

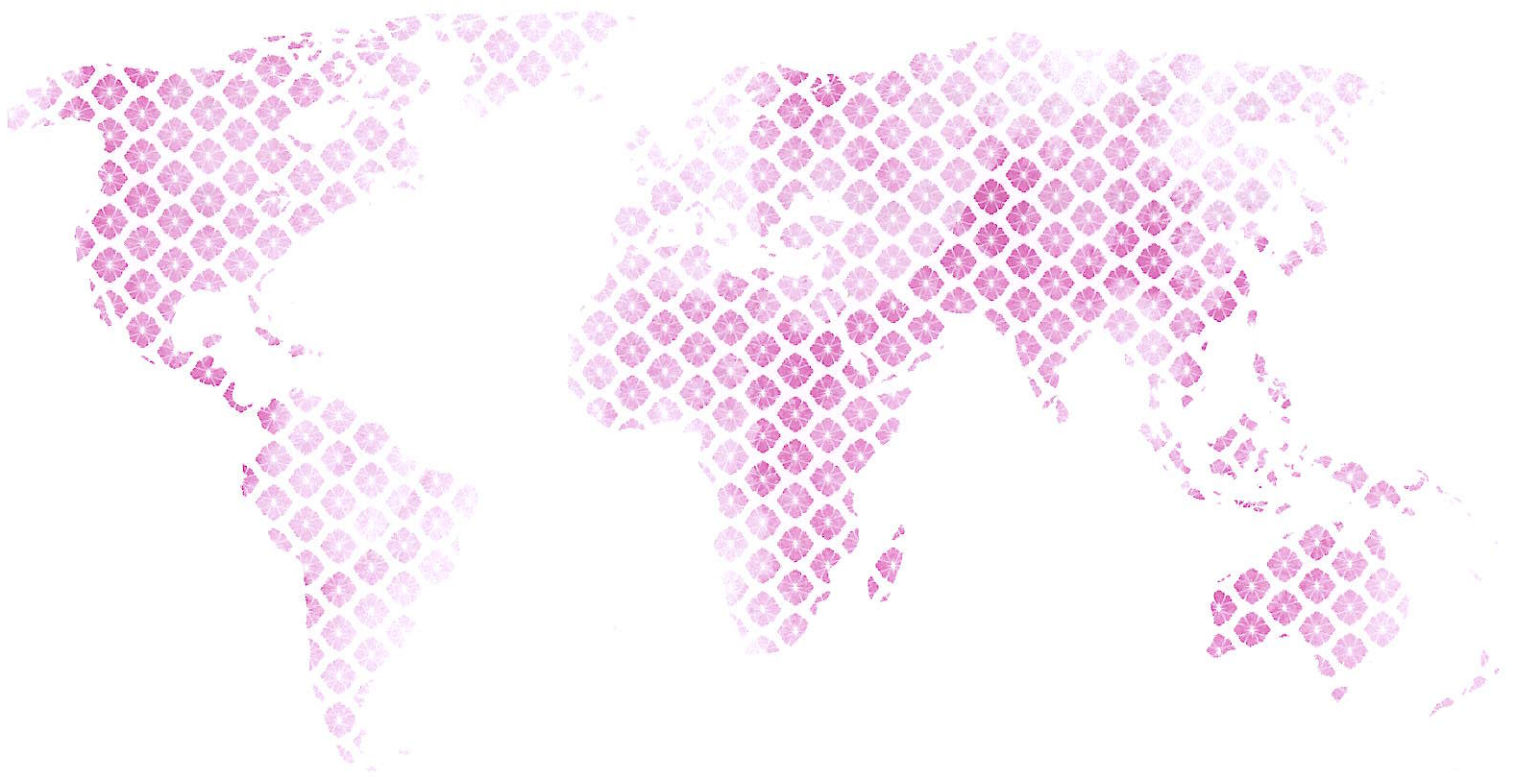
Hibiscus

Charity Registration No. 01104094

Company Registration No. 04533442 (England and Wales)

A Company limited by guarantee not having a share capital
and a registered charity

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024



Hibiscus

Charity Registration No. 01104094
Company Registration No. 04533442 (England and Wales)

CONTENTS

Legal and Administrative Information	3
Trustees' Report	4
Independent Auditor's Report	16
Statement of Financial Activities	19
Balance Sheet	20
Statement of Cashflows	21
Notes on the Financial Activities	22

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Therese Prince (Chair, appointed 20.05.24)
Farzana Alam (Finance Lead, appointed 16.09.24)
Rosalyn Akar Grams (Co-chair, from 30.05.23-20.05.24)
Annette Man Kwan So (Co-chair, from 30.05.23-27.11.23)
Anne Noreen Langton (Co-Chair, from 27.11.23-20.05.24)
Michael Greenwood (Treasurer, resigned 30.09.24)
Laila Aziz (appointed 05.02.24)
Lara Fatah (appointed 16.09.24)
Sara Khan (resigned 05.02.24)
Elanor Lee (appointed 16.09.24)
Roselin Mgbeze (professionally known as Roz Morrison)
Louise Swan
Klara Skrivankova
Lutendo Wigman (appointed 16.09.24)
Rachel Youngman (resigned 30.05.23)

Chief Executive

Baljit Banga (appointed 02.10.23)
Kate Shurety (Interim CEO from 27.10.22 to 02.10.23)
Marchu Belete (resigned 02.06.23)

Secretary

Mufeedah Bustin

Charity number

01104094

Company number

04533442

Principal address and registered office

356 Holloway Road
London
N7 6PA

Auditors

Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton
KT6 7AL

TRUSTEES' REPORT

The Trustees present their Report and Financial Statements for the year ended 31 March 2024.

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities", Charities Act 2011, Companies Act 2006 and UK Generally Accepted Accounting Practice. In preparing this report, the Trustees have taken advantage of the small company's exemptions provided by Section 415A of the Companies Act 2006.

Objectives

The key charity objectives of Hibiscus Initiatives, hereinafter referred to as Hibiscus, are to:

- ❖ relieve the poverty and the emotional, practical, social, and legal needs of persons, in particular but without limitation women, especially those, who have been affected by criminal and social justice issues;
- ❖ advance public education about such persons;
- ❖ undertake any other charitable objective.

Our Vision

To build a fair and just society where inequalities are eliminated from the criminal justice and immigration systems.

Our Mission

Hibiscus enables Black and minoritised migrant women interacting with the immigration and justice systems to rebuild their lives. Our mission is to:

- ❖ provide advocacy, support and specialist services to Black and minoritised migrant women
- ❖ enable informed choices
- ❖ promote social justice and respect
- ❖ support positive relationships, health and mental wellbeing
- ❖ reduce inequalities
- ❖ prioritise the importance of being a proactively anti-racist organisation with an anti-racism strategy
- ❖ influence change to make the criminal justice and immigration systems fairer

Our Values

- ❖ Integrity: To be pro-active in our intentions, for our work and actions to reflect the values we hold as an organisation.
- ❖ Respect: To respect our colleagues, stakeholders, and the women and families we support. Even when we disagree, to see each other as full human beings, with struggles and dreams.
- ❖ Learning & Innovation: To be curious. To invest in our staff to develop and grow. To find new and innovative ways of supporting migrant women to rebuild their lives. To reflect honestly when things haven't gone right.
- ❖ Inclusive: To centre those with lived experience throughout what we do. Being an ally, co-producing services, research and articles. To be inclusive in a meaningful way, to support our clients to be part of Hibiscus as employees and trustees.

TRUSTEES' REPORT

Activities

Hibiscus is the UK's leading organisation working with Black, minoritised and migrant women and their families, at the intersection of the immigration and Criminal Justice System (CJS). Following the instigation of our five-year 2023-2028 strategy, and in parallel with Hibiscus' contract with the Home Office ending, our work supporting men in detention came to an end during the financial year. We are now a women-only organisation.

As a result of the changes to our activities, we have restructured our service delivery teams and our principal activities fall into the following strands:

- ❖ **Community and Women's Centre**
 - o Specialist advocacy and advice services to women in the community
 - o Safe homes housing project
 - o Courts advocacy service
- ❖ **Criminal Justice and Detention Services**
 - o Specialist advocacy and advice services to women in prisons
 - o WrapAround and through-the-gate support
 - o Specialist welfare support to women in detention
 - o Specialist support to families facing forced removal
- ❖ **Policy and Public Affairs**
 - o Influencing of policy and public perception
 - o Working to end the intersectional discrimination that Black and minoritised migrant women experience in the Criminal Justice System
 - o An alternative approach to 'Cultural Mediation'
 - o Violence Against Women and Girls work
 - o Anti-Trafficking influencing work
 - o Heritage Project

As reflected in all the strands, Hibiscus exists to provide advocacy, advice, support and specialist services to empower service users to enable informed choices and positive change. Support takes many forms and can include: help to access trauma-informed support including legal advice/representation; support with family related issues; social services; housing; mental health and well-being; education and training; and help settling into the community. An element of our work that runs through all strands is to research, communicate and raise awareness of the issues faced by our clients, with a view to influencing policymakers.

The Trustees, in making decisions about the activities, have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. All activities are considered by the Trustees to be in the public benefit.

All of our funders require ongoing and end of project reports and have been satisfied that the outcome requirements have been met or exceeded.

TRUSTEES' REPORT

Achievements and Performance

Community & Women's Centre

Community Team

Our community team provides specialist, trauma-informed support to Black and minoritised migrant women affected by the criminal justice system, immigration restrictions and/or survivors of trafficking, across the Greater London area. Funding for the team came from a number of sources including Esmée Fairbairn Foundation, the National Lottery Reaching Communities Fund, Bell Foundation, The Forrester Family Foundation, and The Oak Foundation.

In total over the course of the year we supported 176 women with individual casework, advice and advocacy. The most common areas of need were for immigration and legal support (108 women); accommodation (98); finance, benefits and debt (98) and mental health (78) or physical health (65).

We continue to see a heightened level of need from women accessing casework support, with continued delays to immigration decisions, tribunals, and criminal justice proceedings, and consequent impact on women's practical situations, mental and emotional health. Recent legislation including the Nationality and Borders Act and Illegal Migration Act, and ongoing hostile rhetoric from the UK government surrounding migrants is resulting in many vulnerable women being left unprotected and their right to asylum and National Referral Mechanism (NRM) applications under threat. Lack of suitable housing, financial destitution made worse by the rising cost of living, difficulties accessing legal support and mental health treatment are all key areas of concern.

Alongside our casework services we deliver a comprehensive programme of group and 1-1 activities at our North London Women's Centre, focusing on three overlapping strands of practical support, wellbeing and empowerment and agency. Highlights included special events for Refugee Week, Black History Month, summer trips to Kew Gardens and the V&A museum, and the end-of-year client Christmas party.

Partnership working is an essential element of the Women's Centre, and we are grateful to all our partners this year, including:

- Street Talk – providing individual trauma-informed counselling to women who have experienced trafficking or modern slavery
- Protea Clinic –partnership with law students at King's College, London, and solicitors at Hammersmith & Fulham Law Centre, and Sutovic & Hartigan to offer one-off immigration legal advice
- Gillespie Park Ecology Centre – new partnership this year offering women the opportunity to grow flowers, herbs and food at a local community garden

Courts Advocacy Service

Launched in November 2023, our Courts project provides specialist advice and advocacy to migrant women appearing as defendants at Westminster Magistrates Court. Two part-time project workers provide women with information and support to understand and navigate the courts process, as well as conducting an initial needs assessment to identify and refer women to appropriate support, including Hibiscus' community or prison services.

TRUSTEES' REPORT

Safe Housing for Women project

Funded by the Oak Foundation, this project aims to address the lack of safe and suitable accommodation for migrant women through a combination of specialist housing advocacy, working with housing providers to improve practice, and influencing positive changes to policy to increase housing options for migrant women. In all these areas we will work to empower women with lived experience of insecure housing or homelessness to partner in creating change. A notable achievement in the first year of the project was successfully campaigning with other partners to reverse the Home Office 7-day move on policy for asylum seekers when granted refugee status. Introduced in August 2023, the policy was dropped by the government in December 2023.

Criminal Justice and Detention Services

WrapAround Service

Our WrapAround Service provides holistic, wraparound support to migrant women in contact with the criminal justice system across all London boroughs. The service is jointly funded by the Ministry of Justice and Mayor's Office on Policing and Crime (MOPAC), in partnership with Advance Charity, Women in Prison and Pecan. Women may be referred by probation, on release from prison, or can self-refer, and receive up to 12 months intensive support from one of our Wraparound Project Workers before being closed, or referred on to our community team if they need further ongoing support. Due to a series of staffing challenges, the service operated at reduced capacity for much of the past year; but despite this we were able to support 66 women in 2023-24, and the team is now back to full capacity.

Specialist Advocacy and Advice Services to Women in Prisons

We continue to work with migrant women in three prisons: HMP Bronzefield, HMP Peterborough and HMP Downview. During the year, Hibiscus recruited two new members of staff to the team, including a specialist Through-the-Gate project worker. We continue to visit each prison weekly to provide individual advice, advocacy and emotional support to migrant women; as well as delivering workshops or group activities for events such as Eid, Refugee Week and Black History Month. We also operate a phone helpline service 1 day/week for women from HMP Peterborough to contact us for additional support between visits; and since January have expanded this to cover all 3 prisons. Over the last year we have supported 157 women in prison, providing 348 face-to-face appointments, 92 telephone appointments, and reaching 121 women through our activity programme.

Specialist Welfare Support to Women in Detention

Our work in the immigration removal centres (IRC's) this year continued to provide specialist welfare support in Yarl's Wood IRC, whilst navigating some significant changes to the projects at Heathrow and Derwentside IRC 's, and Gatwick PDA. The women's specialist services project at Derwentside IRC ended in August, and our projects delivered in Sahara Unit at Heathrow were impacted by the closure of the unit in November, and Gatwick PDA was closed in January for refurbishment. Our contract with the Home Office ended during the financial year resulting in the discontinuation of international resettlement work across all locations. Our focus was on implementing a smooth exit strategy, including supporting residents to establish connections with local partners to bridge service gaps and arrange alternative support. We are conscious of the needs of women detained in IRCs and have begun exploring new ways to provide advocacy and advice and have since been developing this at Yarl's Wood.

TRUSTEES' REPORT

Over 1,200 people in IRC's have been supported in the last year. We observed increases in the number of Albanian, Brazilian and Romanian nationals across all centres, as well as rising numbers of people from Timor-Leste. Despite the changes and the evolving landscape of the immigration estate, the team continued to provide essential services to those detained, striving to address their complex needs effectively. Between October and December staff carried out preparatory work for five families expected to arrive at Gatwick PDA, and were on-site to offer specialist welfare support to the three that did. Gatwick PDA closed in January for reconfiguration of the space and it will be closed until early 2025.

Hibiscus' interaction and model of support within IRCs is short term, and we are developing our impact and outcomes assessment to be adaptable to this. We regularly receive qualitative feedback from those we have supported which gives an indication of the impact of this work:

- *"A great help you were to me in how you handled my situation. It was certainly a shining light in an unfortunate and dark time."*
- *"First of all I would like to thank you for understanding my situation and my story. Your work is incredible."*
- *"Thank you Hibiscus for your support.....I am able to support my children, they were happy to see me. I Thank you again for talking to me in Yarl's Wood because I was stress. Everyday I see you, I smile."*
- *"Thank You So Much for your help Madam during the tuff time i am so glad for your help you Supported me alot when i am feeling low"*

We delivered 80 themed workshops and focus groups across the IRC's this year. Themed workshops included International Refugee Week, Black History Month, Easter, Eid and Lunar New Year. Attendance was high, with the workshops providing a space to come together and connect on different topics, share stories, support each other, as well as to enjoy the refreshments and get involved in activities.

Policy and Public Affairs

Our Policy and Public Affairs team works to influence policy change to improve the access to rights of Black and minoritised migrant women in contact with the criminal justice and immigration systems. Hibiscus seeks to influence policy change from the frontline by putting at the forefront our service users' expertise in a meaningful way. We advocate for change by engaging in different policy processes involving research, and engagement with key decision makers and stakeholders. Working in partnership with organisations in the third sector and service users we seek to improve the policy and practices affecting Black and minoritised migrant women, both highlighting issues in the UK and internationally. Our work focuses on the following issues:

- ❖ Reducing homelessness and poverty amongst Black and minoritised migrant women
- ❖ Better recognition and care for survivors of trafficking
- ❖ Addressing racial inequalities in the criminal justice and immigration systems
- ❖ Reducing imprisonment and detention of migrant women, including advocating for community-based alternatives to incarceration, so it is no longer an option.
- ❖ Ending the discrimination that Black and minoritised migrant victim/survivors of violence against women and girls experience when seeking support and justice.

TRUSTEES' REPORT

Our three main objectives in this area are:

- ❖ We will build the confidence and communication skills of migrant women to enable them to influence policy making and raise awareness about the issues impacting their lives. We do this centring their expertise rather than having to re-tell traumatic events of their lives.
- ❖ We will increase the visibility of Hibiscus as a leading organisation working to provide services to Black and minoritised migrant women.
- ❖ We will grow our communication platforms and create more opportunities to reach diverse audiences and share messages and policy recommendations developed in collaboration with women with lived experience.

An alternative approach to 'Cultural Mediation'

This year, supported by the Bell Foundation, we conducted research to understand approaches to cultural mediation in Europe. The findings concluded that cultural mediation approaches are mainly used as interpreting interventions and are inconsistent in how they are applied. These practices therefore are neither designed to address structural barriers and inequalities nor offer comprehensive support to Black and minoritised and migrant women who are subjected to violence against women and girls (VAWG) (including trafficking, modern slavery and sexual violence). The evidence showed that the limitations of cultural mediation practice could cause harm to women who require specialist support from appropriate trauma-informed spaces. An alternative approach already exists in women's specialist *by and for* organisations in the UK, called the wrap-around, trauma-informed, woman-centred and rights-based support developed around intersectionality to meet the needs of women subjected to all forms of violence.

This model, implemented within Hibiscus, is characterised by the provision of services free of judgement and harm, including the prevention of repeat and secondary victimisation and re-traumatisation. This model, promotes social, racial, and gender justice, critical to creating support provisions that can address systemic harm. In this context, engagement with women is holistic and through intersectional lenses.

Violence Against Women and Girls (VAWG) work

Violence Against Women and Girls is a pervasive and prevalent issue in society. For Black and minoritised migrant women, the experiences of VAWG are often coupled with experiences of institutional and structural violence and exclusion from support. For our service users, disbelief and criminalisation are directly linked to intersectional and systemic racism worsened by hostile and punitive immigration policies. Furthermore, we have identified that the experiences and needs of Black and minoritised migrant women in contact with the criminal justice and immigration systems are often overlooked in mainstream debates. In this context, we have actively increased our presence within the VAWG sector.

At an international level, in March 2024 we attended the 140th Session of the Human Rights Committee to review the UK government's international commitments in Geneva. We presented evidence before the Human Rights Committee on the harmful impact of hostile environment policies on the women we support. This experience allowed us to meet with key stakeholders including the Special Rapporteur on VAWG.

Anti-Trafficking work

We continue to expand our influencing work in anti-trafficking. This area is key as a considerable number of our service users are victims/survivors of this crime. The Anti-Trafficking Steering Group (ATSG) continues to meet and is dedicated to enhancing Hibiscus' approach towards anti-trafficking. Funded by Trust for London, the group works towards the following lines of action: providing a specialised service; professional

TRUSTEES' REPORT

partnerships; enhance knowledge; advocate for change and centring women's voices. The ATSG consolidates shared learnings on trends and institutional failures to protect victims/survivors of trafficking and modern slavery. This helps to inform our responses to government consultations, such as the MOJ Civil Legal Aid consultation. In addition, we have invested efforts in increasing our presence within the Anti-Trafficking sector to amplify the voice of the Black and minoritised migrant women that we support.

Working to end the intersectional discrimination in the CJS

Black and minoritised and migrant women are subjected to intersectional discrimination and racism when navigating the CJS. Our work on advocating for change has been funded by Barrow Cadbury Trust and Lloyds Bank Foundation, previously under the banner of *Double Disadvantage*. Over this period, alongside our partners we continued engaging with key stakeholders and government representatives. Together with the Centre for Women's Justice, we have actively engaged with representatives of the Crown Prosecution Service and the National Police Chiefs Council, highlighting the lack of support for Black and minoritised migrant women, including those who are victims/survivors of VAWG.

Our partnership work alongside Muslim Women in Prison, Zahed Mubarek Trust, Criminal Justice Alliance, Agenda Alliance and Women in Prison, has undertaken a strategic review and consultation, adopting the new name ***Women's Justice Reimagined: campaigning for intersectional justice for her***. Women with lived-experience were included in this process to ensure their representation and expertise was considered.

Heritage Project

Our project to celebrate our 35-year history, funded by the Heritage Lottery Fund, concluded this year. We recorded eight oral history interviews, which will be submitted to the Black Cultural Archives and made accessible to the public. The oral history sound clips can be found here: [The Heritage Project Workshops - Hibiscus Initiatives](#). We also ran eight workshops with over 10 women volunteers to develop their storytelling skills, which we took to six other Women's Centres in London and nationally.

TRUSTEES' REPORT

Financial Review

The Trustees consider that the main risk the charity faces is not being able to raise sufficient funds to continue providing its core services. To mitigate this, the fundraising programme is continually reviewed and the Trustees are very aware of the necessity to ensure that the charity has sufficient reserves. The Trustees have also examined other operational and business risks faced by the charity and can confirm that suitable measures have been taken, wherever possible, to mitigate any significant risks. The Finance & Compliance Sub -Committee review and update the risk register on a quarterly basis and report to the Board. Our funders are as listed in notes 2 and 3 to the accounts.

Total income for the year rose by 8%, from £1,728,016 in 2022/2023 to £1,873,894 in 2023/2024. Donations increased by £31,225, largely due to a one-off contribution. Bank interest income also rose significantly from £1,934 last year to £12,084 this year. Income from grants and contracts for our work increased by £104,503. In line with rising income, expenditure also grew, totalling £1,815,182 compared to previous year's expenditure of £1,603,654.

The total funds held at 31st March 2024 were £918,946 of these £21,093 are restricted, £222,000 are designated, and general funds stand at £675,853 up from £603,083 in the previous year.

The purpose of the restricted funds held is to further the work in the relevant service areas in accordance with the conditions of funding. See note 16.

Trustees have reviewed and re-designated reserves to set aside funds to meet financial obligations to employees and others in the unlikely event of the charity ceasing to exist. Other funds are set aside to meet potential costs outside the annual budget. Our current level of general reserves maintains almost five months of operating costs based on 2023/24 expenditure. Expenditure levels are anticipated to fall in 2024/25 to c. £1,400,000, and reserves will be utilised for this eventuality as well.

Designated funds at March 2024 were £222,000 increased from £203,385 to meet the projected increased costs of contractual obligations and wind-down costs.

TRUSTEES' REPORT

Our Strategy

From 2023 – 2028 Hibiscus is focusing our work on our five-year strategy to ensure that we become a more impact-led, trauma informed, anti-racist and service user centred organisation.

Theory of Change

Forming from our Theory of Change, our five-year strategy will focus on four key areas of work:

❖ **Personal/Lived Experience:**

We will continue to work directly with Black and minoritised migrant women at every point in the criminal justice and immigration systems, to provide emotional and practical support and to enable them to influence change.

❖ **Practice**

We will work with institutions within the criminal justice and immigration systems as well as with stakeholders and other NGO partners, to help improve understanding, service provision and support to create fairer practices. By identifying victims of trafficking and influencing the treatment of marginalised women through advocacy, training, tools and resource, we influence institutions and staff to understand the needs of migrant women and implement better, fairer practices.

❖ **Policy**

We will work collaboratively with other organisations to campaign for policy change. Hibiscus will provide evidence and the voice of Black and minoritised migrant women themselves to influence policy and practice. By providing a platform for women with experience of the criminal justice and immigration system to influence policy and practice, policy and decision makers understand their experiences and implement fairer, more humane policies.

❖ **Public opinion**

We will provide communication platforms for Black and minoritised migrant women with lived experience of the criminal justice and immigration systems to be heard in the media. We will work to ensure honest, accurate, representative coverage in the media about the experiences of migrant women.

TRUSTEES' REPORT

Structure, Governance and Management

Hibiscus Initiatives is a company limited by guarantee without share capital incorporated on 12 September 2002 and registered with the Charity Commission on 2 June 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

Prior to its incorporation the charity had operated since 1986 as an unincorporated charity under the name Female Prisoners Welfare Project. On incorporation it became FPWP Hibiscus Limited and changed its name to Hibiscus Initiatives Ltd by special resolution on the 9th September 2013 (later dropping the "Ltd" on 20th November 2014). The Articles of Association were reviewed and updated during 2014 and formally adopted in October 2014.

While day to day responsibility is delegated to the Chief Executive, Baljit Banga and her senior leadership team, overall responsibility rests with the Board. Strategic decisions and those relating to conditions of employment for the Chief Executive and senior leadership team are made by the Board and where appropriate with the assistance of external professional experts.

The Chief Executive works closely with the Board and the senior leadership team. Senior staff each manage a team of skilled staff and send regular departmental reports on their projects' work to the Board.

Hibiscus' administrative structure and governance arrangements are a crucial part of the organisation, driving performance and keeping delivery on track. We worked to achieve the aims set out in the strategic plan and particular attention was paid to ensure staff training and support needs were met.

The Board of Trustees and Directors of the Company

Selection and appointment of trustees is governed by the charity's Articles of Association. The organisation requires that all trustees have a clear understanding of the criminal justice system and the needs and issues surrounding women in prison, including migrant prisoners, those held in immigration removal centres in the UK, those released from both prisons and immigration removal centres, and issues surrounding trafficking and modern day slavery.

The directors of the charitable company are its trustees for the purposes of charity law. The Trustees who have served during the year and since the year end were as follows:

- ❖ Therese Prince (Chair, appointed 20.05.24)
- ❖ Farzana Alam (Finance Lead, appointed 16.09.24)
- ❖ Rosalyn Akar Grams (Co-chair, from 30.05.23-20.05.24)
- ❖ Annette Man Kwan So (Co-chair, from 30.05.23-27.11.23)
- ❖ Anne Noreen Langton (Co-Chair, from 27.11.23-20.05.24)
- ❖ Michael Greenwood (Treasurer, resigned 30.09.24)
- ❖ Laila Aziz (appointed 05.02.24)
- ❖ Lara Fatah (appointed 16.09.24)
- ❖ Sara Khan (resigned 05.02.24)
- ❖ Elanor Lee (appointed 16.09.24)
- ❖ Roselin Mgbezeh (professionally known as Roz Morrison)
- ❖ Louise Swan
- ❖ Klara Skrivankova
- ❖ Lutendo Wigman (appointed 16.09.24)
- ❖ Rachel Youngman (resigned 30.05.23)

TRUSTEES' REPORT

New Trustees are inducted into Hibiscus and made aware of the full range of their responsibilities. New Trustees are partnered with a more experienced Trustee for support, guidance and advice. The training and induction programme enables Trustees to learn about Hibiscus in a structured way so that they are able, from the start, to understand and subscribe to the charity's objectives. This is supplemented by visits to places where Hibiscus works, including the women's centre, detention centres and prisons if they wish. Reports on Hibiscus' activities are presented at each Board meeting and this means that over time Trustees become familiar with the full range of work carried out by Hibiscus. Trustees attend Hibiscus events wherever possible and meet service users and key stakeholders.

Key management salaries are set as part of the overall staff salary structure by the Chief Executive and approved by the Board through the annual budget approval process. The Chief Executive's salary is set by the Board. Salary levels are set with reference to the skillset and experience that staff members need to have to carry out our charitable activities which is assessed annually.

TRUSTEES' REPORT

Trustees' responsibilities statement

The Trustees, who are also directors of Hibiscus for the purposes of Company Law, are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare Financial Statements for each financial year. Under Company Law, the Trustees must not approve the financial statement unless they are satisfied that they 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 these Financial Statements, the Trustees are required to:

- ❖ select suitable accounting policies and then apply them consistently;
- ❖ observe the methods and principles in the Charities SORP 2019 (FRS 102);
- ❖ make judgements and estimates that are reasonable and prudent;
- ❖ prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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 auditor is 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 auditor is aware of that information.

Auditors

The auditors, Kingston Burrowes Ltd, have expressed their willingness to continue in office and a resolution proposing their re-appointment will be put to the forthcoming Annual General Meeting.

Approval

This report was approved by the Trustees on 25th November 2024 and signed on their behalf, by:



Therese Prince
Chair



Farzana Alam
Trustee – Finance Lead

Independent Auditor's Report to the Members of Hibiscus Initiatives

Opinion

We have audited the financial statements of Hibiscus Initiatives (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (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 31 March 2024, 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 Auditor's 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 other information comprises the information included in the trustees report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees report. 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. 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 course of 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.

Independent Auditor's Report to the Members of Hibiscus Initiatives (cont.)

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 trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report 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 directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, 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.

Auditor's 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 an auditor's report 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

Independent Auditor's Report to the Members of Hibiscus Initiatives (cont.)

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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 auditor's 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.



Kevin Fisher FCA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton KT6 7AL
Dated 13 December 2024

STATEMENT OF FINANCIAL ACTIVITIES

Income and Expenditure Account for The Year Ended 31 March 2024

Accounts	Notes	Unrestricted funds		Restricted funds	Total 2024	Total 2023
		General funds	Designated fund			
		GBP (£)	GBP (£)	GBP (£)	GBP (£)	GBP (£)
Income from: -						
Donations and legacies	2	53,775	-	-	53,775	22,550
Charitable activities	3	826,765	-	981,270	1,808,035	1,703,532
Investment: bank deposit account interests		12,084	-	-	12,084	1,934
Total		892,624	-	981,270	1,873,894	1,728,016
Expenditure on:						
Raising funds	5	21,287	-	-	21,287	11,416
Charitable activities	6	779,952	-	1,013,943	1,793,895	1,592,238
Total		801,239	-	1,013,943	1,815,182	1,603,654
Net income/ (expenditure)		91,385	-	(32,673)	58,712	124,362
Transfer between funds	17	(18,615)	18,615	-	-	-
Net movement in funds		72,770	18,615	(32,673)	58,712	124,362
Reconciliation of funds:						
Total funds brought forward	16/17	603,083	203,385	53,766	860,234	735,872
Total funds carried forward		675,853	222,000	21,093	918,946	860,234

All income and expenditure is derived from continuing activities.

There were no recognised gains or losses for 2023 and 2024 other than those included in the Statement of Financial Activities.

The notes on pages 22 to 32 form part of these financial statements.

Balance Sheet as at 31 March 2024

Accounts	Notes	2024		2023	
		GBP (£)	GBP (£)	GBP (£)	GBP (£)
Current Assets:					
Debtors	12	251,055		348,066	
Cash at bank and in hand	13	<u>820,235</u>		<u>830,107</u>	
		1,071,290		1,178,173	
Liabilities:					
Creditors: amounts falling due within one year	14	152,344		317,939	
Net current assets			918,946		860,234
Total Net Assets	19		<u>918,946</u>		<u>860,234</u>
The funds of the charity:					
Restricted income	16		21,093		53,766
General funds	17	675,853		603,083	
Designated funds	18	<u>222,000</u>		<u>203,385</u>	
Total unrestricted funds		<u>897,853</u>		<u>806,468</u>	
Total charity funds			918,946		860,234

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Financial Statements were approved by the Board on 25th November 2024 and signed on its behalf by:



Therese Prince
Chair



Farzana Alam
Trustee – Finance Lead

The notes on pages 22 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS AS AT 31 MARCH 2024

	Note	2024 GBP (£)	2023 GBP (£)
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	20	(21,956)	347,458
Cash flows from investing activities:			
Bank deposit account interests		12,084	1,934
Net cash provided by/(used in) investing activities		12,084	1,934
Change in cash in the reporting period		(9,872)	349,392
Cash and cash equivalents at the beginning of the reporting period		830,107	480,715
Cash and cash equivalents at the end of the reporting period		820,235	830,107

The notes on pages 22 to 32 form part of these financial statements.

1. ACCOUNTING POLICIES

General information and basis of preparation

Hibiscus Initiatives is a company limited by guarantee registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is given in the 'Legal and Administrative Information' on page 3 of this Trustees' Report and Financial Statements.

The charity constitutes a public benefit entity as defined by FRS 102.

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), The Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The Financial Statements are prepared on a going concern basis under the historical cost convention.

The significant accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all years unless otherwise stated.

Income recognition

Items of income are recognised in the Financial Statements when all of the following criteria are met:

- the charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that the receipt of the income is considered probable; and;
- the amount can be measured reliably.

Expenditure recognition

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

Expenditure is allocated to each activity where the costs relate directly to that activity. Support costs, including governance costs, that do not relate directly to any activity are apportioned to each activity on the basis of staff time.

Expenditure is included under the following headings:

- raising funds which comprises the costs associated with attracting voluntary donations and grants
- charitable activities which comprises the costs associated with running the various activities, services and,
- projects for the charity's beneficiaries

1. ACCOUNTING POLICIES (continued)

Fixed Assets and Depreciation

Tangible fixed assets costing in excess of £1,000 are capitalised and stated at cost less accumulated depreciation. Fixed assets acquired for a specific project are expensed in the year of purchase.

Depreciation is provided so as to write off the cost of fixed assets at the following annual rates:

Office equipment	25% reducing balance
Computer equipment	25% straight line

Fund accounting

Unrestricted general funds are those funds which are freely available for use in furtherance of the objects of the charity.

Designated funds are unrestricted funds set aside by the Trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor, or which have been raised for a particular purpose.

Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs

The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities in the year to which they relate.

Debtors and Creditors

Debtors and Creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of Financial Activities.

2 DONATIONS AND LEGACIES

	2024 GBP (£)	2023 GBP (£)
Unrestricted donations	53,775	22,550
Total donations and legacies	53,775	22,550

3 INCOME FROM CHARITABLE ACTIVITIES

	2024 GBP (£)	2023 GBP (£)
Restricted grants:		
Barrow Cadbury Trust	500	25,000
The Bell Foundation	57,390	42,734
Esmee Fairbairn Foundation	100,000	100,000
Esmee Fairbairn Foundation (Capacity Building)	7,795	-
The Forward Trust	54,657	26,925
John Ellerman Foundation	23,333	-
Justice Together	49,999	50,000
Lloyds Bank Foundation	15,921	4,000
MAN Charitable Trust	50,000	50,000
Ministry of Justice Core	103,713	14,296
Ministry of Justice Services Delivery (Courts)	60,858	-
National Lottery Fund Heritage	35,370	35,369
The National Lottery Community Fund	49,131	-
Oak Foundation	109,648	7,252
Advance and Women in Prison {Pan London}	71,040	67,583
Paul Hamlyn Foundation	40,883	40,600
The Clothworkers	10,000	-
Trust for London	14,750	26,869
Women's Centre- National Lottery	126,281	113,976
Total restricted grants	981,270	604,603

3 INCOME FROM CHARITABLE ACTIVITIES (continued)

	2024 GBP (£)	2023 GBP (£)
Serco (PDA)- provision of dedicated welfare services	77,799	220,582
Serco (SWS) provision of specialist welfare services	61,220	57,120
MITIE Care and Custody	33,533	85,194
Home Office	593,117	678,271
Total unrestricted contract income receivable	765,669	1,041,167
<i>Other Unrestricted income</i>	61,096	57,762
Total income from charitable activities	1,808,035	1,703,532

All the expenditures recognised in 2023 and 2024 were unrestricted.

4 NET INCOME / EXPENDITURE

	2024 GBP (£)	2023 GBP (£)
Operating surplus is stated after charging:		
Auditor's fee	3,000	3,000

5 COST OF RAISING FUNDS

	Direct Costs	Support costs	2024 GBP (£)	2023 GBP (£)
Fundraising activities	21,287	-	21,287	11,416

All the expenditure recognised in 2023 and 2024 was unrestricted and for support costs.

6 COST OF CHARITABLE ACTIVITIES

	Direct costs	Support costs	2024 GBP (£)	2023 GBP (£)
Support and advocacy to migrants affected by the criminal justice and immigration systems	£1,580,200	£213,695	£1,793,895	£1,592,238

Of the £1,592,238 expenditure recognised in 2023, £1,028,021 was charged to unrestricted funds and £575,633 was charged to restricted funds.

7 ANALYSIS OF DIRECT COSTS

	Raising Funds	Charitable Activity	2024 GBP (£)	2023 GBP (£)
Wages and salaries and subcontractor costs	21,287	1,143,396	1,164,683	1,038,425
Staff travel UK	-	52,063	52,063	65,426
Staff training and conferences	-	60,909	60,909	29,853
Overseas resettlement and travel	-	33,421	33,421	69,940
External consultancy	-	125,331	125,331	86,546
COVID 19 support	-	-	-	15
Recruitment	-	34,897	34,897	23,240
Other direct costs	-	130,183	130,183	66,469
	21,287	1,580,200	1,601,487	1,379,914

8 ANALYSIS OF SUPPORT COSTS

	Raising Funds	Charitable Activity	2024 GBP (£)	2023 GBP (£)
Office cost	-	105,134	105,134	119,924
Premises Costs	-	105,229	105,229	100,661
Governance cost (note 9)	-	3,332	3,332	3,155
	-	213,695	213,695	223,740

9 GOVERNANCE COSTS

	2024 GBP (£)	2023 GBP (£)
Audit fees	3,000	3,000
AGM/Annual review	214	155
Trustee training/membership	118	-
	3,332	3,155

10 TRUSTEE AND BOARD MEMBER EXPENSES

During the year there were no payments made to Trustees in respect of expenses (2023: £250).

11 STAFF COSTS

Total staff wages for the year excluding national insurance & pension were £958,896 (2023: £879,315).

Total social security costs for the year were £88,902 (2023: £83,875).

The average number of employees during the year was 31 (2023: 29).

The total employment benefits received by key management was £200,582 (2023: £227,792).

There was no employee with emoluments excess of £60,000 (2023: none).

No employee received monies by way of compensation for termination of employment (2023: none).

None of the Trustees or members of the Board received any emoluments during the year (2023: £nil).

The charity operates a defined contribution pension scheme. Contributions during the year were £34,009 (2023: £18,172).

Under FRS 102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer pension costs

During the financial year, the charity engaged a subcontracted CEO to oversee strategic operations and management. The total payment for this subcontracted CEO amounted to £57,632 (2023: £46,334). This expenditure has been included under the "Staff Costs" category. The subcontracting arrangement was in line with the charity's governance and financial policies, ensuring efficient management and cost-effectiveness.

12 DEBTORS

	2024 GBP (£)	2023 GBP (£)
Other debtors	7,755	7,866
Trade debtors	209,998	321,683
Pre-payments	12,914	7,010
Accrual income	20,388	11,507
	251,055	348,066

13 CASH AT BANK

	2024 GBP (£)	2023 GBP (£)
Bank - current account	122,024	525,204
Bank- deposit account	683,735	289,485
Cash in hand	14,476	15,418
	820,235	830,107

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 GBP (£)	2023 GBP (£)
Trade creditors	26,410	38,597
Sundry creditors and accruals	7,400	11,831
Deferred income	118,534	267,511
	152,344	317,939

Deferred income analysis

	2024 GBP (£)	2023 GBP (£)
Deferred income brought forward	267,511	116,500
Additions during the year	118,534	267,511
Amount released to income	(267,511)	(116,500)
Deferred income carried forward	118,534	267,511

Deferred income of £118,534 (2023: £267,511) included above relating to grant income received during the year but relating to future accounting period.

15 OPERATING LEASE COMMITMENTS

The following funds have been set aside out of general funds by the Trustees:

	2024 GBP (£)	2023 GBP (£)
Due within:		
One year	26,052	24,590
One to five years	-	-
	26,052	24,590

At 31 March 2024 the company had annual commitments of £26,052 (2023: £24,590) for rent of premises under non-cancellable operating leases which expire in July 2028 (notice period 6 months).

16 RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of grants held on trusts to be applied to specific purposes:

At 31 March 2024	Balance at 01-Apr-23 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-24 GBP (£)
Barrow Cadbury Trust	5,897	500	6,397	-	-
The Bell Foundation	3,308	57,390	60,698	-	-
Esmee Fairbairn Foundation	20,397	100,000	120,419	-	(22)
Esmee Fairbairn Foundation (Capacity)	-	7,795	3,295	-	4,500
The Forward Trust	6,669	54,657	61,326	-	-
John Ellerman Foundation	-	23,333	20,522	-	2,811
Justice Together	7,282	49,999	57,281	-	-
Lloyds Bank Foundation	-	15,921	15,921	-	-
MAN Charitable Trust	-	50,000	50,000	-	-
Ministry of Justice Core	-	103,713	103,923	-	(210)
Ministry of Justice Service (Courts)	-	60,858	54,857	-	6,001
National Lottery Heritage Fund	1,983	35,370	37,353	-	-
National Lottery Community Fund	-	49,131	49,131	-	-
Oak Foundation	-	109,648	109,648	-	-
Paul Hamlyn Foundation	-	40,883	42,370	-	(1,487)
The Clothworkers	-	10,000	10,000	-	-
Trust for London	-	14,750	5,309	-	9,441
Advance Charity and Women in Prison	-	71,040	70,981	-	59
National Lottery Community Fund- Women's Centre	8,230	126,282	134,512	-	-
	53,766	981,270	1,013,943	-	21,093

Full details of the purposes of these funds are in the Trustees report under the Financial Review section.

At 31 March 2023

	Balance at 01-Apr-22 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-23 GBP (£)
Barrow Cadbury Trust	(289)	25,000	18,814	-	5,897
The Bell Foundation	8,705	42,734	48,132	-	3,308
Esmee Fairbairn Foundation	736	100,000	80,339	-	20,397
The Forward Trust	-	26,925	20,256	-	6,669
Justice Together	6,118	50,000	48,836	-	7,282
Lloyds Bank Foundation	-	4,000	4,000	-	-
MAN Charitable Trust	(20)	50,000	49,980	-	-
Ministry of Justice Core	-	14,296	14,296	-	-
National Lottery Heritage Fund	-	35,369	33,386	-	1,983
Oak Foundation	-	7,252	7,252	-	-
Paul Hamlyn Foundation	(458)	40,600	40,142	-	-
Trust for London	1,013	26,868	27,881	-	-
Advance Charity and Women in Prison	8,990	67,583	76,573	-	-
National Lottery Community Fund- Women's Centre	-	113,976	105,746	-	8,230
	24,795	604,603	575,632	-	53,766

17 UNRESTRICTED FUNDS

As at 31st March 2024:

	Balance at 01-Apr-23 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-24 GBP (£)
General funds	603,083	892,624	801,239	(18,615)	675,853
Designated funds	203,385	-	-	18,615	222,000
Unrestricted funds	806,468	892,624	801,239	-	897,853

As at 31st March 2023:

	Balance at 01-Apr-22 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-23 GBP (£)
General funds	507,692	1,163,590	1,068,199	-	603,083
Designated funds	203,385	-	-	-	203,385
Unrestricted funds	711,077	1,163,590	1,068,199	-	806,468

18 DESIGNATED FUNDS

The following funds have been set aside out of general funds by the Trustees:

	2024 GBP (£)	2023 GBP (£)
Contractual obligations and wind-down costs	177,000	188,385
Exceptional costs	45,000	15,000
	222,000	203,385

During the year, the trustees designated an additional £18,615 to these funds to ensure the financial sustainability of the charity.

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 31st March 2024:

	Unrestricted funds GBP (£)	Restricted funds GBP (£)	Total GBP (£)
Current assets	1,050,197	21,093	1,071,290
Current liabilities	(152,344)	-	(152,344)
As at 31 March 2024	897,853	21,093	918,946

As at 31st March 2023:

	Unrestricted funds GBP (£)	Restricted funds GBP (£)	Total GBP (£)
Current assets	1,124,407	53,766	1,178,173
Current liabilities	(317,939)	-	(317,939)
As at 31 March 2023	806,468	53,766	860,234

20 NOTES TO THE STATEMENT OF CASH FLOWS

	2024 GBP (£)	2023 GBP (£)
Reconciliation net income/(expenditure)to net cash flow from operating activities		
Net income/(expenditure) for the reporting period (as per statement of financial activity)	58,711	124,361
Adjustments for:		
Bank deposit account interest	(12,084)	(1,934)
(Increase)/decrease in debtors	97,011	119,672
(Decrease)/increase in creditors	(165,595)	105,359
Net cash provided by/(used in) operating activities	(21,956)	347,458

21 CONTINGENT ASSETS

Total grant funding awarded as at 31 March 2024 but not yet received and recognised as income due to the recognition criteria not being met amounts to £1,014,842