
Deposit account interest	2,674	99
	<u>2,674</u>	<u>99</u>

5 INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023 £	2022 £
Grants	Grassroots Football	120,000	80,000
Raise Your Game	Raise Your Game	-	250
Grants	Raise Your Game	-	131,000
Confidential Reporting	Confidential Reporting	120,000	40,000
Academy Training	Football League-Life Skills	31,200	39,840
Academy Training	Premier League-Equality Inspires	90,600	56,600
Grants	Cricket	-	100,000
Grants	Talent ID UEFA project	80,871	-
		<u>442,671</u>	<u>447,690</u>

6 RAISING FUNDS

Raising donations and legacies

	2023 £	2022 £
Staff costs	17,249	6,979
	<u>17,249</u>	<u>6,979</u>

Other trading activities

	2023 £	2022 £
Fundraising costs	531	6,411
Loss on sale of assets	7,240	3,778
	<u>7,771</u>	<u>10,189</u>

Aggregate amounts	<u>25,020</u>	<u>17,168</u>
-------------------	---------------	---------------

KICK IT OUT
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 30 June 2023

7 CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (see note 8)	Totals
	£	£	£
Grassroots Football	131,993	89,668	221,660
Raise Your Game	193,611	68,490	262,102
Fans Programme	63,508	33,842	97,349
Confidential Reporting	119,478	88,841	208,319
Football League-Life Skills	35,824	23,688	59,512
Premier League-Equality Inspires	38,950	21,137	60,087
Player engagement	50,530	23,730	74,261
Campaigning	274,044	800,615	1,074,659
Advocacy and public policy	127,128	210,220	337,348
Leadership in football	-	-	-
Digital Learning Platform	140,047	53,945	193,991
Cricket	57,380	-	57,380
Talent ID UEFA project	3,279	-	3,279
	1,235,772	1,414,176	2,649,949

8 SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Grassroots Football	88,081	27	1,559	89,668
Raise Your Game	67,279	21	1,191	68,490
Fans Programme	33,243	10	588	33,842
Confidential Reporting	87,305	27	1,510	88,841
Football League-Life Skills	23,269	7	412	23,688
Premier League-Equality Inspires	20,763	6	368	21,137
Player engagement	23,310	7	413	23,730
Campaigning	798,392	38	2,184	800,615
Advocacy and public policy	208,912	23	1,286	210,220
Leadership in football	-	-	-	-
Digital Learning Platform	52,990	17	938	53,945
Cricket	-	-	-	-
Talent ID UEFA project	-	-	-	-
	1,403,544	184	10,448	1,414,176

9 NET INCOME/ (EXPENDITURE)

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

	2023	2022
	£	£
Auditors' remuneration	9,000	5,500
Auditors' remuneration for non audit work	600	-
Depreciation - owned assets	9,547	2,341
Deficit on disposal of fixed assets	-	3,778
Computer software amortisation	54,669	3,012

10 TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 30 June 2023 nor for the year ended 30 June 2022.

Trustees' expenses

There were no Trustees' expenses paid for the year ended 30 June 2023 nor for the year 30 June 2022

11 STAFF COSTS

	2023	2022
	£	£
Wages and salaries	798,854	670,292
Social security costs	81,475	67,983
Other pension costs	25,469	22,351
	<u>905,798</u>	<u>760,626</u>

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

	2023	2022
Support and Governance	5	9
Charitable Activities	12	9
	<u>17</u>	<u>18</u>

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

	2023	2022
	£	£
£90,001- £100,000	1	1
	<u>1</u>	<u>1</u>

Remuneration of key management personnel:

The key management personnel of the Charitable company in the year ended 30 June 2023 was constituted by the Chief Executive Officer, The Chief Operating Officer, the Head of Communications, the Head of Policy and Public Affairs, the Head of People & Culture, the Head of Grassroots and the Head of Player Engagement. No remuneration was made to Trustees in the year (2022: 0). The total benefits paid to the key management personnel in the year was £408,312 (2022: £214,384).

12 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	2,211,756	-	2,211,756
Charitable activities			
Grassroots Football	-	80,000	80,000
Raise Your Game	250	131,000	131,250
Confidential Reporting	-	40,000	40,000
Football League-Life Skills	-	39,840	39,840
Premier League-Equality Inspires	-	56,600	56,600
Cricket	-	100,000	100,000
Talent ID UEFA project	-	-	-
Other trading activities	10,844	-	10,844
Investment Income	99	-	99
Other income	-	-	-
Total	2,222,949	447,440	2,670,389
EXPENDITURE ON			
Raising funds	17,168	-	17,168
Charitable activities			
Grassroots Football	68,013	80,000	148,013
Raise Your Game	44,071	131,000	175,071
Fans Programme	92,910	-	92,910
Confidential Reporting	188,124	40,000	228,124
Football League-Life Skills	9,684	39,840	49,524
Premier League-Equality Inspires	-	71,158	71,158
Player engagement	75,004	-	75,004
Campaigning	1,270,835	-	1,270,835
Advocacy and public policy	289,226	-	289,226
Leadership in football	20,642	-	20,642
Digital Learning Platform	76,839	-	76,839
Cricket	-	36,489	36,489
Talent ID UEFA project	-	-	-
Total	2,152,516	398,487	2,551,003
NET INCOME	70,433	48,953	119,386
Reconciliation of funds			
Total funds brought forward	1,414,870	14,558	1,429,428
Total funds carried forward	1,485,303	63,511	1,548,814

13 DONATED SERVICES

During the year to 30 June 2023, the Charitable company received donations in kind, in the form of donated services totalling £813,288. This income has been included in the financial statements under heading 'Voluntary Income'. The corresponding expenditure has been recognised according to its natures:

Advertising: £675,000

Professional fees: £138,288

14 INTANGIBLE FIXED ASSETS

COST	Website £
At 1 July 2022	130,520
Additions	119,430
AMORTISATION	
At 1 July 2022	7,387
Charge for year	54,669
NET BOOK VALUE	
At 30 June 2023	<u>187,894</u>
At 30 June 2022	<u>123,133</u>
Changes to accounting policies	

During the year the Trustees have reviewed the accounting policies in relation to intangible assets. After assessing the useful economic life, taking into consideration the pace of changes to the website, the Trustees consider 20% on cost to be more appropriate than 10% on cost. The amortisation in relation to these assets have been updated this year.

15 TANGIBLE FIXED ASSETS

	Short leasehold £	Office Equipment £	Fixtures and fittings £	Website £	Totals £
COST					
At 1 July 2022		12,413	-	4,375	16,788
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 30 June 2023	-	(12,413)	-	-	(12,413)
	-	-	-	4,375	4,375
DEPRECIATION					
At 1 July 2022	-	5,172	-	4,375	9,547
Charge for the period	-	-	-	-	-
Eliminated on disposal	-	(5,172)	-	-	(5,172)
At 30 June 2023	-	-	-	4,375	4,375
NET BOOK VALUE					
At 30 June 2023	-	-	-	-	-
At 30 June 2022	-	7,241	-	-	7,241

KICK IT OUT
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 30 June 2023

16 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	367,721	1,302,050
Other debtors	22,000	99
VAT	48,264	-
Prepayments and accrued income	33,475	279,334
	<u>471,460</u>	<u>1,581,483</u>

17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	58,763	53,116
Social security and other taxes	24,808	-
VAT	-	1,015
Other creditors	-	-
Accruals and deferred income	474,120	1,011,440
	<u>557,691</u>	<u>1,065,571</u>

Analysis of movement in deferred income:

	2023	2022
	£	£
Brought forward	995,000	-
Released in the year	(675,000)	-
Deferred in the year	102,000	995,000
	<u>422,000</u>	<u>995,000</u>

18 MOVEMENT IN FUNDS

	At 1 July 2022	Net movement In funds	At 30 June 2023
	£	£	£
Unrestricted funds			
General fund	1,485,303	(577,886)	907,417
Fixed Asset Fund	-	-	-
	<u>1,485,303</u>	<u>(577,886)</u>	<u>907,417</u>
Restricted funds			
Premier League - Equality Inspired	-	30,512	30,512
Cricket	63,511	(57,380)	6,131
Talent ID UEFA project	-	77,592	77,592
	<u>63,511</u>	<u>50,724</u>	<u>114,235</u>
TOTAL FUNDS	<u>1,548,814</u>	<u>(527,163)</u>	<u>1,021,651</u>

KICK IT OUT
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 30 June 2023

18 MOVEMENT IN FUNDS - continued

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

	Income resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,705,136	(2,283,022)	(577,886)
Fixed Asset Fund	-	-	-
	<u>1,705,136</u>	<u>(2,283,022)</u>	<u>(577,886)</u>
Restricted funds			
Premier League - Equality Inspired	90,600	(60,088)	30,512
League Football Education- Life Skills	31,200	(31,200)	-
Football Association	240,000	(240,000)	-
Raise Your Game	-	-	-
Cricket	-	(57,380)	(57,380)
Talent ID UEFA project	80,871	(3,279)	77,592
	<u>442,671</u>	<u>(391,947)</u>	<u>50,724</u>
TOTAL FUNDS	<u>2,147,806</u>	<u>(2,674,969)</u>	<u>(527,163)</u>

Comparatives for movement in funds

	At 1 July 2022 £	Net movement in funds £	At 30 June 2022 £
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>

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

	Income 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)	-
Raise Your Game	131,000	(131,000)	-
Cricket	100,000	(36,489)	63,511
	<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>

KICK IT OUT
NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 30 June 2023

18 MOVEMENT IN FUNDS - continued

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

	At 1 July 2022 £	Net movement in funds £	At 30 June 2023 £
Unrestricted funds			
General fund	1,397,295	(489,878)	907,417
Fixed Asset Fund	17,575	(17,575)	-
	<u>1,414,870</u>	<u>(507,453)</u>	<u>907,417</u>
Restricted funds			
Premier League	14,558	15,954	30,512
Cricket	-	6,131	6,131
UEFA	-	77,592	77,592
	<u>14,558</u>	<u>99,677</u>	<u>114,235</u>
TOTAL FUNDS	<u>1,429,428</u>	<u>(407,777)</u>	<u>1,021,651</u>

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

	Income resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,928,085	(4,417,963)	(489,878)
Fixed Asset Fund	-	(17,575)	(17,575)
	<u>3,928,085</u>	<u>(4,435,538)</u>	<u>(507,453)</u>
Restricted funds			
Football Association	360,000	(360,000)	-
Premier League	147,200	(131,246)	15,954
Life Skills	39,840	(39,840)	-
Raise Your Game	131,000	(131,000)	-
Cricket	100,000	(93,869)	6,131
UEFA	80,871	(3,279)	77,592
	<u>858,911</u>	<u>(759,234)</u>	<u>99,677</u>
TOTAL FUNDS	<u>4,786,995</u>	<u>(5,194,772)</u>	<u>(407,777)</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:

1. Promote positive fan behaviour, and reduce offensive behaviour, in and beyond the stadium(Including online);
2. Improve the match day and non-match day experience for all fans by making football more diverse and inclusive;
3. 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
4. Facilitate positive engagement between Clubs, fans and local authorities or other stakeholders with a legitimate interest in match days.

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

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

UEFA grant: The UEFA Coaching & Talent ID Programme was an initiative created by us and funded by the UEFA Foundation. The goal of the programme was to identify a cohort of individuals from underrepresented backgrounds who are already on the path of working as a coach or talent identification staff member in an elite professional environment. After an application and interview process, the successful candidates onto our programme would receive funding to complete the next level of their coaching or talent ID qualification (should their applications for those courses be accepted by the FA), as well as access to enrichment/masterclass events organised by ourselves in collaboration with professional clubs in the fields of elite coaching or talent identification/recruitment.

19 RELATED PARTY DISCLOSURE

There were no related party transactions for the year ended 30 June 2023.

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

	2023 £	2022 £
Net Income Net income for the reporting period (as per the Statement of Financial Activities)	(527,162)	119,386
Adjustments for:		
Depreciation charge	54,669	5,353
Loss on disposal of fixed assets	7,240	3,778
Interest received	(2,674)	(99)
Decrease in debtors	1,110,023	(819,984)
Decrease in creditors	(507,880)	983,951
	<u>134,216</u>	<u>292,385</u>

21 ANALYSIS OF CHANGES IN NET FUNDS

	At 1 July 2022 £	Cash flow £	At 30 June 2023 £
Cash at bank and in hand	<u>902,528</u>	<u>17,460</u>	<u>919,988</u>