

THE ZACCHAEUS 2000 TRUST

England & Wales · Charity number 1110841

Details

Status Registered

Legal form Charitable company

Company number [05442501](#)

Registered 2005-08-11

Register [View on the Charity Commission register](#)

Contact

Address The Zacchaeus 2000 Trust
4th Floor
80 Petty France
London
SW1H 9EX

Phone 020 7259 0801

Email admin@z2k.org

Website www.z2k.org

Activities

Objects: 4.1 THE PREVENTION AND RELIEF OF POVERTY IN THE UNITED KINGDOM IN A MANNER CONSISTENT WITH CHRISTIAN ETHICS;4.2 PROVIDING ASSISTANCE AND SERVICES TO INDIVIDUALS IN NEED; PROVIDING ADVICE, EDUCATION, TRAINING AND ASSISTANCE ON ANY ISSUES RELATING TO THE RELIEF OF POVERTY TO VOLUNTEERS, OTHER CHARITIES OR ORGANISATIONS; UNDERTAKING, SUPPORTING AND PROMULGATING RESEARCH INTO FACTORS THAT CONTRIBUTE TOWARDS POVERTY AND WAYS TO MITIGATE THEM.

Activities: The prevention & relief of poverty in the UK in a manner consistent with Christian ethics; Providing assistance & services to individuals in need; providing advice education training & assistance on any issues relating to the relief of poverty to volunteers other charities or organisations; undertaking supporting & promulgating research into factors that contribute to poverty & ways to mitigate them

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty
- **Who:** People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** WORLDWIDE.
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£956,425	£937,165	£432,146	18
2023-12-31	£891,592	£921,208	£412,886	18
2022-12-31	£823,429	£878,277	£442,502	17
2021-12-31	£835,946	£785,735	£497,350	16
2020-12-31	£941,878	£749,972	£447,139	17

Trustees

Name	Role	Appointed
Dr Frances Darlington-Pollock		2025-08-21
Elizabeth Cain		2022-06-01
Emeka Forbes		2022-06-01
Helen Goodman		2022-03-01
Lindsay Judge		2022-03-01
Professor Robin Jarvis		2022-03-01
Siobhan Mary Garibaldi		2013-04-19

THE ZACCHAEUS 2000 TRUST

England & Wales - Charity number 1110841

Accounts



Annual Impact Report

& Accounts 2024

31 December 2024 for the Zacchaeus 2000 Trust



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Foreword from Experts by Experience

At Z2K, we work in partnership with experts by experience to make sure everything we do is rooted in lived experience and to help challenge the unequal power relations that drive poverty and injustice. In this foreword, two of Z2K's core group of experts by experience share their experiences of working with Z2K in 2024 and their hopes for the year ahead.

"My work with Z2K in 2024 was about truth, action, and change. I got involved in raising concerns around the government's proposed changes to the benefits system, which could have devastating consequences for people already struggling. I shared what I have lived through – not for sympathy, but because I believe I am a voice for those left in the shadows.

I also received support from Z2K's advice services when I faced the very real threat of homelessness. There were many times when my local authority ignored me or failed to act, and Z2K stepped in to seek answers, challenge the delays, and make sure my situation was not brushed aside. Their support has been steady and compassionate – they have stood by me when I felt completely alone, and their help continues to make a real difference.

In 2025, I want to carry on working with Z2K and continue pushing for change. Without Z2K giving people like us the platform, our voices would not be heard. I also want to help Z2K become more widely recognised as a force that steers straight into the real problems people are facing – with honesty, courage, and compassion."

Roxie

"It was wonderful to put my energy towards meaningful initiatives with Z2K in 2024 that addressed issues which affect many of our lives in the UK. I was a Peer Researcher on the Temporary Accommodation research project, which benefited me and further lifted my aspiration in wanting to help bring meaningful change. Outside the DWP HQ, I was involved in giving an engaging speech around the disabilities benefits cuts, and that was an enjoyable morning made of hope.

I also received help from Z2K's casework team with my housing situation. Their support was defined by understanding, empathy, encouragement and the spirit of never giving up on unfair situations and injustice! Thinking back, it really brings tears of joy to my eyes on what has been achieved with Z2K fighting beside me and helping me to present the truth of faced realities. 2024, was truly transformational where Z2K sowed the seeds of ongoing successes alongside me, and I am so thankful.

In my work with Z2K, I would like to use what I have gone through in life to further help and give hope to others. Z2K is an amazing charity which has very intelligent staff, passionate about their work, and I want to assist where I can."

Miracle

Foreword from Chair

"2024 was a defining year for Z2K. It was the year we looked ahead - boldly and collectively - co-producing a new five-year strategy that will guide our work from 2025 onwards. Shaped by our staff, trustees, and, most importantly, experts by experience, this strategy is rooted in the belief that poverty in the UK is not inevitable.

This year, we directly supported over 1,200 people facing the devastating effects of poverty—helping people secure more than £4.4 million in financial benefits through our specialist advice and representation services. In a climate where social security has become increasingly inaccessible and housing costs ever more unaffordable, our work is a vital safety net and a force for justice.

We led the Security Not Sanctions campaign, pushing back on proposed reforms to disability benefits that would leave many worse off, and building powerful alliances with other organisations, MPs, and campaigners. This work not only protected vital income for hundreds of thousands in the short term, but also helped shape the public and political conversation—centring lived experience and evidence-led solutions.

We also made significant strides in housing justice. Our work contributed to the re-introduction and strengthening of the Renters Rights Bill and influenced local change through projects in Westminster, where people with lived experience shaped the future of housing policy in their communities.

This year was a powerful reminder of what sets Z2K apart: our integrated model of support, policy and campaigning, and our unwavering commitment to power-sharing. Experts by experience are not just part of what we do - they shape it, lead it, and ensure our work is grounded in real lives and real solutions.

Despite the difficult funding environment, we ended the year in a strong position—thanks to the generosity of our supporters and the fantastic work of our staff team. Our modest surplus and reserves allow us to enter the next chapter with ambition and care.

As we move into 2025 and begin implementing our new strategy, we do so with renewed energy and purpose. Our vision—a UK where everyone lives a life free from poverty—is bold. But our values are clear: we are fearless, inclusive, caring, curious, and committed to sharing power.

To everyone who has stood with us this year—thank you. Together, we will keep pushing for the change this country so urgently needs."



Emeka Forbes (Chair)

Trustees Report

The Trustees present their report and the audited financial statements for the year ended 31 December 2024.

Report of the Trustees

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the audited financial statements for the year ending 31 December 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

PRINCIPAL ACTIVITY

The charitable company's principal activity for the year, which is ultimately the objects set out in the Articles of Association, was the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Public Benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this and seek to demonstrate this within this report. Our objects and funding limit the services we provide to those detailed in our charitable objectives. A detailed review of the Charity's activities is set out further in this report.

*Trustees Report (continued)***THE CHARITY'S AIMS****Charitable Objects**

The objects of the charity are the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Our Vision

Our vision is of a UK where no individual is living in poverty, and everyone has the chance of a stable and dignified life.

Our Strategic Aims

Improved incomes and dignity, fairness, and respect for those interacting with the social security system.

Improved housing security and more people can live in affordable and decent homes.

Our clients, and other experts by experience, have a stronger voice in policy development, decision-making, and public debate.

Our Theory of Change

We work with people to solve their social security and housing issues, we develop evidence-based solutions and campaign to change policy and practice that denies people their rights and push them further into poverty and destitution. This integrated model of working enables us to directly help thousands of people access justice whilst also pursuing transformative change for hundreds of thousands nationally.

Our caseworkers work with people across London, the majority of whom are from black and minoritised communities and/or have a disability or health condition, who are entitled to Social Security benefits. We work with people who are experiencing complex issues and prioritise those who are vulnerable to harm.

Our influencing remit is UK-wide, working at local, regional and UK levels seeking to secure change which will not only directly benefit our clients, and their families, but also the many others with low income who are struggling to make ends meet and experience poor quality, insecure housing.

Embedded at the heart of Z2K is our client-centred approach and our belief that experts by experience should be central to change. We work with experts by experience in seeking to ensure the voices and views of people with lived experience are heard by decision-makers.

Strategic Report

IMPROVED INCOMES AND DIGNITY, FAIRNESS AND RESPECT FOR THOSE INTERACTING WITH THE SOCIAL SECURITY SYSTEM.

Our **'Security not Sanctions' campaign was successful in preventing dangerous restrictions to incapacity benefits from being put in motion in 2024.** We were the leading campaigner voice against previous government plans to tighten eligibility for incapacity benefits. The plans would have seen over 400,000 people with serious mobility or mental health problems miss out on over £400 a month from 2025. Planned secondary legislation to introduce these reforms was not laid before the dissolution of Parliament and the general election. The current government's manifesto included commitments to introduce its own reforms to incapacity and disability benefits, and we built significant consensus amongst influencers this year around what that reform should look like.

Key 'Security not Sanctions' campaigning actions and moments in 2024 included our supporter action opposing the planned secondary legislation on incapacity benefits, which generated 8,768 emails to Prospective Parliamentary Candidates. Following the election and the appointment of a new Secretary of State, we co-ordinated an open letter to Liz Kendall on future reform to the health and disability benefits system, signed by leading anti-poverty and disability charities including the Joseph Rowntree Foundation, Mind, and Disability Rights UK. We also gathered over 11,000 signatures for our [petition](#) calling on the Secretary of State to scrap the planned incapacity benefit reforms, which we [handed in to the Department for Work and Pensions in September.](#)



Petition hand in at the Department for Work and Pensions. Pictured here are Z2K staff, alongside experts by experience, MPs and sector partners holding banners designed during a workshop with experts by experience.

Strategic Report (continued)

Before the general election was called, we identified flaws in the previous government's consultation on the planned changes to incapacity benefits. We initiated conversations with the Public Law Project about scoping out a potential judicial review case to challenge the consultation. A claimant was identified, we provided a witness statement, and the case was successfully launched. The previous government's original timeline to take forward the plans was extended. The consultation was ruled unlawful in early 2025, forcing the new government to re-consult

We also successfully launched our [Security Not Sanctions policy report](#), co-produced with people with lived experience of incapacity and disability benefits. The report proposed the government scrap their longer-term plans for reform and instead look at addressing the inadequacy and risk which currently characterize

the system. We met with several MPs, including Stephen Timms (now Minister for Social Security and Disability) and Debbie Abrahams (now Chair of the Work and Pensions Select Committee) to discuss our findings. We were invited to participate in two roundtables with Liz Kendall (now Secretary of State for Work and Pensions) and Alison McGovern (now Minister for Employment), in which our findings were shared, and Liz Kendall expressed interest in the report's insights. We were also invited to give oral evidence to the Work and Pensions Select Committee on the subject of disability benefits. Our key report recommendation around closing the gap between incapacity benefits and the low levels of the Standard Allowance gained traction: influential reports from the [Pathways to Work Commission](#) and the Institute for Fiscal Studies both suggested that the low level of the universal credit standard allowance is a significant factor behind the rise in economic inactivity.



Strategic Report (continued)

We continued to generate significant media coverage in this area throughout 2024. We featured over 70 times in print media on the subject, including in the [Guardian](#), the [Daily Express](#) and [the I.](#) We also featured on radio, including LBC and TV, including on [Channel 4 Dispatches](#).

Despite success in 2024, significant challenges still lie ahead in this area. The government announced £3 billion of cuts to health and disability benefits in the 2024 Autumn Budget, details of which were not set out.

Beyond our priority campaign, we have also actively campaigned on issues relating to the level of benefits, unfair caps, limits and sanctions and administrative failings. We have played an active role in the End Child Poverty Coalition this year, supporting calls for the scrapping of the two-child limit. We attended a roundtable with Stephen Timms at the end of 2024 to discuss social security in relation to the upcoming child poverty strategy. We also continued to monitor challenges with managed migration and feedback regularly to DWP via their stakeholder group. We put pressure on the government to adapt their approach to managed migration, featuring regularly in multiple news outlets in relation to this this year, including [the Sun](#) and [the Mirror](#).

Our frontline services provide significant and immediate improvements to individuals' lives through the assertion of rights to social security, an essential component of our anti-poverty strategy. At a time of cuts to social security provision this work is more relevant than ever.

1,560

Cases worked on in 2024, with 205 clients having 2 or more cases open at any one time.

£4,420,238

In current and future year financial benefit for our clients.

1,235

Clients supported in 2024

In 2024, Z2K supported 1,235 unique clients with 1,560 social security or housing cases. We achieved £4,420,238 in financial benefits for our clients. Helping people across Social Security benefits accounted for 60% of our casework in 2024.

Strategic Report (continued)

Personal Independence Payment (PIP) was the largest single area of work. Poor decision making often leaves disabled people without the vital income they need. Our work involves challenging negative decisions at appeal tribunals and taking cases to the Upper Tribunal if needed. Working on 570 PIP cases we secured £3,601,431 in additional benefits for our clients. Universal Credit continues to be a major cause of problems for many of our clients, with delays, deductions and mistaken assessments requiring specialist casework and advocacy to ensure clients receive their correct legal entitlement.

Social Security levels are too low to prevent poverty and leave too many with an inadequate income. Punitive measures such as the 2-child limit and the benefit cap exacerbate the problem and leave families unable to manage basic essentials even when their income has been maximised. Our caseworkers are able support clients in an immediate crisis who would otherwise be destitute with small grants from our own hardship funds. In 2024 we supported 20 clients with grants totalling £2,120. We were also able to again partner with Turn2Us to identify clients in need of urgent financial support, and 16 families received grants of £2,000 each.

Our pro bono project is a collaboration between Z2K and volunteers from leading law firms across the city, and two university legal clinics. Volunteers are trained, supervised and supported to conduct Personal independence Payment and Universal Credit 'Work Capability Assessment' (WCA) appeals at the First-tier Tribunal. The project increases our capacity to provide access to justice for our clients. In 2024 we had around 160 active volunteers, won 87 out of 95 appeals and secured £2.6m in financial benefits for clients. We also run a form filing clinic with A&O Shearman, whose volunteers completed PIP application forms for 48 clients.

In 2024, we represented clients at 117 appeal tribunals, with 109 achieving a positive outcome.

OUR SUCCESS RATE WAS

93%

"Z2K has helped me tremendously and more than once. I have felt unable to deal with DWP issues for quite some time and am forever grateful that Z2K took up my case leading to more than one successful outcome. Thank you, I have no hesitation in recommending Z2K's services."

*Strategic Report (continued)***IMPROVED HOUSING SECURITY AND MORE PEOPLE CAN LIVE IN AFFORDABLE AND DECENT HOMES**

We worked in coalition to successfully push the Government to re-introduce and strengthen the Renters Rights Bill to abolish Section 21 'no fault evictions'.

We supported the work of the Renter's Reform Coalition, providing client case studies, for example, to support evidence given at Committee stage of the previous government's Renters Reform Bill. The coalition's detailed work was crucial in securing a stronger Renters Rights Bill, which the new government announced at the King's speech and is now pursuing.

We also continued to work as part of the Cover the Costs Coalition to successfully campaign to unfreeze local housing allowance, which came into effect in April this year.

In addition to our national housing work, we made significant progress towards our objectives in our two projects influencing Westminster City Council. The projects aim to improve standards and address challenges in temporary accommodation and the private rented sector in the borough. For our temporary accommodation project, we supported peer researchers to conduct research and work with us to influence the council. We worked to maintain and build

relationships with Westminster Council (including with the council leader Adam Hug) and wider relevant stakeholders, gather relevant policy-level insights, and identify and create opportunities for the experts to influence. **Two peer researchers are now part of the council's Lived Experience Advisory Board, informing the development of their Homelessness and Rough Sleeping Strategy.** Our project received press coverage in On London.

As part of our local private rented sector (PRS) project, we held workshops and focus groups with tenants across the borough, as well as surveyed residents. Affordability and condition emerged as the two central areas for change, and we worked with our lived experience steering group to develop recommendations for change for the council. Their 'Private Renters' Manifesto for Westminster' will be launched at a Parliamentary event in early 2025. Alongside this, we developed strong relationships with key councilors and officials at Westminster City Council to support our influencing work. As a result, **participants were invited to feed into the council's development of a Private Rented Sector Charter and the Council has committed to incorporating their feedback.** We were also invited to give evidence at a London Assembly's Housing Committee session in relation to the project.

Strategic Report (continued)

Our housing casework seeks to enforce people’s rights to adequate, secure and affordable housing.



We provide specialist advice and casework support for low-income Londoners on a range of housing and related welfare benefits issues, in order to prevent and alleviate homelessness and address housing problems. Issues we commonly advise and advocate on include - social housing allocations, homelessness applications, overcoming gatekeeping, suitability reviews, general housing options advice, S21 notice issues, possession proceedings in both the private and social housing sectors and disrepair.

“The services you have provided has led to mum being a priority on the housing list having suffered multiple rejections over the past 10 years having severe consequences for her health she is a new women she is positive she is smiling as thanks to you she is now a priority for housing and can finally provide my sister with a forever home and start their lives again. I cannot be more thankful.”



Strategic Report (continued)

In 2024 we supported 448 clients with 579 cases. Housing outcomes achieved through this casework included families being rehoused, households being given an increased priority for housing, homeless families being offered housing, and legal aid representation secured after our initial work.

Z2K is a participant of the Cost-of-Living Advice Project. Funded by Greater London Authority (GLA), this project is a partnership between London Legal Support Trust (LLST) and London Citizens Advice Network (London CA Network) to respond to increased advice needs of Londoners caused by the rising cost of living. Our involvement in this project supports us to deliver housing and social security work in the London boroughs of Richmond and Westminster.

OF OUR CLIENTS WE HELPED IN 2024...

85%

have a **disability** or health condition.

59%

identify as **female**.

32%

have a **caring** responsibility for a child or disabled person.

89%

are from black or minority ethnic (**BAME**) background.

Strategic Report (continued)

OUR CLIENTS, AND OTHER EXPERTS BY EXPERIENCE, HAVE A STRONGER VOICE IN POLICY DEVELOPMENT, DECISION-MAKING, AND PUBLIC DEBATE

Experts by Experience (EbyE) played a central role in the development of our new 5-year strategy this year. Our strategy was co-produced with staff, trustees and experts by experience. We held a series of workshops, facilitated by the Co-Production Collective at University College London (UCL), in which experts by experience used their insights to reflect on how we were best placed to effect change. We brought all of our insights together in a series of joint sessions for staff, trustees and experts by experience and together, we shaped our vision, mission, values, aims and objectives.

Experts by Experience have been supported to play a pivotal role in shaping and delivering our social security campaigning. We established a steering group composed of former clients with personal experience of the disability benefits system. This group has guided and informed our work, often taking the lead in critical activities. Our Security Not Sanctions report's policy recommendations were co-produced with around 30 former clients. The steering group has also been integral in shaping the framing, language, and tactics of our Security not Sanctions campaign. We have actively supported EbyEs to participate in media appearances, including organising a meeting in which several EbyEs discussed what they would like their future media contributions to look like and how we could support this through future media

Strategic Report (continued)

opportunities. Several EbyE attended our petition hand-in event, with one of our core group members serving as the main speaker. Another was featured in the Big Issue's coverage of the event. Additionally, we have supported EbyE in writing to their MPs and featured their statements and perspectives in our communications to supporters.

EbyE have also been at the centre of our local housing work, as outlined above. The peer researchers working on our temporary accommodation project received research training and support to develop research tools and strategies. We then worked with them to identify seven key research areas and co-design the research methods and questions for the project. Peer researchers worked to identify research participants within their communities, including reaching out to local community hubs and advice settings. With our support, the researchers conducted 22 detailed interviews with people living in temporary accommodation. We are now working with the group to influence change on the back of their findings.

For our private rented sector project, we recruited and supported a core steering group of renters living in the private sector in Westminster who have been meeting regularly to steer and plan the research and next steps of our influencing work. Participants in both projects will continue working with us to identify and create influencing opportunities and directly influence our targets.

Volunteers

We are extremely grateful to our volunteers who gave up their time and lent us their expertise across 2024. This includes our Trustees, our longstanding volunteers within our Advice & Casework team, and the many pro bono representatives within our Pro Bono Project who support us to represent clients appealing incorrect benefits decisions.

Partnerships & Memberships

We continued to work with Westminster Citizens Advice Bureau (CAB), attending the 'Advice Shop' outreach clinics throughout 2024. We are active members of the LLST London Specialist Advice Forum Steering Group, the Westminster Advice Forum and were part of the HMCTS Determination of Means Working Group until it completed its work. We would like to thank Turn2Us for our ongoing partnership through which we facilitate access to vital hardship grants for our clients. We also contribute to several cross-sector panels and communities of practice, including: His Majesty's Court and Tribunals Service User Group; Administrative Justice Council Advice Sector Panel; National Association of Welfare Rights Advisers, Justice and Innovation Group.

We hold the Advice Quality Standard and in September we passed our biennial audit and were awarded accreditation at the advice and casework level in both Housing and Welfare Benefits for a further two years.

Strategic Report (continued)

Our ongoing partnerships with nine corporate law firms and two university legal clinics provide vital additional capacity for benefit appeals. These include A&O Shearman LLP; Charles Russell Speechlys LLP; Freshfields Bruckhaus Deringer LLP; Kingsley Napley LLP; Kirkland & Ellis International LLP; Mayer Brown International LLP; Morrison & Foerster (UK) LLP; Osborne Clarke LLP; and Hogan Lovells LLP; Kings College London Legal Clinic; Queen Mary University of London Legal Advice Centre.

We continue to be an active member of the End Child Poverty Coalition and remain engaged with 4 in 10, working together to ensure a stronger voice in the sector on issues concerning child poverty. We also

continue to contribute to the work of the Disability Benefits Consortium, as a steering group member, to challenge unfairness in the social security system for disabled people. Additionally, Z2K continues to be an active member of the Renters Reform Coalition, which brings together those who want to see the Government urgently introduce legislation to end the use of section 21 “no fault” evictions in the private rented sector as well as push for wider reforms to protect tenants. At a local level, we actively participate in the Westminster Temporary Accommodation Action Group and the Westminster Private Rented Sector Strategy Group.



Strategic Report (continued)

THANK YOU TO OUR SUPPORTERS

We sincerely thank the organisations, trusts, foundations, corporate partners, and individuals who supported our work in 2024. Your generosity has been instrumental in advancing our vision of a UK where no one lives in poverty.

In a challenging and competitive fundraising environment, we secured £777,972 in grant income (2023: £724,856) and £157,296 in donations (2023: £149,115), and almost £4,000 from our fundraising campaigns. These vital contributions enabled us to continue our work, and we are deeply grateful for the commitment of our funders and donors.

We were also grateful to receive a Nationwide Community Grant from the Nationwide Building Society, with additional support from their Strand branch in Central London. As part of their community initiative to support local charities, they helped raise vital funds for Z2K throughout 2024.

We are grateful for the funding received from the Community Organisations Cost of Living Fund delivered by the National Lottery Community Fund, the National Lottery Community Fund, Westminster City Council, and the London Legal Support Trust. This funding has made a vital contribution towards the costs of our advice services.

Our work is further strengthened by the pro bono contributions of law firms that provide expert representation at First-Tier Social Security Tribunals. We are grateful for the ongoing support of A&O Shearman LLP, Charles Russell Speechlys LLP, Freshfields Bruckhaus Deringer LLP, Hogan Lovells, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, and Osborne Clarke LLP. We also thank Bryan Cave Leighton Paisner LLP, Dentons UK LLP, Meyts Structural Consulting Ltd, and George Cadbury Fund Limited for their generous donations.



Z2K staff receive a cheque from the Nationwide Building Society at their branch on The Strand, London.

Strategic Report (continued)

We are especially grateful to Morrison & Foerster LLP, whose London office selected Z2K as their Charity of the Year. Their support included fundraising efforts through the London Legal Walk and initiatives over Christmas, with further activities planned for 2025.

Individual donors remain essential to our work, and we are incredibly grateful to Richard Curtis CBE and Emma Freud for their generous donations. We also extend our heartfelt thanks to everyone who supports us through regular giving or one-off contributions. A special mention goes to those who took part in our fundraising events. Walkers in the annual London Legal Walk raised an impressive £5,393, while our five London 10K runners collectively raised £2,097. We are truly grateful for the dedication and generosity of all those who participated and supported these efforts.



Morrison & Foerster fundraise for Z2K at Leadenhall Market in the lead up to Christmas.

Z2K is proud to be registered with the Fundraising Regulator, ensuring that we maintain the highest standards of integrity and transparency in our fundraising efforts.



Z2K staff & volunteers take on London Legal Walk



Our Chair, Emeka, taking on 10k for Z2K



Financial Review

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

Statement of financial activities

The Statement of financial activities is shown on page 36 with a more detailed analysis of income and expenditure within the notes to the financial statements.

The total income for the year was £956,425 (2023: £891,592). Our income performance is largely attributed to the support of various funders, with grants being the charity's main income. Whilst we are pleased to report an increase in income, this modest 7% increase from the previous year reflects an ongoing challenging fundraising environment. Income from donations increased reflecting our ongoing efforts to diversify income streams. We have invested further in our fundraising team to support our diversification ambitions, in recognition of the ongoing challenging trust and foundation funding environment.

The total expenditure for the year was £937,165 (2023: £921,208). This slight increase in expenditure reflects the impact of inflation and higher costs on the charity. Staff costs remain our largest single cost, comprising 77% of costs at £740,667 (2023: £696,805) in total. Our average headcount in the year was 18 (2023: 18).

Our total expenditure on charitable activities for the year was £850,686 (2024: £839,044). This represents 91% of our expenditure, which means that for every £1 spent, 91p was spent on our work in delivering social welfare advice and representation, policy, research and campaigns.

Our charitable expenditure is divided across four activities. Casework and Support Services incurred the largest expenditure of £542,097 (64%), followed by Policy & Campaigns at £260,768 (31%), Core Activities expenditure of £45,486 (5%) and £2,335 (less than 1%) expenditure on Relief of Poverty.

Our cost of delivering charitable activities is divided into direct costs and support costs. Direct costs are those directly incurred when implementing charitable activities. Support costs are costs not directly related to a specific activity. Of our total expenditure incurred for charitable activities £719,935 (85%) constituted direct costs and £130,751 (15%) support costs. Our support costs cover items including premises, staff training, governance & professional fees, and other expenditures essential to the effective delivery of charitable activities. Staff costs form the majority of our charitable expenditure.

Financial Review (continued)

Balance sheet

Overall, the charity recorded a surplus of £19,260 (2023: deficit of £29,616) which has resulted in a combined fund balance of £432,146 (2023: £412,886) at the year-end. Of these, £50,083 are restricted to specific ongoing projects and will be spent in future years. The Charity's free-reserves figure is £382,063, which equates to the unrestricted reserves fund balance of £382,063 less the charity's fixed assets (the charity has £Nil fixed assets as set out in note 20, page 50).

Reserves have increased slightly this year due to the recorded year-end surplus.

Current assets this year have increased to £892,451 (2023: £784,924) due to increased cash at bank figure of £865,015 (2023: £705,384) and decreased debtors at £27,436 (2023: £79,540). An analysis of the net assets of the funds can be found in note 24, page 51, with the movements with each fund detailed in note 25 page 52.

Principal funding sources

The charity is dependent upon grants and donations from individual donors and institutions. A full list of grants and donations received is set out in note 4 pages 42-44 to the accounts.

Future outlook

The fundraising landscape remains challenging with increasing competitiveness of limited grant funding as demand increases alongside a shift in priorities of a number of funders. Additionally, the challenging economic environment and inflationary pressures are also impacting giving from individuals and corporate bodies.

However, the charity maintains a steady financial position with cash at bank year-end of £865,015 (2023: £705,384), a combined fund balance of £432,146 (2023: £412,886), and free reserves of £382,063 (2023: £374,232) which is roughly equivalent to 4 months of total budgeted expenditure for 2025.

The Charity makes use of trackers to monitor our progress towards meeting costs and fundraising targets which include our pipeline of grant funding applications. The trustees regularly review its contingency plans for how expenditure would be reduced in the event of significant shortfalls in projected income.

The majority of our income comes from trust and foundation grants. We continue in our efforts to diversify income sources within the trusts and foundations stream and also as we seek to increase donations from corporate bodies and individuals. We develop a refreshed fundraising strategy in 2024 following the approval of a revised five-year organisational strategy.

Financial Review (continued)

Z2K endeavours to maximise the impact of our activities and our resources. We will continue our efforts to increase our income in support of delivering our charitable objectives to maximum effect and to maintain financial security. Based on our 2025 budget, the charity expects to generate income of £1,138,363 and spend £1,138,363.

Investment policy and objectives

The charity's Articles of Association does not confer any specific rights or restrictions on us as trustees in respect of investing its funds. The funds received by the charity during the year under review were not sufficient to justify separate investment, other than to be held on deposit with the charity's bankers. A sum of £85,039 and another of £87,234 were maintained in an interest-bearing notice account and £85,000 each in two instant access account as at year end.

Reserves policy

The trustees aim to maintain an amount on general fund equivalent to three - six months of expenditure, although this is dependent on the level of donations received. At 31 December 2024, the charity held approximately 4 months (2023: 4 months) of total projected annual expenditure in unrestricted free reserves figure of £382,063. The Charity's reserves policy is reviewed annually. In assessing the charity's financial requirements, Trustees will consider the current high degree of uncertainty in the economy, fundraising environment, and the charity sector that could affect both income and expenditure.



Principle Risks

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the governance, operation and finances of the charity as well as external factors. Risks are assessed in terms of impact and likelihood and are reviewed at least quarterly by the Finance and Risk Committee, and annually by all the trustees. We have identified the following key risks and have plans in place to mitigate:

01.

Loss of key staff

As a small charity, in a competitive environment, we know that we have to work hard to retain key staff. The Charity has also been impacted by the sector wide recruitment challenges being felt across the voluntary sector but particularly within the advice sector. Recruitment and retention remain a key risk for the Charity. We regularly review our pay & benefits package and implement further improvements if affordable. We will also continue to invest in staff wellbeing, training and ensure development opportunities.

02.

Inability to increase/ maintain income to sustain our work

The charity continues to closely monitor trends within the economy, fundraising environment, and charity sector that could impact our income and expenditure. The high level of uncertainty across these three areas increases risk for the charity. Management accounts, income and project trackers are reviewed regularly to assess progress against fundraising targets. We also ensure close monitoring of funded projects to ensure that grant conditions are met, and projects are delivered on time and in budget. Our reserves policy and linked financial planning, will support the charity to meet its commitments in 2025 and continue to deliver our vital work.

03.

Dependency on income sources

We recognise that the majority of our income comes from trusts and foundations. We have developed a new fundraising strategy and plan which sets out in detail our ambitions and delivery plans for the next three years. This includes a focus on our approach and tactics to diversify our income sources, seeking to increase the range of trusts & foundations who fund as well as increasing our capacity and capability to develop fundraising in other areas such as individual and corporate donations.

Plans For The Future

Our fight continues - against inadequate incomes, against rising costs, for a benefits system that truly supports people, for safe and affordable homes. We will not stop until everyone lives a life free from poverty.

This is an exciting time for Z2K as we launch a bold new strategy and embark on a re-brand that will strengthen our voice and impact. Building on our successes in 2024 and driven by a clear and urgent mission to end poverty for the more than 1 in 5 people in the UK who experience it, we will work towards our new strategic aims. Through frontline advice and representation, we will work to secure **adequate incomes** and **freedom from high costs**, while campaigning for systemic change. And we will do this in partnership with those who have lived experience of poverty, ensuring their voices are at the centre of everything we do.

We will ensure our existing casework referral partnerships remain effective and seek to develop additional partnerships to ensure those who require specialist support can reach our services. We aim to expand our Pro bono Project increasing the number of partners and volunteers who are engaged in the project. Having increased our housing capacity, we will continue to increase our impact for those in the private rented sector. We will continue to focus

our campaigning efforts on defending and improving benefits for disabled and seriously ill people. Our projects on Temporary Accommodation and the Private Rented Sector in Westminster will move onto their next phase, with experts by experience leading the influencing activities. And we will continue to inform Government and opposition parties on the key changes needed to prevent and alleviate poverty in the UK.

We also focus resources on our internal objectives which seek to ensure Z2K is a charity fit for the future by improving our financial sustainability, employee satisfaction, involvement of experts by experience, impact evaluation, and brand.

Our values—**power sharing, fearless, curious, inclusive, and caring**—define who we are and how we work. We believe in challenging injustice fearlessly, sharing power with those most affected, remaining curious and open to new ideas, fostering inclusivity in all that we do, and we care deeply about the people we support and work alongside. These principles are embedded in our strategy, our culture, and the way we engage with the world.

Structure, Governance and management

Governing document

The Zacchaeus 2000 Trust is a company limited by guarantee, established on 4 May 2005, and registered as a charity on 11 August 2005. The charitable company acquired the assets, liabilities, and activities of an incorporated charitable trust by the same name on 1 January 2006. The original trust, which had similar objectives, was established on 10 February 1997.

The charity was established under a Memorandum and Articles of Association, which established the objects and powers of the charity. The Memorandum of Association was amended 19 September 2007 and 4 June 2008; a special resolution was passed 2 June 2010, deleting the Memorandum of Association of the company, and adopting the amended Articles of Association as the charity's governing document.

Appointment of new trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The charity currently has a complement of nine trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

Trustees have been recruited through external advertisement, professional, personal and member contacts. We aim to recruit people whose skills the board have identified as needed. The trustees endeavour to ensure there is a balance of skills that reflect the ethos and values of the charity. The Chair of the Board of Trustees is responsible for the induction of new trustees, which involves awareness of a trustee's responsibilities, the governing document, and the work of the charity.

In line with our commitment to equal opportunities, trustees have agreed to widely advertise future vacancies to encourage applications from people from diverse backgrounds – unless there is a reason not to follow an open process.

New trustees undergo orientation and induction sessions to brief them on their legal obligations under charity and company law, the content of the governing documents, the committee and the decision-making processes, the strategy and operational plan, and the recent financial performance of the charity.

Structure, Governance and management (continued)

Governance and organisational structure

The board of trustees meets a minimum of four times a year, which may include an annual Away Day where the strategic direction of the charity is discussed. The Trustees provide policy and strategic leadership and guidance to the organisation. Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with senior and other staff to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The board receives regular reports from the Treasurer and Chief Executive, who oversee the finances of the organisation. The Chief Executive, alongside the Senior Management Team, attends all board meetings.

Governance and organisational structure

All Trustees give their time voluntarily and receive no benefits from the Charity, apart from reimbursed expenses set out in note 16, page XX in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Emeka Forbes	Chair
Carol Huggins	Vice Chair
Professor Robin Jarvis	Treasurer and Company Secretary
Siobhan Mary Garibaldi	
Alexander Tulloch Macqueen	
Helen Goodman	
Lindsay Judge	
Elizabeth Cain	
Juliana Proskourina-Barnett	Resigned 8 November 2024

Additionally, the People & Equalities Committee and the Finance and Risk Committee ensure further scrutiny of policies, finances & risk. The Committees are each made up of at least three trustees. The Committees meet four times a year, to coincide with the full board meetings. The People & Equalities Committee is responsible for strategic human resources, equalities and representation matters in addition to board development and recruitment. The Finance and Risk Committee is responsible for reviewing the performance against the plan and budget, overseeing the audit, and monitoring of the charity's financial and risk management. The Chief Executive attends all Committee meetings, and both Committees report back to the full board and make recommendations for the board's consideration.

Structure, Governance and management (continued)

Management

Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with the Senior Management Team to fulfil the charity's objectives and ensure the smooth and effective running of the organisation. The Senior Management Team is supported by a dedicated and multi-skilled staff team who are passionate about achieving successful outcomes for individual clients, as well as longer-term policy change for wider communities. The Chief Executive reports to the Chair and the board.

Senior Management Team

Anela Anwar	Chief Executive
Edward Graham	Director of Advice Services
Ayla Ozmen	Director of Policy & Campaigns

Pay policy for Senior Management Team

The Senior Management Team comprises the key management personnel of the charity in charge of directing and controlling, running, and operating the charity on a day-to-day basis. The pay for the Chief Executive is reviewed annually and trustees benchmark salaries against pay levels in other comparable charities. All other SMT members sit on the organisations pay scale devised for Z2K after benchmarking against salaries in the sector. SMT members receive annual pay progression as per pay policy and bands.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefits from their work as trustees. The charity works with other charitable and not-for-profit organisations in the furtherance of its objectives. Any connection between a trustee or senior manager of the charity with a service user, external contractor or supplier of services is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Furthermore, all trustees complete an annual declaration of interests' form. All related party transactions are managed in accordance with the charity's conflicts of interest policy. There were no transactions this year.

Use of volunteers

The work of the organisation is also supported by a broad range of volunteers including pro bono lawyers, trainees, and law students as well as long-term in-house volunteers.

Statement of Trustees Responsibilities

The trustees (who are also directors of The Zacchaeus 2000 Trust for the purposes of company law) are responsible for preparing the Trustees' 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 statements 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 those 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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.

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

Statement of Trustees Responsibilities (continued)

Auditors

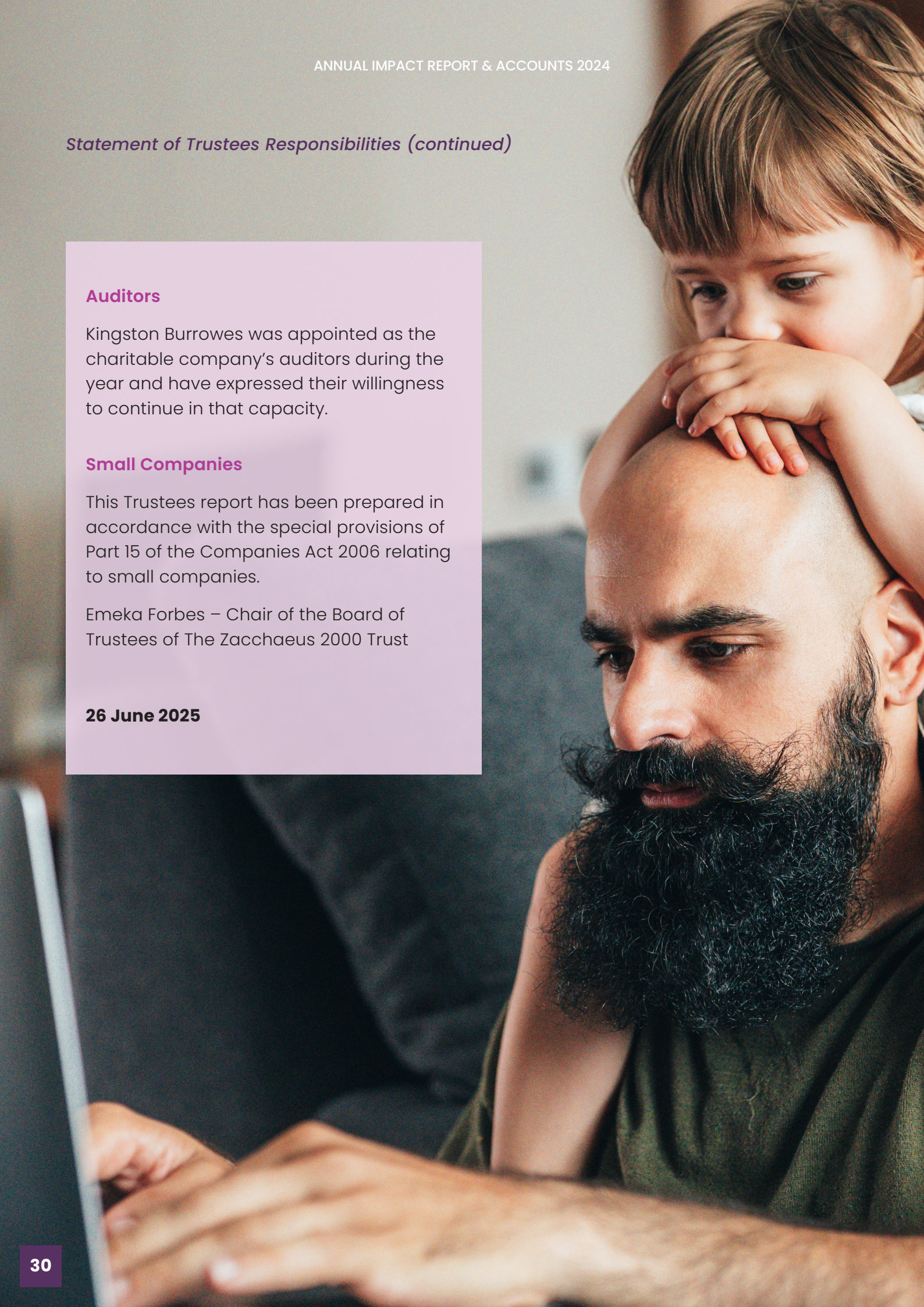
Kingston Burrowes was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Small Companies

This Trustees report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Emeka Forbes – Chair of the Board of Trustees of The Zacchaeus 2000 Trust

26 June 2025



Independent Auditor's Report

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2024, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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, 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 December 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 of 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 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.

Independent Auditor's Report (continued)

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' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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. 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' annual 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' annual report has been prepared in accordance with applicable legal requirements.

Independent Auditor's Report (continued)

Matters on which we are required to report by exception

In the light of our 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' annual 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, 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.

*Independent Auditor's Report (continued)***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 it 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.

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 specific procedures for this engagement and the extent to which these 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.
- 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.

Independent Auditor's Report (continued)

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 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 BA FCA CTA
(Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton
Surrey
KT6 7AL

26th June 2025

Statement of Financial Activities Incorporating Income and Expenditure Account

	Notes	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
INCOME FROM					
Donations and legacies	2	157,296	-	157,296	149,115
Charitable activities					
Grants	4	289,500	488,472	777,972	724,856
Other trading activities	5	9,288	-	9,288	13,480
Investments	6	11,869	-	11,869	4,141
Total		<u>467,953</u>	<u>488,472</u>	<u>956,425</u>	<u>891,592</u>
EXPENDITURE ON					
Raising funds:	7	86,479	-	86,479	82,164
Charitable activities					
Activities	8	<u>45,486</u>	<u>805,200</u>	<u>850,686</u>	<u>839,044</u>
Total		<u>131,965</u>	<u>805,200</u>	<u>937,165</u>	<u>921,208</u>
NET INCOME/(EXPENDITURE)		335,988	(316,728)	19,260	(29,616)
Transfers between funds	25	(328,157)	328,157	-	-
NET MOVEMENT IN FUNDS		<u>7,831</u>	<u>11,429</u>	<u>19,260</u>	<u>(29,616)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward	25	<u>374,232</u>	<u>38,654</u>	<u>412,886</u>	<u>442,502</u>
TOTAL FUNDS CARRIED FORWARD		<u>382,063</u>	<u>50,083</u>	<u>432,146</u>	<u>412,886</u>

All activities relate to continuing operations.

The notes on pages 39 to 55 form part of these financial statements.

Balance Sheet

	Notes	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
FIXED ASSETS					
Tangible assets	20	-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors	21	26,466	970	27,436	79,540
Cash at bank and in hand		587,206	277,809	865,015	705,384
		613,672	278,779	892,451	784,924
CREDITORS					
Amounts falling due within one year	22	(231,609)	(228,696)	(460,305)	(372,038)
NET CURRENT ASSETS		382,063	50,083	432,146	412,886
TOTAL ASSETS LESS CURRENT LIABILITIES		382,063	50,083	432,146	412,886
NET ASSETS		382,063	50,083	432,146	412,886
TOTAL FUND OF THE CHARITY	24				
Unrestricted funds				382,063	374,232
Restricted funds				50,083	38,654
TOTAL FUNDS	25			432,146	412,886

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

Approved by the Board of Trustees on **26 June 2025** and signed on its behalf by:



Emeka Forbes (Chair) – Trustee



Robin Jarvis (Treasurer) – Trustee

All activities relate to continuing operations.

The notes on pages 39 to 55 form part of these financial statements

Statement of Cash Flows

	2024 Total £	2023 Total £
Cash flows from operating activities:		
Net cash provided by operating activities	159,631	<i>51,920</i>
	159,631	<i>51,920</i>
Change in cash and cash equivalents in the year	159,631	<i>51,920</i>
Cash and cash equivalents at the start of the year	705,384	<i>653,464</i>
Cash and cash equivalents at the end of the year	865,015	<i>705,384</i>

CASH FLOW NOTES

	2024 Total £	2023 Total £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net income/(expense) for the reporting period (as per the statement of financial activities)	19,260	<i>(29,616)</i>
Adjustments for:		
Decrease/(Increase) in debtors	52,104	<i>(37,874)</i>
Increase in creditors	88,267	<i>119,410</i>
Net cash provided by operating activities	159,631	<i>51,920</i>

	2024 Total £	2023 Total £
Analysis of cash and cash equivalents		
Bank and cash in hand	865,015	<i>705,384</i>
Total cash and cash equivalents	865,015	<i>705,384</i>

The notes on pages 39 to 55 form part of these financial statements

Notes to the Financial Statements

1. ACCOUNTING POLICIES

1.1 Company status

The Zacchaeus 2000 Trust is a charitable company limited by guarantee and registered in England and Wales. The registered office and company registration number are detailed on page 56.

1.2 Basis of preparation

The Zacchaeus 2000 Trust meets the definition of a public benefit entity under 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 presented in sterling, which is the functional currency of the charity.

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 presented unless otherwise stated.

1.3 Preparation of the accounts on a going concern basis

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees have made this assessment taking into account the Charity's unrestricted reserves, secured funding going forward and current and planned activities.

1.4 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the Financial Statements (continued)

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for specific purposes. Designated funds are unrestricted funds set aside by the trustees for specific purposes. Restricted funds are funds whose use is restricted to specific purposes according to the grant terms of the specific restrictions imposed by the donor or which have been raised for a particular purpose. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 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 receipt of the income is considered probable; and
- The amount can be measured reliably.

Income received in advance of a project or other specified service is deferred until the criteria for income recognition are met (see note 23, page 51).

1.7 Expenditure recognition

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

- Costs of raising funds which comprise those costs associated with seeking donations, grants and other fundraising costs;
- Expenditure on charitable activities, which comprises the costs of running the various activities and services for the charity's beneficiaries.

1.8 Allocation of support costs

Support costs are apportioned on the basis of staff time. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the trust's charitable activities (see notes 8, 10 and 12, pages 45-47).

1.9 Volunteers and donated services

A certain amount of time is expended on the charity's activities, which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the accounts.

Notes to the Financial Statements (continued)

1.10 Tangible fixed assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

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

Asset Category	Annual Rate
Computers	- 33.33% on cost
Fixtures and fittings	- 25% on cost

1.11 Financial instruments

The charity only has financial instruments of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account, as well as cash in handheld by charity at the year end.

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are recognised at the invoiced cost prepaid.

1.14 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

1.16 Leases

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

1.17 Pensions

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

*Notes to the Financial Statements (continued)***2. INCOME FROM DONATIONS AND LEGACIES**

	2024	2023
	£	£
Corporate Donations	96,800	88,000
Individual Donations	51,437	13,646
Other - unrestricted	9,059	47,469
	157,296	149,115

3. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Core Activities	289,500	336,334
Casework and Support Services	317,791	280,943
Policy and Campaigning	169,681	105,479
Relief of Poverty	1,000	2,100
	777,972	724,856

4. GRANTS RECEIVED

	2024	2023
	£	£
Restricted	488,472	388,522
Unrestricted	289,500	336,334
	777,972	724,856

*Notes to the Financial Statements (continued)***4. GRANTS RECEIVED (continued)****Restricted**

	2024	2023
	£	£
CAF Keystone Fund	10,393	-
City Bridge Trust Foundation	-	30,000
Edward Harvist Trust	2,000	-
The Henry Smith Charity	55,000	60,000
Hyde Park Place Estate Charity	6,000	-
Landsec Futures Community Grants	1,500	-
LHA London LTD	-	25,000
Lloyds Bank Foundation for England & Wales	78,306	28,326
London Catalyst	1,000	1,800
London Legal Support Trust	86,162	75,937
National Lottery Awards for All England	3,313	-
National Lottery Community Fund	32,570	42,006
Nationwide Community Grants	57,996	-
Nationwide Foundation	34,982	26,236
Relief of Poverty – other grants	-	300
Strand Parishes Trust	6,000	5,000
The Access to Justice Foundation	6,250	-
The City of London Solicitors' Company Charitable Fund	2,000	-
The Drapers' Charitable Fund	-	10,000
The Worshipful Company of Basketmakers' 2011 Charitable Trust	1,000	-
Trust for London	46,000	50,917
Westminster Amalgamated Charity	8,000	8,000
Westminster City Council	50,000	25,000
	488,472	388,522

*Notes to the Financial Statements (continued)***4. GRANTS RECEIVED (continued)****Unrestricted**

	2024	2023
	£	£
AB Charitable Trust	22,000	22,000
The Charles Russell Speechlys Foundation	37,500	25,000
The Inman Charity	-	5,000
John Ellerman Foundation	50,000	50,000
London Legal Support Trust	10,000	10,000
Oak Foundation	120,000	160,000
A Foundation advised by Porticus UK	-	20,000
The Legal Education Foundation	50,000	-
Westminster Foundation	-	44,334
	289,500	336,334

5. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events and activities	3,738	3,312
Training and workshops	-	2,760
Other	5,550	7,408
	9,288	13,480

Income earned from other activities was £9,288 (2023: £13,480) of which £9,288 related to unrestricted funds (2023: £13,480) and £nil related to restricted funds (2023: £nil).

6. INVESTMENT INCOME

	2024	2023
	£	£
Bank Interest - unrestricted	11,869	4,141
	11,869	4,141

*Notes to the Financial Statements (continued)***7. COST OF RAISING FUNDS**

	2024	2023
	£	£
Fundraising costs	1,119	4,586
Wages and salaries	81,946	74,620
Pension costs	3,414	2,958
	86,479	82,164

Of the £86,479 expenditure recognised in the year (2023: £82,164), £86,479 (2023: £82,164) was charged to unrestricted funds and £Nil (2023: £Nil) was charged to restricted funds.

8. EXPENDITURE BY CHARITABLE ACTIVITIES**Cost directly allocated**

	2024	2023
	£	£
Core Activities	19,963	40,630
Casework and Support Services	467,373	465,109
Policy and Campaigning	230,264	167,946
Relief of Poverty	2,335	5,324
	719,935	679,009

Support costs allocated

	2024	2023
	£	£
Core Activities	25,523	43,642
Casework and Support Services	74,724	87,299
Policy and Campaigning	30,504	29,094
	130,751	160,035
	850,686	839,044

Support costs, which are costs not directly related to a specific activity, are allocated based on the proportion of staff (calculated based on staff numbers) working across the three activities as follows: Casework and Support Services 57.15% (2023: 54.55%); Policy and Campaigning 23.33% (2023: 18.18%); and Core Activities 19.52% (2023: 27.27%).

*Notes to the Financial Statements (continued)***9. DIRECT CHARITABLE EXPENDITURE**

	2024	2023
	£	£
Staff and related costs	660,002	625,178
Direct Project costs	51,293	44,810
Premises costs	-	100
Office admin costs	4,963	7,005
Professional fees and other costs	3,677	1,916
	719,935	679,009

10. SUPPORT COSTS

	2024	2023
	£	£
Staff and related costs	12,209	6,600
Premises costs	59,743	84,740
Office admin costs	32,416	37,687
Professional fees and other costs	20,100	24,902
Governance costs	6,283	6,106
	130,751	160,035

11. PROFESSIONAL FEES AND OTHER COSTS

	2024	2023
	£	£
Accountancy and Bookkeeping	13,619	15,914
AQS Monitoring Audit costs	1,842	-
Bank Charges	273	146
Consultancy	-	225
HR costs	3,726	6,104
Legal costs	69	13
Subscriptions	4,248	4,417
	23,777	26,819

*Notes to the Financial Statements (continued)***12. GOVERNANCE COSTS**

	2024	2023
	£	£
Accounts Preparation	1,350	1,350
Audit fee	3,810	3,600
Trustees Expenses	1,123	1,155
	6,283	6,105

13. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2024	2023
	£	£
Audit fee	3,810	3,600
Operating lease rentals	47,536	76,000

14. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	654,397	617,520
Social security costs	58,368	54,818
Pension costs	27,902	24,467
	740,667	696,805

One employee had employee benefits in excess of £60,000 in the £70,001- £80,000 band (2023: One in the £70,001-£80,000 band).

One trustee (2023: one trustee) received re-imburement of £30 (2023: £53) for expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on pages 27-28 of the trustees' report). The total employee benefits of the key management personnel of the charity were £210,689 (2023: £218,712).

*Notes to the Financial Statements (continued)***15. STAFF NUMBERS**

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2024	2023
Number	Number	
Senior Management Team	3	4
Direct Charitable	12	11
Administrative and Support	3	3
	18	18

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £Nil) During the year, one trustee was reimbursed £30 for disbursements (2023: £53) in respect of other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

17. PENSION COSTS

The charity has a defined contribution pension scheme, which all employees are entitled to join. The charity contributes 4% and the employees contributed a minimum of 4% and employees may make further additional voluntary contributions.

During the year ended 31 December 2024 the charity's total contributions amounted to £27,902 (2023: £24,467).

The trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's on-going activities.

*Notes to the Financial Statements (continued)***18. TRANSACTIONS AND RELATED PARTIES**

There were no material related party transactions during the year.

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2023) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME FROM			
Donations and legacies	149,115	-	149,115
Charitable activities			
Grants	336,334	388,522	724,856
Other trading activities	13,480	-	13,480
Investments	4,141	-	4,141
Total Income	<u>503,070</u>	<u>388,522</u>	<u>891,592</u>
EXPENDITURE ON			
Raising funds:	82,164	-	82,164
Charitable activities			
Core Activities	<u>84,272</u>	<u>754,772</u>	<u>839,044</u>
Total	<u>166,436</u>	<u>754,772</u>	<u>921,208</u>
EXPENDITURE			
NET INCOME/(EXPENDITURE)	<u>336,634</u>	<u>(366,250)</u>	<u>(29,616)</u>
Transfers between funds	<u>(398,574)</u>	<u>398,574</u>	<u>-</u>
NET MOVEMENT IN FUNDS	<u>(61,940)</u>	<u>32,324</u>	<u>(29,616)</u>

*Notes to the Financial Statements (continued)***20. TANGIBLE FIXED ASSETS**

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2024	28,069	1,077	29,146
Additions	-	-	-
At 31 December 2024	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
DEPRECIATION			
At 1 January 2024	28,069	1,077	29,146
Charge for year	-	-	-
At 31 December 2024	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
NET BOOK VALUE			
At 31 December 2024	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>-</u>	<u>-</u>	<u>-</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	11,367	54,057
Prepaid expenses	16,069	25,483
	<u>27,436</u>	<u>79,540</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	7,295	13,561
Social security and other taxation	15,648	15,821
Other creditors	4,616	4,765
Deferred income	426,672	330,624
Accrued expenses and deferred income	6,074	7,267
	<u>460,305</u>	<u>372,038</u>

*Notes to the Financial Statements (continued)***23. DEFERRED INCOME**

	2024 £	2023 £
Opening deferred income	330,624	214,667
Amounts deferred in the year	838,520	638,202
Released to income	(742,472)	(522,245)
Closing deferred income	426,672	330,624

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds	2023 Total Funds £
Fixed assets	-	-	-	-
Current assets	613,672	278,779	892,451	784,924
Current liabilities	(231,609)	(228,696)	(460,305)	(372,038)
	<u>382,063</u>	<u>50,083</u>	<u>432,146</u>	<u>412,886</u>

Comparative year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
Fixed assets	-	-	-	-
Current assets	570,531	214,393	784,924	695,130
Current liabilities	(196,299)	(175,739)	(372,038)	(252,628)
	<u>374,232</u>	<u>38,654</u>	<u>412,886</u>	<u>442,502</u>

*Notes to the Financial Statements (continued)***25. MOVEMENT IN FUNDS – current year**

	At 1/1/24	Net movement in funds	Transfers between funds	At 31/12/24
	£	£	£	£
Unrestricted funds:				
General Fund	374,232	335,988	(328,157)	382,063
	<u>374,232</u>	<u>335,988</u>	<u>(328,157)</u>	<u>382,063</u>
Restricted funds				
Relief of Poverty Fund	1,718	(1,335)	417	800
Casework and Support Services	8,000	(224,306)	224,306	8,000
Policy and Campaigning	28,936	(91,087)	103,434	41,283
	<u>38,654</u>	<u>(316,728)</u>	<u>328,157</u>	<u>50,083</u>
TOTAL FUNDS	<u>412,886</u>	<u>19,260</u>	<u>-</u>	<u>432,146</u>
	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds:				
General Fund	467,953	(131,965)	-	335,988
	<u>467,953</u>	<u>(131,965)</u>	<u>-</u>	<u>335,988</u>
Restricted funds				
Relief of Poverty Fund	1,000	(2,335)	-	(1,335)
Casework and Support Services	317,791	(542,097)	-	(224,306)
Policy and Campaigning	169,681	(260,768)	-	(91,087)
	<u>488,472</u>	<u>(805,200)</u>	<u>-</u>	<u>(316,728)</u>
TOTAL FUNDS	<u>956,425</u>	<u>(937,165)</u>	<u>-</u>	<u>19,260</u>

*Notes to the Financial Statements (continued)***25. MOVEMENT IN FUNDS – prior year**

	At 1/1/23	Net movement in funds	Transfers between funds	At 31/12/23
Unrestricted funds:				
General Fund	436,172	336,634	(398,574)	374,232
	<u>436,172</u>	<u>336,634</u>	<u>(398,574)</u>	<u>374,232</u>
Restricted funds				
Relief of Poverty Fund	2,629	(3,224)	2,313	1,718
Casework and Support Services	-	(271,465)	279,465	8,000
Policy and Campaigning	3,701	(91,561)	116,796	28,936
	<u>6,330</u>	<u>(366,250)</u>	<u>398,574</u>	<u>38,654</u>
TOTAL FUNDS	<u>442,502</u>	<u>(29,616)</u>	<u>-</u>	<u>412,886</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General Fund	503,070	(166,436)	-	336,634
	<u>503,070</u>	<u>(166,436)</u>	<u>-</u>	<u>336,634</u>
Restricted funds				
Relief of Poverty Fund	2,100	(5,324)	-	(3,224)
Casework and Support Services	280,943	(552,408)	-	(271,465)
Policy and Campaigning	105,479	(197,040)	-	(91,561)
	<u>388,522</u>	<u>(754,772)</u>	<u>-</u>	<u>(366,250)</u>
TOTAL FUNDS	<u>891,592</u>	<u>(921,208)</u>	<u>-</u>	<u>(29,616)</u>

*Notes to the Financial Statements (continued)***26. FUND DESCRIPTION****Unrestricted funds**

The charity holds unrestricted funds for its general expenditure and some of the grant funding received is to support the core activities of the charity. The transfer of £328,574 from the general fund to the various restricted funds is to support the various charitable activities that the charity undertakes. Grants were received this year from, AB Charitable Trust, The Charles Russell Speechlys Foundation, the John Ellerman Foundation, the Legal Education Foundation, the London Legal Support Trust, and the Oak Foundation.

Restricted funds

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, Edward Harvist, , and the other small grants. The funds are used to provide direct donations, vouchers, and goods to individuals to relieve poverty.

The Casework and Support Services fund incorporates two areas of our charitable work – General Casework and Probono Project. Grants and donations received specifically for these services enable our staff to support the prevention of and relief of poverty by providing advice and representation for people regarding their social security and housing issues. The ProBono project specifically supports clients appeal negative benefits decisions at the Social Security Tribunal with representation from pro bono lawyers.

The Policy and Campaigning fund consist of grants and donations received which enable the charity to continue its campaigns calling for immediate change to policies that are actively harming our clients in their everyday lives. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level, and we prioritise the issues that impact most on our clients. The funding assists our work to reform the systems and policies that create injustice and drive poverty through parliamentary engagement & influencing as well as public campaigns.

All our work is practical, evidence based and aimed at enabling our clients to lead stable and dignified lives free from poverty.

Grant funding was received this year from various grant funders (detailed in note 4 to the accounts on page 42) to help fund various staffing posts within the specific projects which the charity undertakes, including funding from the City Bridge Foundation – London’s biggest independent charity funder, Drapers Charitable Fund, the Henry Smith Charity, LHA London LTD, Lloyds Bank Foundation for England & Wales, London Catalyst, London Legal Support Trust, the Nationwide Foundation, Government’s Community Organisations Cost of Living Fund delivered by The National Lottery Community Fund, the Strand Parishes Trust, Trust for London, Trust for London and Oak Foundation’s joint initiative: The Better Temporary Accommodation for Londoners Fund, Westminster Amalgamated Charity, Westminster City Council.

*Notes to the Financial Statements (continued)***27. OPERATING LEASE COMMITMENTS**

Total future minimum lease payments for non-cancellable operating leases are as follows:

	2024	2023
	£	£
Expiring:		
Within one year	1,902	26,307
Between one and five years	-	2,517
More than five years	-	-
	<u>1,902</u>	<u>28,824</u>

28. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

29. CONTINGENT ASSETS

Total grant funding awarded as at 31 December 2024 but not yet received and recognised as income due to the recognition criteria not being met amounts to £1,104,587 (2023: £760,279).

30. CONTINGENT LIABILITIES

There are no contingent liabilities to note.

31. LEGAL STATUS OF THE CHARITY

The Zacchaeus 2000 Trust is a private company (Company No: 05442501) incorporated in Great Britain and registered in England and Wales. The charitable company is limited by guarantee and has no share capital. 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 56.

Legal and Administrative Information

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name

The Zacchaeus 2000 Trust (known as Z2K)

Registered Charity number

1110841

Registered Company number

05442501

Registered Office

80 Petty France
London
SW1H 9EX

Auditors

Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton
Surrey
KT6 7AL

Principal Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

The Charity Bank Limited, Fosse House, 182 High Street, Tonbridge, TN9 1BE

Nationwide Building Society, Kings Park Road, Moulton Park, Northampton, NN3 6NW

United Trust Bank Limited, One Ropemaker Street, London, EC2Y 9AW

Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB





With heartfelt thanks to **Darran Lay** and **Mayer Brown International LLP** for their generous pro bono support in designing this report – your creativity and commitment have brought our impact to life.

THE ZACCHAEUS 2000 TRUST

England & Wales - Charity number 1110841

Accounts

REGISTERED CHARITY NUMBER: 1110841
REGISTERED COMPANY NUMBER: 05442501

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023
FOR
THE ZACCHAEUS 2000 TRUST**

**THE ZACCHAEUS 2000 TRUST
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FOR THE YEAR ENDED 31 DECEMBER 2023**

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**THE ZACCHAEUS 2000 TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name

The Zacchaeus 2000 Trust (known as Z2K)

Registered Charity number

1110841

Registered Company number

05442501

Registered Office

80 Petty France
London
SW1H 9EX

Auditors

Myrus Smith Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

Principal Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ
The Charity Bank Limited, Fosse House, 182 High Street, Tonbridge, TN9 1BE
Nationwide Building Society, Kings Park Road, Moulton Park, Northampton, NN3 6NW
United Trust Bank Limited, One Ropemaker Street, London, EC2Y 9AW
Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

**THE ZACCHAEUS 2000 TRUST
CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

Poverty was an ever-present fact of life during much of my childhood. I was reliant on free school meals, and our only source of income was a woefully inadequate social security system. Sometimes the electricity would unexpectedly cut out – the result of the pre-payment meter running out of credit. Other times, the heating would be first to go.

The sad reality is that since my own experience as a child, more people are finding themselves pushed into poverty – and charities including Z2K are seeing soaring demand for support. At the same time, a less generous welfare system and struggling public services mean that life has become harder for people living on low incomes.

The statistics speak for themselves. More than one-in-five people in the UK are in poverty according to the Joseph Rowntree Foundation. Of those experiencing poverty, 40% – six million people – were in ‘very deep’ poverty, with income levels far below the poverty line.

The severity of the cost-of-living crisis meant that whilst the worst effects were felt by those on the lowest incomes, even middle-income households felt a pinch. For those middle-income households, the crisis is now beginning to ease – but for our clients at Z2K and low-income households across the country, the crisis didn’t begin in 2021 and it won’t end in 2024.

With a General Election now just months away, there is a real opportunity to set out a vision for a different kind of Britain – one where everyone can live a life free from poverty. We should be debating the best way to solve the permacrisis of poverty engulfing our communities – which spills over into a vast array of policy areas, from health to education, to economic growth.

Instead, political leaders are wasting time indulging in endless irrelevant debates over so-called culture wars issues. Our politics has become profoundly inward-looking because it’s scared of tackling the big issues that actually make a difference to people’s lives – like getting a real grip on poverty. All political parties have a critical responsibility to take this issue seriously and set out a vision for a fairer country free from poverty ahead of the election.

Amidst this challenging backdrop, Z2K has worked incredibly hard over the past year, delivering important outcomes for our clients. I joined Z2K as a trustee because I wanted to support an organisation, I felt was making a real difference to tackling poverty – and I’ve been humbled by the dedication, expertise, and energy I’ve seen from our team since becoming part of the organisation. As you’ll read in the following pages, we made significant progress last year – made possible by the generosity of our donors, the hard work of our staff team, and the powerful contribution of experts by experience.

Our casework team supported 1,168 clients with 1,453 social security or housing cases in 2023, achieving approximately £3.8 million in financial benefits for our clients.

Personal Independent Payments (PIP) were the largest single area of our work on social security. We worked on 514 PIP cases, helping clients to challenge negative decisions and representing them at appeal tribunals. We also supported clients to challenge incorrect Universal Credit (UC) decisions, as well as providing a small number of grants to clients experiencing destitution and extreme hardship.

On housing and homelessness, we helped 131 clients stay in their homes by reducing rent arrears, as well helping 132 clients access more suitable social housing and advised 96 clients on their statutory rights to housing and how to challenge gatekeeping practices and bad advice they often encounter from Local Authorities.

**THE ZACCHAEUS 2000 TRUST
CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

Meanwhile, our policy and campaigns team contributed to a number of positive outcomes, including securing a significant watering down of Government proposals to reduce disability benefit eligibility, a 6.7% uplift to all benefits announced at the Autumn Statement, and successfully pushing the Government to introduce the Renters Reform Bill which will abolish Section 21 'no fault evictions'.

On behalf of the Board of Trustees, I'm incredibly grateful for the hard work of our team and the expert leadership of our Chief Executive and Senior Leadership Team. I'd also like to thank our core network of experts by experience for so generously sharing their time and expertise. Their contributions make our work better informed and more impactful, and by working together to understand and tackle poverty we are stronger.

I also want to extend my thanks to all those who have volunteered and raised money for Z2K, and to our trustees who have generously given their time to support the charity. In particular, I'd like to thank Mick McAteer and Emma Lough who stood down from Z2K's board of trustees at the end of last year after serving for eight years. Mick served as Chair with great humility and expertise and Emma likewise made an enormous contribution to Z2K as Vice Chair. On behalf of Z2K, I'd like to take this opportunity to express our deepest gratitude for their service.

It may be a cliché to end a foreword by talking about how important the coming year will be – but truly, this year will be a defining moment for Z2K. Not least because the election will shape and define the next five of policymaking, but also because we will shortly launch our new strategy at Z2K – which will be the culmination of months of work driven by our staff and experts by experience.

We'll continue to grow our impact and work towards a country free from poverty. If you believe in that mission – if you believe in us – you have the opportunity to play a part. Big or small. Donate to support our work, share our campaigns on social media, come and work with us – whatever you can do, helps us to continue the impact described in this report and make a difference to our clients and to the country as a whole.

In power,



Emeka Forbes (Chair)

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the audited financial statements for the year ending 31 December 2023, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

PRINCIPAL ACTIVITY

The charitable company's principal activity for the year, which is ultimately the objects set out in the Articles of Association, was the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Public Benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this and seek to demonstrate this within this report. Our objects and funding limit the services we provide to those detailed in our charitable objectives.

A detailed review of the Charity's activities is set out further in this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Zacchaeus 2000 Trust is a company limited by guarantee, established on 4 May 2005, and registered as a charity on 11 August 2005. The charitable company acquired the assets, liabilities, and activities of an incorporated charitable trust by the same name on 1 January 2006. The original trust, which had similar objectives, was established on 10 February 1997.

The charity was established under a Memorandum and Articles of Association, which established the objects and powers of the charity. The Memorandum of Association was amended 19 September 2007 and 4 June 2008; a special resolution was passed 2 June 2010, deleting the Memorandum of Association of the company, and adopting the amended Articles of Association as the charity's governing document.

Appointment of new trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The charity currently has a complement of nine trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

Trustees have been recruited through external advertisement, professional, personal and member contacts. We aim to recruit people whose skills the board have identified as needed. The trustees endeavour to ensure there is a balance of skills that reflect the ethos and values of the charity. The Chair of the Board of Trustees is responsible for the induction of new trustees, which involves awareness of a trustee's responsibilities, the governing document, and the work of the charity.

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STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

In line with our commitment to equal opportunities, trustees have agreed to widely advertise future vacancies to encourage applications from people from diverse backgrounds – unless there is a reason not to follow an open process.

New trustees undergo orientation and induction sessions to brief them on their legal obligations under charity and company law, the content of the governing documents, the committee and the decision-making processes, the strategy and operational plan, and the recent financial performance of the charity.

Governance and organisational structure

The board of trustees meets a minimum of four times a year, which may include an annual *Away Day* where the strategic direction of the charity is discussed. The Trustees provide policy and strategic leadership and guidance to the organisation. Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with senior and other staff to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The board receives regular reports from the Treasurer and Chief Executive, who oversee the finances of the organisation. The Chief Executive, alongside the Senior Management Team, attends all board meetings.

Governance and organisational structure

All Trustees give their time voluntarily and receive no benefits from the Charity, apart from reimbursed expenses set out in note 16 page 40 in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Michael Gerard McAteer	Chair – resigned 31 December 2023
Emma Lough	Deputy Chair – resigned 31 December 2023
Professor Robin Jarvis	Treasurer and Company Secretary
Siobhan Mary Garibaldi	
Alexander Tulloch Macqueen	
Helen Goodman	
Carol Huggins	
Lindsay Judge	
Elizabeth Cain	
Emeka Forbes	
Juliana Proskourina-Barnett	

Additionally, the People & Equalities Committee and the Finance and Risk Committee ensure further scrutiny of policies, finances & risk. The Committees are each made up of at least three trustees. The Committees meet four times a year, to coincide with the full board meetings. The People & Equalities Committee is responsible for strategic human resources, equalities and representation matters in addition to board development and recruitment. The Finance and Risk Committee is responsible for reviewing the performance against the plan and budget, overseeing the audit, and monitoring of the charity's financial and risk management. The Chief Executive attends all Committee meetings, and both Committees report back to the full board and make recommendations for the board's consideration.

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STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Management

Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with the Senior Management Team to fulfil the charity’s objectives and ensure the smooth and effective running of the organisation. The Senior Management Team is supported by a dedicated and achieving successful outcomes for individual clients, as well as longer-term policy change for wider communities. The Chief Executive reports to the Chair and the board.

Senior Management Team

Anela Anwar	Chief Executive
Edward Graham	Director of Advice Services
Ayla Ozmen	Director of Policy & Campaigns (appointed 24 May 2023)
Tanya Sutton	Office Manager (until 6 October 2023)

Pay policy for Senior Management Team

The Senior Management Team comprises the key management personnel of the charity in charge of directing and controlling, running, and operating the charity on a day-to-day basis. The pay for the Chief Executive is reviewed annually and trustees benchmark salaries against pay levels in other comparable charities. The Charity uses a pay scale devised for Z2K after benchmarking against salaries in the sector. All other SMT members receive annual pay progression as per pay policy and bands.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefits from their work as trustees. The charity works with other charitable and not-for-profit organisations in the furtherance of its objectives. Any connection between a trustee or senior manager of the charity with a service user, external contractor or supplier of services is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Furthermore, all trustees complete an annual declaration of interests’ form. All related party transactions are managed in accordance with the charity’s conflicts of interest policy. There were no transactions this year.

Use of volunteers

The work of the organisation is also supported by a broad range of volunteers including pro bono lawyers, trainees, and law students as well as long-term in-house volunteers.

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THE CHARITY'S AIMS

Charitable Objects

The objects of the charity are the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Our Vision

Our vision is of a UK where no individual is living in poverty, and everyone has the chance of a stable and dignified life.

Our Strategic Aims

Improved incomes and dignity, fairness, and respect for those interacting with the social security system.

Improved housing security and more people can live in affordable and decent homes.

Our clients, and other experts by experience, have a stronger voice in policy development, decision-making, and public debate.

Our Theory of Change

We work with people in London to solve their social security and housing issues, we develop evidence-based solutions and campaign to change policy and practice that denies people their rights and push them further into poverty and destitution. This integrated model of working enables us to directly help thousands of people access justice whilst also pursuing transformative change for hundreds of thousands nationally.

Our caseworkers work with people across London, the majority of whom are from black and minoritised communities and/or have a disability or health condition, who are entitled to Social Security benefits. We work with people who are experiencing complex issues and prioritise those who are vulnerable to harm.

Our influencing remit is UK-wide, working at local, regional and UK levels seeking to secure change which will not only directly benefit our clients, and their families, but also the many others with low income who are struggling to make ends meet and experience poor quality, insecure housing.

Embedded at the heart of Z2K is our client-centred approach and our belief that experts by experience should be central to change. We work with experts by experience in seeking to ensure the voices and views of people with lived experience are heard by decision-makers.

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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

IMPROVED INCOMES AND DIGNITY, FAIRNESS AND RESPECT FOR THOSE INTERACTING WITH THE SOCIAL SECURITY SYSTEM.

2023 saw us become the leading voice on disability benefit reforms and as a result, secure a significant watering down of Government proposals to reduce eligibility, though there is still more work to do here.

The Health and Disability White Paper, setting out changes to the disability benefit system, was published by the Government in March 2023. This included commitments to several things we had called for, including trials on the use of specialist assessors; and providing assessment reports to claimants. These trials are currently underway and we await outcomes. Earlier in the year, our evidence on disability benefit assessments was repeatedly cited in the Work and Pensions Select Committee's final report, which reiterated many of our recommendations for change, including those that were adopted in the White Paper. Early in the year we also held a campaign briefing on disability benefit assessments in Parliament. This was attended by several MPs, and the Shadow Minister for Social Security Karen Buck spoke on our panel, which also included two Z2K experts by experience.



From left to right: Jim Widdowson, Marsha de Cordova MP, Franklyn Jaffier attending our Parliamentary briefing event.

On publication of the White Paper, we quickly responded and published a briefing which we sent to MPs, journalists, and others in the charity sector. We subsequently briefed Marsha de Cordova MP's office ahead of an Urgent Question on the White Paper. After publication, we also joined a government stakeholder board and task and finish groups to inform the development of the legislation.

When, later in the year, the Government announced an eight-week consultation on proposals for changes to the Work Capability Assessment (WCA) that would significantly reduce eligibility for disability benefits and would come into effect ahead of any new legislation in this area, we responded immediately. We launched a supporter action, featuring a former client, for people to write to their MPs. Over 2,250 people wrote to their MP and over 85% of MPs received a letter from a constituent (with the average

number of letters received being 4). The supporter action was shared over 150 times on Facebook, with shares on X by a number of supportive charities including Disability Rights UK and Scope, for example.

We responded to the government consultation and attended stakeholder feedback sessions. We also met with officials and MPs. Both independently, and as part of the Disability Benefits Consortium we met with officials in the Department to discuss the WCA proposals. We met with the Shadow Disability Minister, Vicky Foxcroft's, office and with Marion Fellowes MP, SNP spokesperson on disability, for example, who agreed to table an oral question for us on the WCA changes. The question we drafted was tabled and we supported Marion Fellowes MP to deliver this. We tweeted about the Minister for Disabled People refusing to engage with the question, securing over 3,700 impressions. We also got wide ranging media pick up on our response to the proposals. We and our former client, Steve, appeared on Channel 4 News to discuss the proposals. We also featured in articles from BBC News, The Guardian and The Big Issue.



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As well as our concerns with the content of the government's proposals set out in the WCA consultation, we also identified flaws in the consultation process, wrote an [open letter](#) to Mel Stride and supported the Public Law Project in their legal case against the government through providing a witness statement.

When an announcement was made at the Autumn Statement that some of the proposals consulted on would be dropped, though some would be taken forward, we were relieved that some of the proposals that we were most concerned about and we had campaigned against, such as the scrapping of the substantial risk entry route to additional benefits, for example, had been abandoned but remained extremely concerned about the plans. We co-ordinated an [open letter](#) to Mel Stride about the WCA plans announced in the Autumn Statement, which was launched immediately after the announcements. The letter was signed by 16 leading charities including Save the Children, Child Poverty Action Group (CPAG), Leonard Cheshire, Mencap and Sense. Our response to the Autumn Statement announcements on WCA changes was picked up by The I, The Big Issue and the Express. Our Director of Policy and Campaigns was also interviewed by LBC News and BBC News – featuring on [Radio 4's Six O'clock News](#) and Radio 4 podcast.

We also saw progress on our wider campaigns on social security, including adequacy in 2023. We particularly welcomed the Chancellor's announcement at the Autumn Statement that all benefits would increase by 6.7% the following year.

Earlier in 2023, we submitted evidence to the Select Committee inquiry into benefit adequacy. We were subsequently directly approached by the Work and Pensions Committee and asked to facilitate a session with experts by experience on benefit levels, to feed into this inquiry. We fed back insights gathered from this to the committee, illustrating the current inadequacy of benefit levels. In addition, ahead of the Autumn Statement, we published YouGov survey data showing the vast majority of the public support a benefit uplift. This was picked up by [the I](#). If the government had chosen not to uprate benefits 9 million households would have been affected by this move and an additional 400,000 children would have fallen into absolute poverty (Resolution Foundation). We very much welcomed, therefore, the government's announcement at the Autumn Statement.

Throughout 2023, we also continued to campaign for further changes to the social security system including safeguards in the migration to Universal Credit process and the removal of the most harmful elements of the system, including the benefit cap and the two-child limit.

We drafted and co-ordinated a private letter to Guy Opperman MP, Minister of State for Social Security, on the migration from legacy benefits to Universal Credit. Fourteen other national charities, including the Trussell Trust, Mind, CPAG and Scope, signed the letter which set out our concerns and asked for commitments around accessibility, choice over how Universal Credit is received, and safeguards against claims falling out of payment. We continue to be an active member of the steering group for the CPAG project on experiences in relation to managed migration and have continued to engage with DWP through the Move to Universal Credit forum. We also conducted research with CPAG on the outcomes of Tax Credit claimants who've received a Migration Notice. Our Freedom of Information request revealed that claimants whose Tax Credit claim was closed lost a total of £2.79m. We were featured in [The Sun's](#) story in relation to this.

We responded to the Work and Pensions Select Committee [inquiry](#) into safeguarding vulnerable claimants, highlighting that a key risk across the benefits system is the range of ways someone's income can be suddenly and dramatically reduced. This led to us being invited to give [oral evidence](#) to the Committee in December 2023. Our X post featuring our Senior Policy Advisor giving evidence secured over 3,200 impressions.

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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

We also submitted a Freedom of Information request to access material around DWP's evaluation of the Benefit Cap and its review and subsequent uprating in April 2023. This was featured by the Press Association, which was picked up by several outlets including the [Evening Standard](#).

We continue to work with the End Child Poverty coalition. We supported and attended their [event in Parliament](#) on the two-child limit, working alongside organisations including Save the Children UK and The Children's Society, and we welcomed Labour's commitment to a child poverty strategy.



Our Campaigns Officer, Evangeline Knapman (centre), attending the End Child Poverty coalition event in Parliament.

Through the delivery of our advice services, more people increased their incomes by securing their Social Security rights and entitlements.

The cost-of-living crisis continues to exacerbate the pressures facing low-income Londoners and the inadequacy of benefit levels continues to drive poverty and inequality. The 2-child limit for universal credit, the benefit cap and the low levels of Local Housing Allowances all have a big impact on clients' ability to manage even when their income has been maximized.

In 2023, Z2K supported 1,168 unique clients with 1,453 social security or housing cases. We achieved approximately £3,799,415 in financial benefits for our clients.

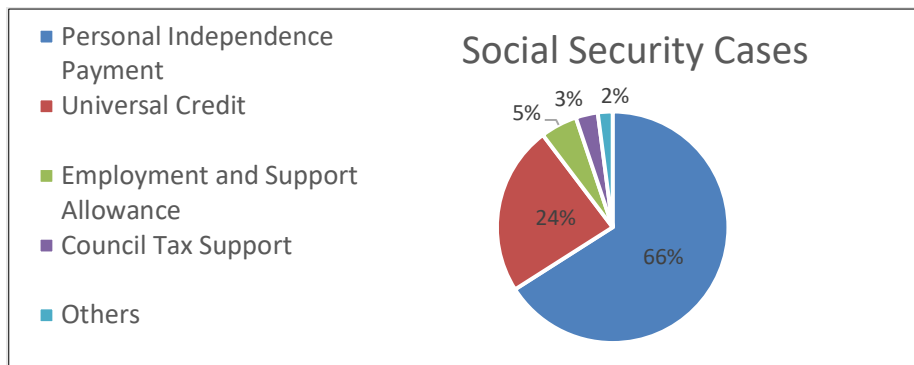
Our casework service costs £472 per client (average) to deliver. The average financial benefit after our intervention was £3,253 for each client, generating a 589% return.

Unsurprisingly helping people access Social Security benefits accounted for 55% of our casework in 2023. Our work on social security is at the specialist level, where we challenge negative decisions, help people assert their legal rights and deal with maladministration.

Assisting people with disability and long-term health issues to maximize their income and assert their rights makes up the majority of our work. In total we supported 654 clients with 807 cases.



KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023



Personal Independent Payment (PIP) was the largest single area of work. Poor decision making often leaves people with disabilities without the vital income they need. Our work involves challenging negative decisions with mandatory reconsiderations, representing at appeal tribunals and taking cases to the upper tribunal if needed. Working on 514 PIP cases we secured **£3,180,518.81** in additional benefits for our clients.

Our client is a domestic abuse survivor, a disabled single parent with two children living in a one-bedroom apartment. She has depression, severe lower back and hip pain, and asthma. She claimed Personal Independence Payment but was awarded no points by the DWP. We took on the case, obtaining medical evidence, drafting submissions and representing at the video hearing. The tribunal awarded the standard rate of the daily living component and the enhanced rate of the mobility component. The client received arrears of £7,744.06 and will receive an extra £6,588.77 in the next 12 months.

Universal Credit (UC) continues to cause problems for many of our clients and we secured just over half a million pounds in UC for our clients by challenging incorrect decisions, disputes about limited capability for work and work-related activity, helping clients challenge decisions that they have failed the assessment, which includes taking cases to Tribunal. UC awards also routinely fail to include elements the client is entitled to for children, ill health, disability, or housing, leaving clients living on a reduced income.

Finally, we saw more cases where clients were left with **no income at all** due to the intervention of the Enhanced review team. DWP stop all payments of UC whilst they investigate the clients' circumstances, but usually the client has no idea why their claim is being looked at or what evidence they can provide to satisfy the DWP. As there is no decision to review, we issue Pre-Action Protocol letters, the first step in taking cases to Judicial Review and have been successful in getting the UC reinstated for several of our clients.

Destitution and extreme hardship are often significant barriers to people effectively engaging with our services, with clients often facing periods of extreme financial hardship due to incorrect DWP and local authority decision-making, as well as the longstanding inadequacy of benefit levels. As well as responding to their need for advice we continue to make one-off grants to those whose welfare is at immediate risk due to a lack of resources. We use our own small fund to support our clients who are in this situation and in 2023 we gave out 58 grants totalling £5,305.

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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

We also partner with Turn2Us which enables us to secure larger grants that can have a significant impact for families in extreme hardship, help them clear debts and put them on a secure financial future. We supported 40 families with a total of £88,000 through this partnership.

Feedback from our clients who completed a case closure survey includes:

- 95% said they would recommend Z2K to their friends and/or family.
- 94% felt better about their life after working with Z2K.
- 83% felt more confident after working with Z2K,
- 75% felt more able to deal with their problems in the future.



Spotlight on our Pro bono Project

2023 was a year of adaptation and growth for the project, overhauling many of the internal processes to reflect the increasingly hybrid landscape of advice provision and partnership working. At the same time, we saw very significant increases in the number of clients assisted, the appeal success rate, and vital income raised for our clients. We couldn't have done this without the impact of our project partners, our pro bono volunteers are central to what we achieved in 2023, so it was brilliant to be able to roll out new hybrid training, engaging over 150 potential volunteers in interactive and practical training sessions.

Appeals	Success rate	Financial Benefit
106	92%	£2,203,798.67



KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

IMPROVED HOUSING SECURITY AND MORE PEOPLE CAN LIVE IN AFFORDABLE AND DECENT HOMES

We worked in coalition to successfully push the Government to introduce the Renters Reform Bill to abolish Section 21 ‘no fault evictions’.

As a result of the written evidence, we submitted to the Levelling Up, Housing and Communities Select Committee inquiry into the private rented sector, we were quoted in their February report, in relation to both Section 21 and Local Housing Allowance (LHA). As an active member of the Renters Reform Coalition (RRC), we met with Felicity Buchan, Parliamentary Under Secretary of State for Housing and Homelessness in January and in March 2023, we attended the Renters Reform Day of Action. The Renters Reform Bill was introduced into the Commons with its first reading in May 2023. We fed into Coalition preparations for Second Reading, including informing briefing documents and continued to push for progress of the Bill via joint letters, for example. We achieved national media coverage in outlets including [Politics Home](#) in relation to the Bill.

Although the Renters Reform Bill was significantly watered down and ultimately didn’t pass before the General Election, progress in this period ensured commitments in this area from the main parties going into the election.

We also welcomed the announcement in the Autumn Statement that Local Housing Allowance (LHA) would increase back to the 30th percentile of rents.

We remained an active member of the ‘Cover the Cost’ campaign during 2023, calling for an increase in LHA and we signed an open letter as part of the campaign asking Jeremy Hunt to raise housing benefit to stop more people becoming homeless. We were also featured in [Open Democracy](#) in relation to LHA.

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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

During 2023, we have also made significant progress on our two Westminster-specific housing projects: on temporary accommodation (TA) and the private rented sector (PRS). Both seek to influence Westminster Council and centre the lived experience of people in these housing sectors.

As part of the TA project, we have recruited five peer researchers who will play an integral role in delivering the project by designing and conducting research and analysis on TA in Westminster. The peer researchers will also have the opportunity to stay involved in the influencing stage of the project to achieve the outcomes they identify through the research. For the PRS project, we have so far recruited 10 participants who will participate in focus groups and one-to-one interviews to co-produce our policy position and recommendations in relation to local PRS. Participants will then design influencing activities and directly and indirectly participate to push for the recommendations identified.

As part of the TA project, we designed and delivered initial training to the five peer researchers around peer research, interview skills, designing the research question and safeguarding. This has equipped them with new research skills or developed existing ones. This training also allowed the peer researchers to come together as a group; feedback from the training sessions mentioned how valuable they had found it to learn from each other and everyone's unique strengths and experiences. We held an initial workshop with PRS project participants identifying key areas for the project to focus on. We have designed an overview of policy-influencing training and will deliver this training to participants in both projects.

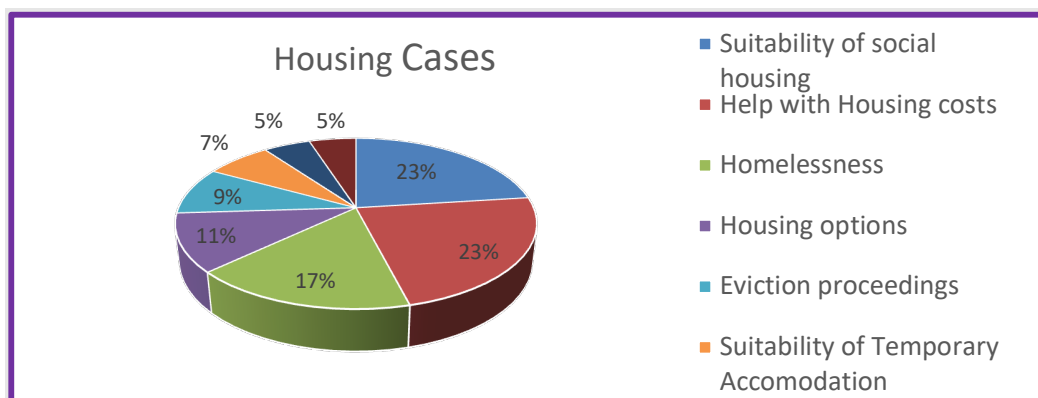
We have continued to engage Westminster City Council officers in the projects, both one-to-one and through the Temporary Accommodation Action Group, in advance of their upcoming review of their Homelessness Strategy and Allocations Policy. We also facilitated a meeting between Westminster Council and participants of our TA project to directly feed into the Council's Homelessness strategy review. In addition, we used the initial insights gathered from our Westminster based projects to influence at a regional level. In November, we gave evidence at a session of the London Assembly's Housing Committee and shared video footage of our appearance across our social media platforms.

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

Through the delivery of our advice services and enforcing housing rights, more people now experience greater housing security.

With the housing crisis worsening and local authorities overstretched, we continue to see many individuals and families living in unsuitable, cramped social housing and temporary/emergency accommodation. In addition, due to the benefit issues they experience and soaring rents in the private rented sector, many of our clients are at risk of homelessness as their current accommodation is unaffordable. We therefore continue to prevent homelessness wherever possible.

Housing accounted for 40% of our cases in 2023, 578 cases.



We helped 132 clients with accessing more suitable social housing, advocating for social housing tenants stuck in homes that are too small for their families or unsuitable due to disability to get moved to homes that better suit their needs. By helping our clients challenge their social housing providers, and advocating for them to be awarded a higher level of priority we can substantially improve their housing situation.

We helped 131 clients stay in their homes by reducing rent arrears, maximising their income and resolving problems with rent support payments and so enabling them to pay their rent and have housing security.

On homelessness, we advised 96 clients on their statutory rights to housing and how to challenge gatekeeping practices and bad advice they often encounter from Local Authorities.

“It's not just about the money - when I come to Z2K, I feel that I'm not alone, that I have a family”

Comment made by a client who is being helped to challenge a homeless decision and who won a PIP appeal with the help of the pro bono project.

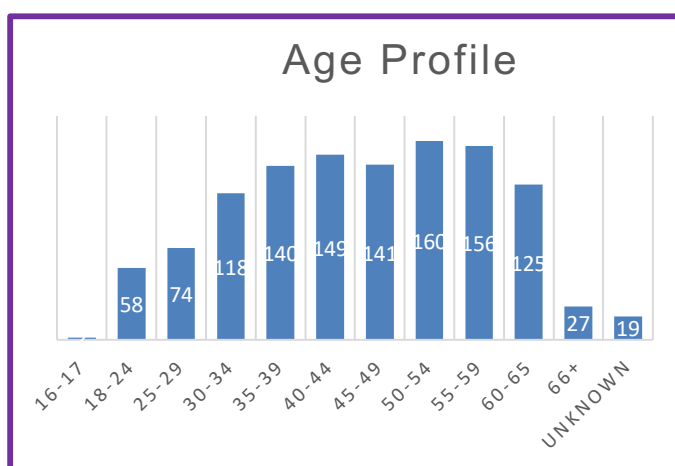
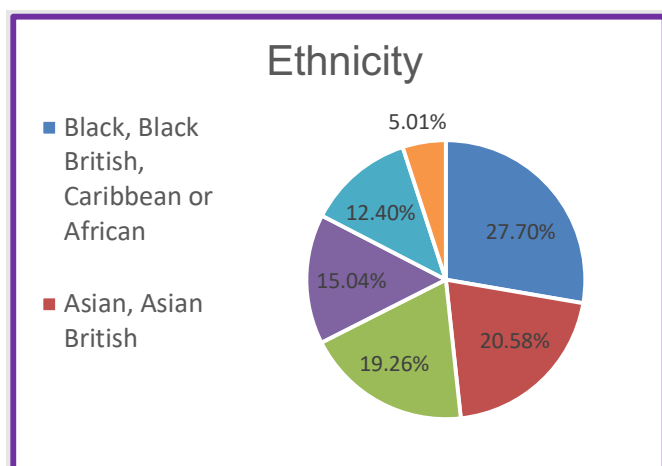
KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

Our client was a lone parent with three dependent children and also the carer of a disabled adult. The family were in Local Authority (LA) tenants, in overcrowded and unsuitable accommodation. One of the younger children was beginning to display behavioural problems at school due to having to share a bedroom with their disabled sibling. They had been on a waiting list for a transfer since 2017, with no realistic prospect of being rehoused due to being assigned low priority. Our housing caseworker was able to obtain medical evidence and present an argument to get the family higher priority. The LA reassessed and placed the family in Band A, which is the highest level of priority and means the family can expect to receive an offer of suitable housing within six months.

Our Client Profile

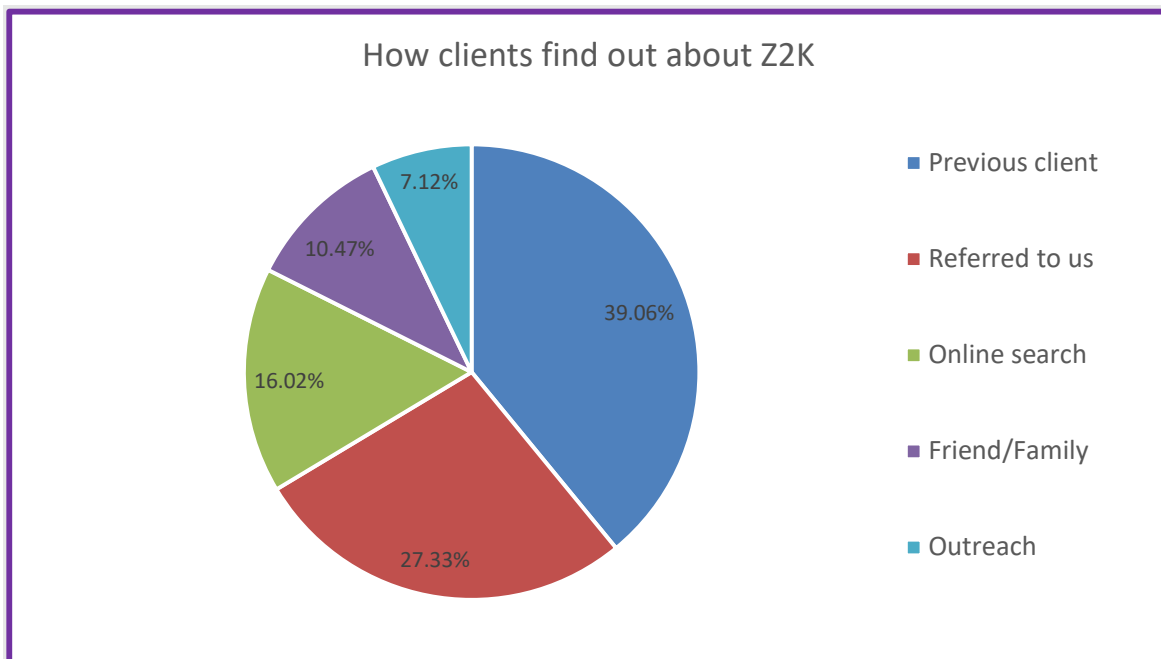
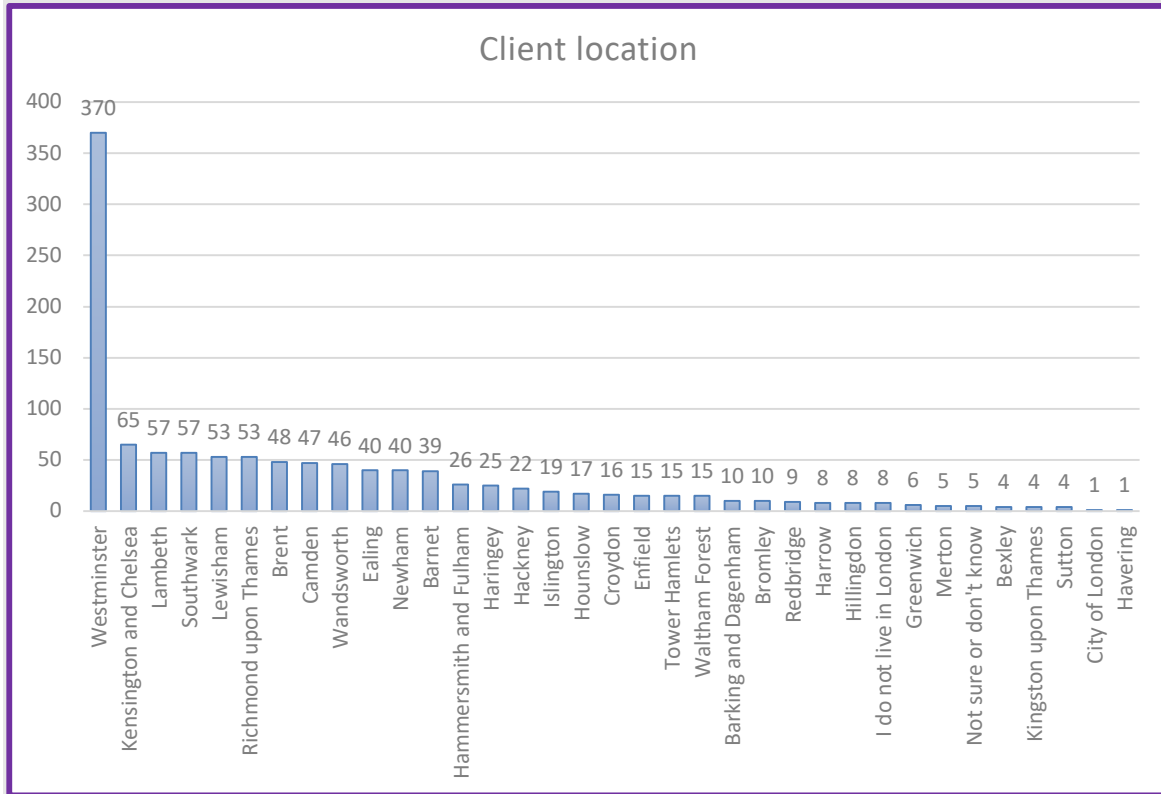
An important part of demonstrating our impact is understanding the barriers that prevent some people from accessing our services and ensuring that we are serving all sections of the community. For example we have made a significant investment in interpreting services to ensure that language is not a barrier to using our services. We supported 113 clients with interpreting services, using 14 different languages, most frequently to enable them to pursue appeals and secure their legal entitlement to benefit.

Another aspect is understanding who our clients are, and in 2023 we overhauled some of our monitoring processes to ensure we have better insight into our client community. For example we now know that our clients are most likely to be living in social housing (41%) with another 19% living in temporary accommodation. Around a third of our clients are families with school age children, and women make up 64% of our clients. These insights have already fed into our strategy review and helped us identify future funding opportunities.



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OUR CLIENTS, AND OTHER EXPERTS BY EXPERIENCE, HAVE A STRONGER VOICE IN POLICY DEVELOPMENT, DECISION-MAKING, AND PUBLIC DEBATE

Over the last year, we have further embedded the participation of those with lived experience (experts by experience) in our work. Our experts by experience are not only our clients but also those with lived experience from across the UK. They collaborate in our work at various levels of participation, from consultation to co-production, including participating in organisational decision-making (e.g. recruitment processes, policy development, campaign design) and external influencing work (e.g. meetings with MPs/Ministers). We have established a core experts by experience network (currently nine regular members) and work with them across a range of issues, with the focus over the last year on campaigning and influencing work.

Experts by experience have been involved in the development and delivery of our core policy and influencing work, as detailed above. During 2023 we have built up our expert by experience group, who meet regularly to help inform our policy prioritisation and campaign development. Experts by experience were involved in developing the messaging for our campaign 'Security Not Sanctions', for example, which brings our policy and influencing work on disability benefits reforms together under a new umbrella. As outlined above in relation to our core areas of focus, the group have also been able to directly influence through feeding into Select Committee inquiries, attending parliamentary events, featuring in the media, and attending meetings, for example. One described Z2K's participation activity as building "a middle ground between those who make decisions and those who live by those decisions that are ultimately made for them".

In addition, during 2023, Z2K started developing our new five-year organisational strategy. We involved experts by experience in the development process with an ambition to co-produce the strategy with them, staff and Trustees. Two of the peer researchers recruited for the TA project (outlined above) have also fed into this core participatory work by contributing to workshops on developing Z2K's organisational strategy.



VOLUNTEERS

We are extremely grateful to our volunteers who gave up their time and lent us their expertise across 2023. This includes our Trustees, our longstanding volunteers within our Advice & Casework team, and the many pro bono representatives within our ProBono Project who support us to represent clients appealing negative benefits decisions.

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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

PARTNERSHIPS & MEMBERSHIPS

We continued to work with Westminster Citizens Advice Bureau (CAB), attending their 'Advice Shop' outreach clinics throughout 2023. We are active members of the LLLST London Specialist Advice Forum Steering Group, the Westminster Advice Forum and the HMCTS Determination of Means Working Group. We would like to thank Turn2Us for our ongoing partnership through which we facilitate access to vital hardship grants for our clients. We also contribute to various several cross-sector panels and communities of practice, including: His Majesty's Court and Tribunals Service User Group; Administrative Justice Council Advice Sector Panel; National Association of Welfare Rights Advisers, Justice and Innovation Group.

Our ongoing partnerships with 11 corporate law firms and two university legal clinics provide vital additional capacity for benefit appeals. These include: Allen & Overy LLP; Charles Russell Speechlys LLP; Cooley (UK) LLP; Freshfields Bruckhaus Deringer LLP; Kingsley Napley LLP; Kirkland & Ellis International LLP; Mayer Brown International LLP; Morrison & Foerster (UK) LLP; Osborne Clarke LLP; Shearman & Sterling (London) LLP; and Hogan Lovells LLP; Kings College London Legal Clinic; Queen Mary University of London Legal Advice Centre.

We continue to be an active member of the End Child Poverty Coalition and remain engaged with the London Child Poverty Alliance and 4 in 10 working together to ensure a stronger voice in the sector on issues concerning child poverty. We also continue to contribute to the work of the Disability Benefits Consortium, as a steering group member, to challenge unfairness in the benefits system for disabled people. Additionally, Z2K continues to be an active member of the Renters Reform Coalition, which brings together those who want to see the Government urgently introduce legislation to end the use of section 21 "no fault" evictions in the PRS as well as push for wider reforms to protect tenants. At a local level, we actively participate in the Westminster Temporary Accommodation Action Group and the Westminster PRS Strategy Group and Savills London PRS Research Advisory Group.

Throughout the year we have contributed to the: IPPR Advisory Group on Working Age Social Security & Employment Support; Trust for London Steering Group for Research on Local Authority Approaches to Temporary Accommodation; JUSTICE's Outsourcing and Administrative Justice Working Party.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

OUR FUNDERS AND SUPPORTERS

Thank you to the organisations and individuals who supported our work in 2023. Fundraising during the year secured grants income of £724,856 (2022: £702,702) and donations and legacies totalling £149,115 (2022: £109,404). It was a competitive fundraising environment, but our work is only possible with our funders and supporters.

The majority of Z2K's funding comes from trust and foundation grants. Our main grant supporters in 2023 were: AB Charitable Trust, the Charles Russell Speechlys Foundation, City Bridge Foundation – London's biggest independent charity funder, Drapers Charitable Fund, the Henry Smith Charity, the Inman Charity, the John Ellerman Foundation, LHA London LTD, Lloyds Bank Foundation for England & Wales, London Catalyst, The London Legal Support Trust, the Nationwide Foundation, the Oak Foundation, a foundation advised by Porticus UK, the Strand Parishes Trust, Trust for London, Trust for London and Oak Foundation's joint initiative: The Better Temporary Accommodation for Londoners Fund, Westminster Amalgamated Charity, and the Westminster Foundation.

We were also grateful to receive financial support from Westminster City Council, as well as funding from the Government's Community Organisations Cost of Living Fund delivered by The National Lottery Community Fund.

We continue to receive pro bono support from corporate law firms who have represented many of our clients at the First-Tier Social Security Tribunal, leading to donations to Z2K from Allen & Overy LLP, Charles Russell Speechly LLP, Cooley (UK) LLP, Freshfields Bruckhaus Deringer LLP, Hogan Lovells, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, Osborne Clarke LLP and Shearman & Sterling (London) LLP.

Similarly, we thank Bryan Cave Leighton Paisner LLP, Dentons UK LLP, Garden Court Chambers Special Fund, George Cadbury Fund Limited, and Oak Foundation for their donations.

We remain grateful to all individual donors, including those who commit to us regularly and those who donate one-off contributions to the work of Z2K. This includes all those who donated during the annual London Legal Walk and those who generously donated to our Pro Bono Week campaign. We also had five runners in the ASICs London 10k this year, who collectively raised an incredible £2,046 for our charity—a huge thank you to our runners and those who generously donated to Z2K.

Z2K is registered with the Fundraising Regulator, an independent, non-statutory body that regulates fundraising across the charitable sector.



**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

FINANCIAL REVIEW

Financial statements

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

Statement of financial activities

The Statement of financial activities is shown on page 30 with a more detailed analysis of income and expenditure within the notes to the financial statements.

The total income for the year was £891,592 (2022: £823,429). Our income performance is largely attributed to the support of various funders, with grants being the charity's main income. Whilst we are pleased to have report an increase in income, this modest 8.3% increase from the previous year reflects an ongoing challenging fundraising environment. The protracted impacts of the Covid-19 pandemic, increasing inflation and increased demand for support services have affected the availability of grant funding as well as donor behaviour. In addition, a number of grant funders shifted their priorities. Income from corporate donations increased reflecting our efforts to diversify income streams and further develop relationships with corporate partners. We have invested further in our fundraising team to support our diversification ambitions, in recognition of the ongoing challenging trust and foundation funding environment.

The total expenditure for the year was £921,208 (2022: £878,277). This slight increase in expenditure reflects the impact of inflation and higher costs on the charity. This includes the costs of uprating staff salaries at the start of 2023 after a benchmarking exercise and an additional cost of living increase. Staff costs remain our largest single cost, comprising 79% of costs at £696,805 (2022: £661,864) in total. Our average headcount in the year was 18 (2022: 17).

Our total expenditure on charitable activities for the year was £839,044 (2022: £827,652). This represents 91% of our expenditure, which means that for every £1 spent, 91p was spent on our work in delivering social welfare advice and representation, policy, research and campaigns. Our overall fundraising costs have increased by 62% as we have invested additional resources in our fundraising team to help us meet the challenges of the current fundraising environment. We anticipate a greater impact of this additional resource on our income level in 2024.

Our charitable expenditure is divided across four activities. Casework and Support Services incurred the largest expenditure of £552,408 (66%), followed by Policy & Campaigns at £197,040 (23%), Core Activities expenditure of £84,272 (10%) and £5,324 (1%) expenditure on Relief of Poverty.

Our cost of delivering charitable activities is divided into direct costs and support costs. Direct costs are those directly incurred when implementing charitable activities. Support costs are costs not directly related to a specific activity. Of our total expenditure incurred for charitable activities of £839,044, 81% constituted direct costs, and 19% support costs. Our support costs cover items including premises, staff training, governance & professional fees, and other expenditures essential to the effective delivery of charitable activities. Staff costs form the majority of our charitable expenditure.

Balance sheet

Overall, the charity recorded a deficit of £29,616 (2022: deficit of £54,848) which has resulted in a combined fund balance of £412,886 (2022: £442,502) at the year-end. Of these, £38,654 are restricted to specific ongoing projects and will be spent in future years. The Charity's free-reserves figure is £374,232, which equates to the unrestricted reserves fund balance of £374,232 less the charity's fixed assets (the charity has £Nil fixed assets as set out in note 20, page 43).

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

FINANCIAL REVIEW – Continued

Reserves have decreased this year due to the recorded year-end deficit.

Current assets this year have increased slightly to £784,924 (2022: £695,130) due to increased cash at bank figure of £705,384 (2022: £653,464) and debtors at £79,540 (2022: £41,666). An analysis of the net assets of the funds can be found in note 24 page 44, with the movements with each fund detailed in note 25 pages 45-46.

Principal funding sources

The charity is dependent upon grants and donations from individual donors and institutions. A full list of grants and donations received is set out in note 4 page 37 to the accounts.

Future outlook

The fundraising landscape remains challenging with increasing competitiveness of limited grant funding as demand increases alongside a shift in priorities of a number of funders. Additionally, the challenging economic environment and inflationary pressures are impacting giving from individuals as well as trusts and foundations.

However, the charity maintains a steady financial position with cash at bank year-end of £705,384 (2022: £653,464), a combined fund balance of £412,886 (2022: £442,502), and free reserves of £374,232 (2022: £436,172) which is roughly equivalent to 4 months of total budgeted expenditure for 2023.

The Charity makes use of trackers to monitor our progress towards meeting costs and fundraising targets which include our pipeline of grant funding applications. The trustees regularly review its contingency plans for how expenditure would be reduced in the event of significant shortfalls in projected income.

The majority of our income comes from trust and foundation grants. We continue in our efforts to diversify income sources, with a focus on corporate relationships as current inflationary pressures impact individual giving. We also intend to develop a refreshed fundraising strategy in 2024, following the approval of a revised five-year organisational strategy.

Z2K endeavours to maximise the impact of our activities and our resources. We will continue our efforts to increase our income in support of delivering our charitable objectives to maximum effect and to maintain financial security. Based on our 2024 budget, the charity expects to generate income of £1,113,926 and spend £1,113,926.

Investment policy and objectives

The charity's Articles of Association does not confer any specific rights or restrictions on us as trustees in respect of investing its funds. The funds received by the charity during the year under review were not sufficient to justify separate investment, other than to be held on deposit with the charity's bankers. A sum of £85,039 was maintained in an interest-bearing notice account and £85,000 each in two instant access account as at year end. An initial deposit of £100 was made in a fourth account by year end.

Reserves policy

The trustees aim to maintain an amount on general fund equivalent to three - six months of expenditure, although this is dependent on the level of donations received. At 31 December 2023, the charity held approximately 4months (2022: 4.5 months) of total projected annual expenditure in unrestricted free reserves figure of £374,232. The Charity's reserves policy is reviewed annually. In assessing the charity's financial requirements, Trustees will consider the current high degree of uncertainty in the economy, fundraising environment, and the charity sector that could affect both income and expenditure.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

FINANCIAL REVIEW - Continued

Risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the governance, operation and finances of the charity as well as external factors. Risks are assessed in terms of impact and likelihood and are reviewed at least quarterly by the Finance and Risk Committee, and annually by all the trustees. We have identified the following key risks and have plans in place to mitigate:

1. **Loss of key staff:** as a small charity, in a competitive environment, we know that we have to work hard to retain key staff. The Charity has also been impacted by the sector wide recruitment challenges being felt across the voluntary sector but particularly within the advice sector. Recruitment and retention remain a key risk for the Charity. At the start of 2023, we implemented a new pay structure and policy which increases pay for staff at all levels, as well as improved the benefits and paid leave. We will regularly review our pay & benefits package and implement further improvements if affordable. We will also continue to invest in staff training and ensure development opportunities.
2. **Inability to increase/maintain income to sustain our work:** the charity continues to closely monitor trends within the economy, fundraising environment, and charity sector that could impact our income and expenditure. The high level of uncertainty across these three areas increases risk for the charity. Management accounts, income and project trackers are reviewed regularly to assess progress against fundraising targets. We also ensure close monitoring of funded projects to ensure that grant conditions are met, and projects are delivered on time and in budget. Our reserves policy and linked financial planning, will support the charity to meet its commitments in 2024 and continue to deliver our vital work.
3. **Dependency on income sources:** we recognise that the majority of our income comes from trusts and foundations. We will develop a new fundraising strategy in 2024. This will include a focus on our approach and tactics to diversify our income sources, seeking to increase the range of trusts & foundations who fund as well as increasing our capacity and capability to develop fundraising in other areas such as individual and corporate donations.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

PLANS FOR THE FUTURE

Building on our successes in 2023, we will continue our work towards our strategic aims: Improved incomes and dignity, fairness, and respect for those interacting with the social security system; Improved housing security and more people can live in affordable and decent homes; Our clients, and other experts by experience, have a stronger voice in policy development, decision-making, and public debate.

We will reach across London providing vital advice and representation for people to realise their rights and take every opportunity to campaign for change on the key issues affecting our clients. We will ensure our existing casework referral partnerships remain effective and seek to develop additional partnerships to ensure those who require specialist support can reach our services. We aim to scale our Probono Project and Form Filling Clinic pilot increasing the number of partners and volunteers who are engaged in the project. We will complete our review of our housing advice and casework services and implement changes. We will continue to focus our campaigning efforts on defending and improving benefits for disabled and seriously ill people. Our projects on Temporary Accommodation and the Private Rented Sector in Westminster will move onto their next phase, with experts by experience leading the research, policy development and influencing activities. And, in an election year, we will seek to inform political parties on the key changes needed to prevent and alleviate poverty in the UK.

We will continue to progress our internal objectives to build our service and operational effectiveness; improve our impact evaluation, invest in our people; and ensure sustainable income.

In 2024, we will also produce our new strategy setting our vision for the next five years. We have made significant progress on the development of this new strategy, with trustees, staff and experts by experience all playing a key role in its development.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also directors of The Zacchaeus 2000 Trust for the purposes of company law) are responsible for preparing the Trustees' 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 statements 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 those 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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.

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

Auditors

Myrus Smith was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Small Companies

This Trustees report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Emeka Forbes – Chair of the Board of Trustees of The Zacchaeus 2000 Trust



27 June 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2023, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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, 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 December 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.

Basis of 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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' annual 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' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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' annual 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 it 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.

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 specific procedures for this engagement and the extent to which these 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.
- 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 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 auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

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 BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditors
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

27 June 2024

**THE ZACCHAEUS 2000 TRUST
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
INCOME FROM					
Donations and legacies	2	149,115	-	149,115	109,404
Charitable activities					
Grants	4	336,334	388,522	724,856	702,702
Other trading activities	5	13,480	-	13,480	9,738
Investments	6	4,141	-	4,141	1,585
Total		<u>503,070</u>	<u>388,522</u>	<u>891,592</u>	<u>823,429</u>
EXPENDITURE ON					
Raising funds:	7	82,164	-	82,164	50,625
Charitable activities					
Activities	8	84,272	754,772	839,044	827,652
Total		<u>166,436</u>	<u>754,772</u>	<u>921,208</u>	<u>878,277</u>
NET INCOME/(EXPENDITURE)		336,634	(366,250)	(29,616)	(54,848)
Transfers between funds	25	(398,574)	398,574	-	-
NET MOVEMENT IN FUNDS		(61,940)	32,324	(29,616)	(54,848)
RECONCILIATION OF FUNDS					
Total funds brought forward	25	436,172	6,330	442,502	497,350
TOTAL FUNDS CARRIED FORWARD		<u>374,232</u>	<u>38,654</u>	<u>412,886</u>	<u>442,502</u>

All activities relate to continuing operations.

The notes on pages 33 to 48 form part of these financial statements

THE ZACCHAEUS 2000 TRUST
Registered number: 05442501
BALANCE SHEET
AT 31 DECEMBER 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
FIXED ASSETS					
Tangible assets	20	-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors	21	36,425	43,115	79,540	41,666
Cash at bank and in hand		534,106	171,278	705,384	653,464
		570,531	214,393	784,924	695,130
CREDITORS					
Amounts falling due within one year	22	(196,299)	(175,739)	(372,038)	(252,628)
NET CURRENT ASSETS		374,232	38,654	412,886	442,502
TOTAL ASSETS LESS CURRENT LIABILITIES		374,232	38,654	412,886	442,502
NET ASSETS		374,232	38,654	412,886	442,502
TOTAL FUND OF THE CHARITY					
Unrestricted funds	24			374,232	436,172
Restricted funds				38,654	6,330
TOTAL FUNDS	25			412,886	442,502

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

Approved by the Board of Trustees on **27 June 2024** and signed on its behalf by:

Emeka Forbes (Chair) – Trustee



Robin Jarvis (Treasurer) – Trustee



The notes on pages 33 to 48 form part of these financial statements

**THE ZACCHAEUS 2000 TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 £	2022 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	<u>51,920</u>	<u>(106,534)</u>
	<u>51,920</u>	<u>(106,534)</u>
Change in cash and cash equivalents in the year	<u>51,920</u>	<u>(106,534)</u>
Cash and cash equivalents at the start of the year	<u>653,464</u>	<u>759,998</u>
Cash and cash equivalents at the end of the year	<u>705,384</u>	<u>653,464</u>

CASH FLOW NOTES

	2023 £	2022 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net (expense) income for the reporting period (as per the statement of financial activities)	<u>(29,616)</u>	<u>(54,848)</u>
Adjustments for:		
(Increase) in debtors	<u>(37,874)</u>	<u>(22,109)</u>
Increase/(decrease) in creditors	<u>119,410</u>	<u>(29,577)</u>
Net cash provided by/(used in) operating activities	<u>51,920</u>	<u>(106,534)</u>

	2023 £	2022 £
Analysis of cash and cash equivalents		
Bank and cash in hand	<u>705,384</u>	<u>653,464</u>
Total cash and cash equivalents	<u>705,384</u>	<u>653,464</u>

The notes on pages 33 to 48 form part of these financial statements

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

1.1 Company status

The Zacchaeus 2000 Trust is a charitable company limited by guarantee and registered in England and Wales. The registered office and company registration number are detailed on page 1.

1.2 Basis of preparation

The Zacchaeus 2000 Trust meets the definition of a public benefit entity under 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 presented in sterling, which is the functional currency of the charity.

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 presented unless otherwise stated.

1.3 Preparation of the accounts on a going concern basis

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees have made this assessment taking into account the Charity's unrestricted reserves, secured funding going forward and current and planned activities.

1.4 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for specific purposes. Designated funds are unrestricted funds set aside by the trustees for specific purposes. Restricted funds are funds whose use is restricted to specific purposes according to the grant terms of the specific restrictions imposed by the donor or which have been raised for a particular purpose. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 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 receipt of the income is considered probable; and
- The amount can be measured reliably.

Income received in advance of a project or other specified service is deferred until the criteria for income recognition are met (see note 23, page 44).

**THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. ACCOUNTING POLICIES – continued

1.7 Expenditure recognition

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

- Costs of raising funds which comprise those costs associated with seeking donations, grants and other fundraising costs;
- Expenditure on charitable activities, which comprises the costs of running the various activities and services for the charity's beneficiaries.

1.8 Allocation of support costs

Support costs are apportioned on the basis of staff time. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the trust's charitable activities (see notes 8,10 and 12, pages 39-40).

1.9 Volunteers and donated services

A certain amount of time is expended on the charity's activities, which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the accounts.

1.10 Tangible fixed assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

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

Asset Category	Annual Rate
Computers	- 33.33% on cost
Fixtures and fittings	- 25% on cost

1.11 Financial instruments

The charity only has financial instruments of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account, as well as cash in handheld by charity at the year end.

**THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. ACCOUNTING POLICIES – continued

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are recognised at the invoiced cost prepaid.

1.14 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

1.16 Leases

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

1.17 Pensions

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

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. INCOME FROM DONATIONS AND LEGACIES

	2023	2022
	£	£
Corporate Donations	88,000	67,705
Individual Donations	13,646	8,614
Other - restricted	-	25,666
Other - unrestricted	47,469	<u>7,419</u>
	<u>149,115</u>	<u>109,404</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Core Activities	336,334	324,603
Casework and Support Services	280,943	191,675
Policy and Campaigning	105,479	179,398
Relief of Poverty	2,100	<u>7,026</u>
	<u>724,856</u>	<u>702,702</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4. GRANTS RECEIVED

	2023 £	2022 £
Restricted	388,522	378,099
Unrestricted	<u>336,334</u>	<u>324,603</u>
	<u>724,856</u>	<u>702,702</u>

Restricted

	2023 £	2022 £
Allen & Overy Foundation	-	25,000
City Bridge Trust Foundation	30,000	35,000
Clifford Chance Foundation	-	5,000
Drapers Charitable Fund	10,000	-
Edward Harvist Trust	-	5,000
Esmee Fairbairn Foundation	-	33,333
Henry Smith Charity	60,000	60,000
Hyde Park Place Estate Charity	-	5,000
LHA London LTD	25,000	25,000
Lloyds Bank Foundation for England & Wales	28,326	32,148
London Catalyst	1,800	1,750
London Legal Support Trust	75,937	18,750
National Lottery Community Fund	42,006	-
Nationwide Foundation	26,236	51,750
Relief of Poverty – other grants	300	1,126
Strand Parishes Trust	5,000	650
Travers Smith	-	1,000
Trust for London	50,917	62,167
Westminster Amalgamated Charity	8,000	8,000
Westminster City Council	<u>25,000</u>	<u>7,425</u>
	<u>388,522</u>	<u>378,099</u>

Unrestricted

	2023 £	2022 £
AB Charitable Trust	22,000	-
City Bridge Trust Foundation	-	3,019
The Charles Russell Speechlys Foundation	25,000	25,000
Inman Charity	5,000	-
John Ellerman Foundation	50,000	-
Lloyds Bank Foundation for England & Wales	-	2,250
London Legal Support Trust	10,000	10,000
Nationwide Foundation	-	-
Oak Foundation	160,000	160,000
A Foundation advised by Porticus UK	20,000	80,000
Westminster Foundation	<u>44,334</u>	<u>44,334</u>
	<u>336,334</u>	<u>324,603</u>
	<u>724,856</u>	<u>702,702</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events and activities	3,312	2,641
Training and workshops	2,760	350
Recharges and hardship claims	-	147
Other	<u>7,408</u>	<u>6,600</u>
	<u>13,480</u>	<u>9,738</u>

Income earned from other activities was £13,480 (2022: £9,738) of which £13,480 related to unrestricted funds (2022: £9,099) and £nil related to restricted funds (2022: £639).

6. INVESTMENT INCOME

	2023	2022
	£	£
Bank Interest - unrestricted	<u>4,141</u>	<u>1,585</u>
	<u>4,141</u>	<u>1,585</u>

7. COST OF RASING FUNDS

	2023	2022
	£	£
Fundraising costs	4,586	837
Wages and salaries	74,620	47,719
Pension costs	<u>2,958</u>	<u>2,069</u>
	<u>82,164</u>	<u>50,625</u>

Of the £82,164 expenditure recognised in the year (2022: £50,625), £82,164 (2022: £50,625) was charged to unrestricted funds and £Nil (2022: £Nil) was charged to restricted funds.

**THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

8. EXPENDITURE BY CHARITABLE ACTIVITIES

Cost directly allocated

	2023	2022
	£	£
Core Activities	40,630	47,104
Casework and Support Services	465,109	436,988
Policy and Campaigning	167,946	174,222
Relief of Poverty	<u>5,324</u>	<u>8,540</u>
	<u>679,009</u>	<u>666,854</u>

Support costs allocated

	2023	2022
	£	£
Core Activities	43,642	44,666
Casework and Support Services	87,299	80,399
Policy and Campaigning	<u>29,094</u>	<u>35,733</u>
	<u>160,035</u>	<u>160,798</u>
	<u>839,044</u>	<u>827,652</u>

Support costs, which are costs not directly related to a specific activity, are allocated based on the proportion of staff (calculated based on staff numbers) working across the three activities as follows: Casework and Support Services 54.55% (2022: 50%); Policy and Campaigning 18.18% (2022: 22.22%); and Core Activities 27.27% (2022: 27.78%).

9. DIRECT CHARITABLE EXPENDITURE

	2023	2022
	£	£
Staff and related costs	625,178	621,333
Direct Project costs	44,810	33,493
Premises costs	100	422
Office admin costs	7,005	6,534
Professional fees and other costs	<u>1,916</u>	<u>5,072</u>
	<u>679,009</u>	<u>666,854</u>

10. SUPPORT COSTS

	2023	2022
	£	£
Staff and related costs	6,600	11,438
Premises costs	84,740	91,866
Office admin costs	37,687	33,322
Professional fees and other costs	24,902	18,681
Governance costs	<u>6,106</u>	<u>5,491</u>
	<u>160,035</u>	<u>160,798</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

11. PROFESSIONAL FEES AND OTHER COSTS

	2023	2022
	£	£
Accountancy and Bookkeeping	15,914	10,683
AQS Monitoring Audit costs	-	1,512
Bank Charges	146	225
Consultancy	224	-
HR costs	6,104	7,351
Legal costs	13	13
Subscriptions	4,417	3,969
	<u>26,818</u>	<u>23,753</u>

12. GOVERNANCE COSTS

	2023	2022
	£	£
Accounts Preparation	1,350	1,350
Audit fee	3,600	3,540
Trustees Expenses	1,155	601
	<u>6,105</u>	<u>5,491</u>

13. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2023	2022
	£	£
Audit fee	3,600	3,540
Operating lease rentals	<u>76,000</u>	<u>76,243</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

14. STAFF COSTS

	2023	<i>2022</i>
	£	£
Wages and salaries	617,520	<i>585,600</i>
Social security costs	54,818	<i>54,749</i>
Pension costs	<u>24,467</u>	<i><u>21,515</u></i>
	<u>696,805</u>	<i><u>661,864</u></i>

One employee had employee benefits in excess of £60,000 in the £80,000- £90,000 band (2022: One in the £70,000-£80,000 band).

One trustee (2022: one trustee) received re-imbusement of £53 for expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on page 5 of the trustees' report). The total employee benefits of the key management personnel of the charity were £218,712 (2022: £161,539).

15 STAFF NUMBERS

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023	<i>2022</i>
	Number	Number
Senior Management Team	4	<i>4</i>
Direct Charitable	11	<i>10</i>
Administrative and Support	<u>3</u>	<i><u>3</u></i>
	<u>18</u>	<i><u>17</u></i>

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £Nil) During the year, one trustee was reimbursed £53 for disbursements (2022 £37) in respect of other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

17. PENSION COSTS

The charity has a defined contribution pension scheme, which all employees are entitled to join. The charity contributes 4% and the employees contributed a minimum of 4% and employees may make further additional voluntary contributions.

During the year ended 31 December 2023 the charity's total contributions amounted to £24,467 (2022: £21,515).

The trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's on-going activities.

18. TRANSACTIONS AND RELATED PARTIES

There were no material related party transactions during the year.

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2022) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME FROM			
Donations and legacies	83,738	25,666	109,404
Charitable activities			
Grants	324,603	378,099	702,702
Other trading activities	9,099	639	9,738
Investments	<u>1,585</u>	<u>-</u>	<u>1,585</u>
Total Income	<u>419,025</u>	<u>404,404</u>	<u>823,429</u>
EXPENDITURE ON			
Raising funds:	50,625	-	50,625
Charitable activities			
Core Activities	91,770	735,882	827,652
Total	<u>142,395</u>	<u>735,882</u>	<u>878,277</u>
NET INCOME/(EXPENDITURE)	<u>276,630</u>	<u>(331,478)</u>	<u>(54,848)</u>
Transfers between funds	<u>(328,669)</u>	<u>328,669</u>	<u>-</u>
NET MOVEMENT IN FUNDS	<u>(52,039)</u>	<u>(2,809)</u>	<u>(54,848)</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

20. TANGIBLE FIXED ASSETS

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2023	28,069	1,077	29,146
Additions	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
DEPRECIATION			
At 1 January 2023	28,069	1,077	29,146
Charge for year	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
NET BOOK VALUE			
At 31 December 2023	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2022	<u>-</u>	<u>-</u>	<u>-</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other debtors	54,057	16,953
Prepaid expenses	<u>25,483</u>	<u>24,713</u>
	<u>79,540</u>	<u>41,666</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	13,561	8,675
Social security and other taxation	15,821	12,014
Other creditors	4,765	4,133
Deferred income	330,624	214,667
Accrued expenses and deferred income	<u>7,267</u>	<u>13,139</u>
	<u>372,038</u>	<u>252,628</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

23. DEFERRED INCOME

	2023	<i>2022</i>
	£	£
Opening deferred income	214,667	221,666
Amounts deferred in the year	638,202	597,330
Released to income	(522,245)	<i>(604,329)</i>
Closing deferred income	<u>330,624</u>	<i><u>214,667</u></i>

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted	Restricted	2023	<i>2022</i>
	Funds	Funds	Total	Total
	£	£	Funds	Funds
	£	£	£	£
Fixed assets	-	-	-	-
Current assets	570,531	214,393	784,924	695,130
Current liabilities	<u>(196,299)</u>	<u>(175,739)</u>	<u>(372,038)</u>	<i><u>(252,628)</u></i>
	<u>374,232</u>	<u>38,654</u>	<u>412,886</u>	<i><u>442,502</u></i>

Comparative year information for the net assets between funds:

	Unrestricted	Restricted	2022	<i>2021</i>
	Funds	Funds	Total	Total
	£	£	Funds	Funds
	£	£	£	£
Fixed assets	-	-	-	-
Current assets	635,332	59,798	695,130	779,555
Current liabilities	<u>(199,160)</u>	<u>(53,468)</u>	<u>(252,628)</u>	<i><u>(282,205)</u></i>
	<u>436,172</u>	<u>6,330</u>	<u>442,502</u>	<i><u>497,350</u></i>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

25. MOVEMENT IN FUNDS – current year

	At 1/1/23	Net movement in funds	Transfers between funds	At 31/12/23
	£	£	£	£
Unrestricted funds:				
General Fund	<u>436,172</u>	<u>336,634</u>	(398,574)	<u>374,232</u>
	436,172	336,634	(398,574)	374,232
Restricted funds				
Relief of Poverty Fund	2,629	(3,224)	2,313	1,718
Casework and Support Services	-	(271,465)	279,465	8,000
Policy and Campaigning	<u>3,701</u>	<u>(91,561)</u>	<u>116,796</u>	<u>28,936</u>
	6,330	(366,250)	398,574	38,654
	_____	_____	_____	_____
TOTAL FUNDS	<u>442,502</u>	<u>(29,616)</u>	-	<u>412,886</u>
	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds:				
General Fund	<u>503,070</u>	(166,436)	-	<u>336,634</u>
	503,070	(166,436)	-	336,634
Restricted funds				
Relief of Poverty Fund	2,100	(5,324)	-	(3,224)
Casework and Support Services	280,943	(552,408)	-	(271,465)
Policy and Campaigning	<u>105,479</u>	<u>(197,040)</u>	-	<u>(91,561)</u>
	388,522	(754,772)	-	(366,250)
	_____	_____	_____	_____
TOTAL FUNDS	<u>891,592</u>	<u>(921,208)</u>	-	<u>(29,616)</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

25. MOVEMENT IN FUNDS – prior year

	At 1/1/22	Net movement in funds	Transfers between funds	At 31/12/22
	£	£	£	£
Unrestricted funds:				
General Fund	<u>488,211</u>	<u>276,630</u>	(328,669)	<u>436,172</u>
	488,211	276,630	(328,669)	436,172
Restricted funds				
Relief of Poverty Fund	3,504	(875)	-	2,629
Casework and Support Services	-	(300,046)	300,046	-
Policy and Campaigning	<u>5,635</u>	<u>(30,557)</u>	<u>28,623</u>	<u>3,701</u>
	9,139	(331,478)	328,669	6,330
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>497,350</u>	<u>(54,848)</u>	<u>-</u>	<u>442,502</u>
	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds:				
General Fund	<u>419,025</u>	(142,395)	-	<u>276,630</u>
	419,025	(142,395)	-	276,630
Restricted funds				
Relief of Poverty Fund	7,665	(8,540)	-	(875)
Casework and Support Services	217,341	(517,387)	-	(300,046)
Policy and Campaigning	<u>179,398</u>	<u>(209,955)</u>	-	<u>(30,557)</u>
	404,404	(735,882)	-	(331,478)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>823,429</u>	<u>(878,277)</u>	<u>-</u>	<u>(54,848)</u>

**THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

26. FUND DESCRIPTION

Unrestricted funds

The charity holds unrestricted funds for its general expenditure and some of the grant funding received is to support the core activities of the charity. The transfer of £398,574 from the general fund to the various restricted funds is to support the various charitable activities that the charity undertakes. Grants were received this year from, AB Charitable Trust, The Charles Russell Speechlys Foundation, the Inman Charity, the John Ellerman Foundation, the London Legal Support Trust, the Oak Foundation, A Foundation advised by Porticus UK, and the Westminster Foundation.

Restricted funds:

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, Edward Harvist, Travers Smith, and the other small grants. The funds are used to provide direct donations, vouchers, and goods to individuals to relieve poverty.

The Casework and Support Services fund incorporates two areas of our charitable work – General Casework and Probono Project. Grants and donations received specifically for these services enable our staff to support the prevention of and relief of poverty by providing advice and representation for people regarding their social security and housing issues. The ProBono project specifically supports clients appeal negative benefits decisions at the Social Security Tribunal with representation from pro bono lawyers.

The Policy and Campaigning fund consist of grants and donations received which enable the charity to continue its campaigns calling for immediate change to policies that are actively harming our clients in their everyday lives. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level, and we prioritise the issues that impact most on our clients. The funding assists our work to reform the systems and policies that create injustice and drive poverty through parliamentary engagement & influencing as well as public campaigns.

All our work is practical, evidence based and aimed at enabling our clients to lead stable and dignified lives free from poverty.

Grant funding was received this year from various grant funders (detailed in note 4 to the accounts) to help fund various staffing posts within the specific projects which the charity undertakes, including funding from the City Bridge Foundation – London's biggest independent charity funder, Drapers Charitable Fund, the Henry Smith Charity, LHA London LTD, Lloyds Bank Foundation for England & Wales, London Catalyst, London Legal Support Trust, the Nationwide Foundation, Government's Community Organisations Cost of Living Fund delivered by The National Lottery Community Fund, the Strand Parishes Trust, Trust for London, Trust for London and Oak Foundation's joint initiative: The Better Temporary Accommodation for Londoners Fund, Westminster Amalgamated Charity, Westminster City Council.

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

27. OPERATING LEASE COMMITMENTS

Total future minimum lease payments for non-cancellable operating leases are as follows:

	2023	2022
	£	£
Expiring:		
Within one year	26,307	54,771
Between one and five years	2,517	4,564
More than five years	-	-
	<u>28,824</u>	<u>59,335</u>

28. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

29. CONTINGENT ASSETS

Total grant funding awarded as at 31 December 2023 but not yet received and recognised as income due to the recognition criteria not being met amounts to £760,279 (2022: £777,380)

30. CONTINGENT LIABILITIES

There are no contingent liabilities to note.

31. LEGAL STATUS OF THE CHARITY

The Zacchaeus 2000 Trust is a private company (Company No: 05442501) incorporated in Great Britain and registered in England and Wales. The charitable company is limited by guarantee and has no share capital. 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 1.

THE ZACCHAEUS 2000 TRUST

England & Wales - Charity number 1110841

Accounts

REGISTERED CHARITY NUMBER: 1110841
REGISTERED COMPANY NUMBER: 05442501

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022
FOR
THE ZACCHAEUS 2000 TRUST**

THE ZACCHAEUS 2000 TRUST

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FOR THE YEAR ENDED 31 DECEMBER 2022**

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THE ZACCHAEUS 2000 TRUST

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 DECEMBER 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name

The Zacchaeus 2000 Trust (known as Z2K)

Registered Charity number

1110841

Registered Company number

05442501

Registered Office

80 Petty France
London
SW1H 9EX

Founding Patrons

The Rt. Revd. Robert Runcie (1996 - 2000)
Sir John Mortimer CBE QC (1996 - 2000)

Patrons

Lady Antonia Fraser DBE
HHJ Jan M A Luba Q.C
Jeremy Paxman
Dr Shuja Shafi
Sandi Toksvig
The Most Revd & Right Hon the Lord Archbishop of Canterbury Justin Welby

Auditors

Myrus Smith Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

Principal Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ
Nationwide Building Society, Kings Park Road, Moulton Park, Northampton, NN3 6NW
United Trust Bank Limited, One Ropemaker Street, London, EC2Y 9AW
Virgin Money, Jubilee House, Gosforth, Newcastle upon Tyne, NE3 4PL – Account closed October 2022

THE ZACCHAEUS 2000 TRUST

CHAIR'S STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

With the height of the coronavirus-19 pandemic finally over, we had hoped 2022 would see an opportunity for a renewed focus on the underlying issues that continue to deny people a decent and dignified social security and housing system.

Unfortunately, global events have had a major impact on UK household finances with soaring energy and food prices pushing up inflation to levels not seen in decades. While government provided one-off additional payments to people with disabilities or who are reliant on social security, these didn't fill the gap created by years of cuts and freezes, never mind enable people to keep up with increased cost of heating their home or putting food on the table. There was some better news towards the end of the year, as government announced it would raise benefits by 10.1% from April 2023, and for the first time ever, increase the Benefit Cap. But by the time these changes take effect, inflation will have been at high levels for more than a year.

For our clients, the "cost of living crisis" didn't begin in April 2022, but has been an ongoing consequence of decisions by policymakers that has left more than one in five people in the UK facing poverty. This year especially, we have seen the direct impact of these decisions, as we supported those most in need to access justice and address financial hardship, worsened first by the pandemic and then by the rising cost of living.

On behalf of the Board of Trustees, I would like to express our huge admiration and thanks to our Chief Executive Anela Anwar and the Z2K team. They had to steer Z2K through some very challenging times yet still provided a great service to our clients and delivered powerful campaigns. I would like to thank our fantastic casework team, who have continued to show great dedication and resilience when presented with the extremely challenging circumstances many of our clients face. Over the course of 2022, we are proud to have supported more than 1,000 people with their benefits and housing issues and achieved financial benefits for last year alone of more than £1.2 million. Our brilliant Policy and Campaigns team has also been instrumental in taking the real-life impact of what our clients experience and using this to push for transformative policy and practice change for the millions of people who are poorly served by current systems. And none of the work we do would be possible without our wonderful Fundraising and Operations teams.

Z2K has long engaged clients and others with lived experience in our campaigning and influencing activities, and in 2022 we were delighted to be able to deepen this commitment by creating a new role within the team to specifically focus on participation of people with lived experience across all of our work. We remain deeply grateful for the experts by experience we work with for their dedication to fighting injustice and improving the system so that others don't have to go through what they have – as well as for the trust that they have put in us in sharing their experiences.

As Chair, I would also like to note my thanks to our dedicated trustees who generously give their time and expertise in pursuit of Z2K's mission. We were delighted to recruit six incredibly talented trustees and I would like to pay a heartfelt thanks to Kay Lau and Randeep Ramesh who retired from their Trustee roles in 2022.

In a challenging time for fundraising, I would also like to thank our donors and other supporters for their continued support and dedication to supporting people experiencing poverty and injustice. Our work would not be possible without your support.

The last few years, and this year more than ever, have demonstrated how vital our core mission is. As we move into 2023, we will only strengthen our focus on working to end the injustices and indignities caused by poverty.

Michael G McAteer (Chair)

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the audited financial statements for the year ending 31 December 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

PRINCIPAL ACTIVITY

The charitable company's principal activity for the year, which is ultimately the objects set out in the Articles of Association, was the prevention and relief of poverty in the UK in a manner consistent with Christian ethics; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Public Benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this and seek to demonstrate this within this report. Our objects and funding limit the services we provide to those detailed in our charitable objectives.

A detailed review of the Charity's activities is set out further in this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Zacchaeus 2000 Trust is a company limited by guarantee, established on 4 May 2005, and registered as a charity on 11 August 2005. The charitable company acquired the assets, liabilities, and activities of an incorporated charitable trust by the same name on 1 January 2006. The original trust, which had similar objectives, was established on 10 February 1997.

The charity was established under a Memorandum and Articles of Association, which established the objects and powers of the charity. The Memorandum of Association was amended 19 September 2007 and 4 June 2008; a special resolution was passed 2 June 2010, deleting the Memorandum of Association of the company, and adopting the amended Articles of Association as the charity's governing document.

Appointment of new trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The charity currently has a complement of seven trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

Trustees have been recruited through external advertisement, professional, personal and member contacts. We aim to recruit people whose skills the board have identified as needed. The trustees endeavour to ensure there is a balance of skills that reflect the ethos and values of the charity. The Chair of the Board of Trustees is responsible for the induction of new trustees, which involves awareness of a trustee's responsibilities, the governing document, and the work of the charity.

In line with our commitment to equal opportunities, trustees have agreed to widely advertise future vacancies to encourage applications from people from diverse backgrounds – unless there is a reason not to follow an open process.

New trustees undergo orientation & induction sessions to brief them on their legal obligations under charity and company law, the content of the governing documents, the committee and the decision-making processes, the business plan, and the recent financial performance of the charity.

Governance and organisational structure

The board of trustees meets a minimum of four times a year, which may include an annual *Away Day* where the strategic direction of the charity is discussed. The Trustees provide policy and strategic leadership and guidance to the organisation. Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with senior and other staff to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The board receives regular reports from the Treasurer and Chief Executive, who oversee the finances of the organisation. The Chief Executive, alongside the Senior Management Team, attends all board meetings.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT - continued

Governance and organisational structure

All Trustees give their time voluntarily and receive no benefits from the Charity, apart from reimbursed expenses set out in Note 16 page 29 in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Michael Gerard McAteer	Chair
Professor Robin Jarvis	Treasurer and Company Secretary – Appointed 1 March 2022
Kay Zebada Lau	Treasurer and Company Secretary – Resigned 10 March 2022
Emma Lough	Deputy Chair
Siobhan Mary Garibaldi	
Alexander Tulloch Macqueen	
Randeep Ramesh	Resigned 8 December 2022
Helen Goodman	Appointed 1 March 2022
Carol Huggins	Appointed 1 March 2022
Lindsay Judge	Appointed 1 March 2022
Elizabeth Cain	Appointed 1 June 2022
Emeka Forbes	Appointed 1 June 2022
Juliana Proskourina-Barnett	Appointed 1 June 2022

Additionally, the People & Equalities Committee and the Finance and Risk Committee ensure further scrutiny of policies, finances & risk. The Committees are each made up of at least three trustees. The Committees meet four times a year, to coincide with the full board meetings. The People & Equalities Committee is responsible for strategic human resources, equalities and representation matters in addition to board development and recruitment. The Finance and Risk Committee is responsible for reviewing the performance against the plan and budget, overseeing the audit, and monitoring of the charity's financial and risk management. The Chief Executive attends all Committee meetings, and both Committees report back to the full board and make recommendations for the board's consideration.

Management

Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with the Senior Management Team to fulfil the charity's objectives and ensure the smooth and effective running of the organisation. The Senior Management Team is supported by a dedicated and multi-skilled staff team who are passionate about working with people on low income and achieving successful outcomes for individual clients, as well as longer-term policy change for wider communities. The Chief Executive reports to the Chair and the board.

Senior Management Team

Anela Anwar	Chief Executive
Marc Francis	Director of Campaign and Policy
Vicky Allen	Director of Advice Services (until 31 August 2022)
Edward Graham	Director of Advice Services (from 14 November 2022)
Tanya Sutton	Office Manager

Pay policy for Senior Management Team

The Senior Management Team comprises the key management personnel of the charity in charge of directing and controlling, running, and operating the charity on a day-to-day basis. The pay for senior staff is reviewed annually and trustees benchmark salaries against pay levels in other comparable charities. A salary and pay policy review was conducted by a third-party expert in 2022. A new organisational pay structure and policy will be implemented in 2023.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefits from their work as trustees. The charity works with other charitable and not-for-profit organisations in the furtherance of its objectives. Any connection between a trustee or senior manager of the charity with a service user, external contractor or supplier of services is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Furthermore, all trustees complete an annual declaration of interests form. All related party transactions are managed in accordance with the charity's conflicts of interest policy. There were no transactions this year.

Use of volunteers

The work of the organisation is also supported by a broad range of volunteers including pro bono lawyers, trainees, and law students as well as long-term in-house volunteers.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

THE CHARITY'S AIMS

Charitable Objects

The objects of the charity are the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Our vision

Our vision is of a UK where no individual is living in poverty, and everyone has the chance of a stable and dignified life.

Our aims and objectives

Improved incomes and housing security: more people secure their social security legal rights and entitlements and ability to maintain their tenancies.

Improved incomes and dignity, fairness, and respect for those interacting with the social security system: the UK Government implements improvements within social security policy.

More people can live in affordable and decent homes: improved rights and standards for homeless households in temporary accommodation and those living in the private rented sector.

More informed and just decision-making: our clients, and other experts by experience, have a stronger voice in policy development, decision-making, and public debate.

Our Theory of Change

We work with people in London to solve their social security and housing issues, we develop evidence-based solutions and campaign to change policy and practice that denies people their rights and push them further into poverty and destitution. This integrated model of working enables us to directly help thousands of people access justice whilst also pursuing transformative change for hundreds of thousands nationally.

Our caseworkers work with people across London, the majority of whom are from black and minoritised communities and/or have a disability or health condition, who are entitled to Social Security benefits. We work with people who are experiencing complex issues and prioritise those who are vulnerable to harm.

Our influencing remit is UK-wide, working at local, regional and UK levels seeking to secure change which will not only directly benefit our clients, and their families, but also the many others with low income who are struggling to make ends meet and experience poor quality, insecure housing.

Embedded at the heart of Z2K is our client-centred approach and our belief that experts by experience should be central to change. We work with experts by experience in seeking to ensure the voices and views of people with lived experience are heard by decision-makers.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2022

Improved incomes and housing security

Our Advice & Casework Service supported over 1,000 people to secure their social security legal rights and entitlements in 2022 and increase their ability to maintain tenancies. Working on 1,545 cases we recovered over £1.27 million in benefits for our clients and achieved a further £46,527 of financial benefit in liabilities reduced. We anticipate that through this work, our clients will realise an estimated further £1.65 million in future financial benefit.

We supported clients from across all 32 London boroughs, with the majority from inner-London boroughs due to our Westminster base. A third of our clients in 2022 were Westminster residents. Where equalities data has been provided, the majority of our clients identified as from a black, minority ethnic, refugee (BAMER) community and a large number have a long-term health condition or disability. The Covid-19 pandemic significantly changed the way we were able to engage our clients and other people in need of our support. Since that time, we have seen a marked change in the way people reach our support services. Pre-pandemic, most of our clients were referred to us by other agencies. Over the last three years, self-referrals have become the single biggest source of new clients, with 461 clients self-referring in 2022.

Social security benefits were the biggest area of our work at 67% of total cases worked on. Our work on benefits is at the specialist level, where we challenge negative decisions, help people assert their legal rights and deal with maladministration. Issues related to health and disability benefits form the majority of our casework. The top five benefits for which we provided support in 2022 were: Personal Independence Payment (PIP), Universal Credit (UC), Housing Benefit (HB), Employment Support Allowance (ESA) and Disability Living Allowance (DLA).

To qualify for health and disability benefits, people have to complete long forms and undergo medical assessments, with many finding the process difficult and degrading. Through our pilot Form Filling Clinic, delivered in partnership with Allen and Overy LLP, we are able to support some clients with form filling related to their assessment/re-assessment. However, the main focus of our work is helping people challenge refusals of benefits - including providing representation for appeals at the Social Security Tribunal; incorrect awards where the Department for Work and Pensions (DWP) has made a mistake or wrongly applied the law; incorrect decisions on 'fitness for work' to ensure our clients receive the correct rate of benefit and are not forced to look for unsuitable work. This work is time intensive and requires specialist knowledge from our caseworkers. These interventions are crucial in helping maximise the income of our clients with many reporting they would have been unable to navigate the system without our help.

During the course of the year, we had 222 active first-tier Social Security Tribunal appeals. Of these, 116 concluded and 99 were successful - an 85% success rate. Our clients were represented by a combination of our internal caseworkers and pro bono volunteers. We have pro-bono partnerships with 11 law firms and two Universities. We train and support their volunteers who then provide representation for our clients.

Case Study:

Our client, a disabled single parent with two children was unable to afford her rent. She was living in private rented accommodation and subject to the "benefit cap", an absolute limit on the amount of benefits a person can receive, which can have a massive impact on Londoners due to high private sector rents. She had a shortfall of over £500 a month in her rent, mounting rent arrears and was in a dire financial state.

We challenged DWP decisions on her behalf. We secured the Limited Capability for Work-Related Activity element of Universal Credit and at a Tribunal were successful in obtaining an award of Personal Independence Payment. As well as increasing her current income, this meant she was exempt from the benefit cap and so able to pay her rent. She received £12,000 in arrears of UC and her income increased by over £1000 a month.

Our intervention prevented unsustainable rent arrears, probable eviction and most likely a homelessness application to the Council. The client's increased income is likely to be spent in local shops and the wellbeing of the client and her children improved.



THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2022

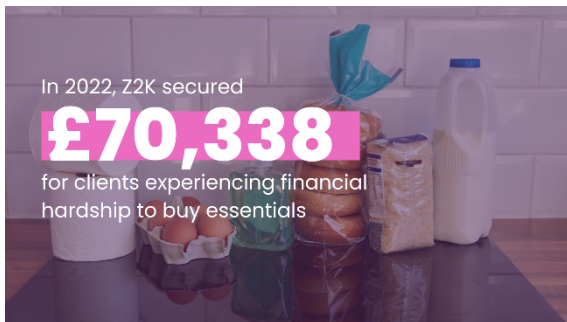
Improved incomes and housing security - continued

We also supported clients with 360 housing cases (23%) in 2022. We focus our housing casework on areas which are not covered by legal aid, on the basis that it is usually a lot harder for people to access advice on these issues. In 2022, the majority of cases related to social housing allocations, homelessness, rights to housing and eviction proceedings. Other housing casework addressed issues related to temporary accommodation, disrepair, and affordability.

Our allocations casework is focused on helping our clients challenge their social housing providers by making use of their internal review policy and advocating for them to be awarded a higher level of priority. The majority of our clients live in a household with a disabled family member who currently live in inadequate, overcrowded or unsuitable accommodation. A successful challenge can increase the clients' level of priority in trying to secure better housing and can make the difference between having the hope of getting social housing and being shut out of the system completely.

Another priority area for our housing casework in 2022 was on preventing homelessness. We represented clients in cases where the relevant local authority applied the law incorrectly or wrongly advised our client that they are not entitled to help. The latter, often described as 'gatekeeping' practices, has long been a widespread issue within homelessness services. Our specialist advocacy supports clients to challenge local authority decisions and assert their statutory rights. The results can be hugely impactful and can result in local authorities quickly changing their decision and accepting their duty to our client. This early intervention may also prevent the need for arduous judicial review proceedings at the high court, something many of our clients would struggle to access. A successful challenge is often the difference between someone having to sleep rough and having a roof over their head. In cases where our client is facing eviction, we focus our resources on the early stages of the process with the aim of the landlord withdrawing the eviction notice. Getting advice soon after being issued an eviction notice, rather than having to wait months until the case goes to court, is a valuable early intervention which can prevent court action being taken and enable the tenant to stay in their home.

As the cost-of-living crisis continued to affect the people we serve most of all, we also supported clients experiencing a crisis or emergency. Our remaining case load addressed a variety of issues related to financial hardship such as support meeting the costs of essentials like food, energy and travel costs. As a result of the additional support, we obtained or issued grants totalling £10,338.



During this reporting period, we also partnered with the charity Turn2Us to support their latest grants programme. This has enabled us to facilitate hardship grants to 30 clients, totalling £60,000.

Our casework in 2022, achieved a range of positive outcomes for our clients in addition to the improved incomes and housing security, for example, our end of case evaluation records 792 of our clients having an improved understanding of their rights after working with Z2K.

Feedback from a client: "Before I met my Z2K caseworker, I had no idea about welfare benefits or how they were applied to people like me. I was living on pennies trying to scrape by, and a chance call to Z2K transformed my entire life, and now I feel I have a future in society and owe everything to Z2K for all the support and guidance they gave me."

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2022

Improved incomes and dignity, fairness and respect for those interacting with the social security system

With the pandemic having finally eased, Z2K's public campaigning and policy influencing across 2022 refocussed on our efforts to secure reforms to the disability benefit assessment regimes and further mitigation of the risks facing disabled and unwell people in receipt of ESA from their enforced managed migration onto Universal Credit.

Z2K [gave evidence](#) to the Work & Pensions Select Committee in January 2022 as part of its inquiry into health and disability assessments. In February, we prompted a [Parliamentary debate](#) on this issue led by Marsha de Cordova MP (Lab – Battersea). We circulated a [briefing note](#) to all MPs in advance of the debate, which included heart-rending testimony from some of our clients and other experts by experience who responded to our survey in 2021. Marion Fellows MPs shared some of that testimony during the debate. We built on that work by supporting Marsha De Cordova MP to table an [Early Day Motion](#) (EDM) in Parliament, which called for fundamental reform of these discredited and demeaning assessments and improvements in the quality of DWP decision-making.

In terms of our public campaigning, we launched an e-action encouraging people to ask their local MP to support the EDM. In total, nearly 7,000 took the action and hundreds also described their own personal experiences of assessments. The campaign successfully highlighted the urgent need for reform to Parliamentarians, with 643 MPs being contacted by their constituents as part of the action. Since launching the campaign, over 100 MPs have signed the EDM and around a dozen more expressed their support in principle but said their front bench role precludes them from signing EDMs. Frustratingly, neither the Select Committee's report nor the Government's own White Paper were published in 2022. Two of our clients raised this with the then Minister for Disabled People when they attended a select committee session in July with our team.



In April, Z2K [helped reveal](#) that DWP's new Secretary of State had decided to scrap safeguards related to the roll-out of UC managed migration. Z2K [called](#) for these revised regulations to be rejected. We drafted more than 40 Parliamentary Questions for MPs. We were also pleased Dame Nia Griffith MP and Baroness Ruth Lister highlighted some of those concerns in Parliament. We highlighted our concerns with the Labour Shadow Work and Pensions team and were pleased to see the Leader of the Opposition [call for](#) the regulations to be annulled. We also engaged with Conservative backbench MPs and were grateful for Peter Aldous MP's support in raising our shared concerns with Government Ministers.

Throughout 2022, we were regularly quoted in media reports into issues that affect our clients, helping to ensure that the issues remain in the public domain and on the agenda in Parliament. These included stories about the High Court case into [Government's refusal](#) to give the £20 uplift to people receiving legacy benefits during the height of the pandemic, and ongoing failings in [disability benefit decision-making](#).

We also supported coalition campaigns seeking to persuade the Government to provide more help to those at the sharp end of the current cost of living crisis and submitted evidence to the Work and Pensions Select Committee Inquiry into the Cost of Living. In [our written evidence](#) to the Committee inquiry, we argued for ministers to commit to use September's inflation rate in determining next April's increase in all Social Security benefits and in future. Z2K had a chance to make our case that Social Security benefits should rise by inflation when we were invited onto the [Jeremy Vine show](#) on BBC Radio 2 in October. We welcomed the Chancellor's commitment in the Autumn statement for a 10 per cent increase from April 2023 alongside an increase to the level of the Benefit Cap, which means the 100,000 or so households hit by it will benefit from the higher rates of Social Security and others will avoid being dragged into its net.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2022

More people can live in affordable and decent homes

Z2K has been campaigning for improved rights and standards for those living in the private rented sector, working with others in the sector and the Renters Reform Coalition (RRC). The Government published its [Fairer Private Renting White Paper](#) in the summer of 2022. Ministers were already committed to bringing forward legislation to end section 21 “no fault” evictions, but the White Paper went beyond that – proposing extending the social sector’s Decent Homes Standard to private rented housing and establishing a PRS Ombudsman amongst a number of positive steps that had been called for by our clients in their [Tenants Voice Manifest for Renters Reform](#) published in 2021.

Our Participation Officer arranged a workshop on the White Paper with some of the clients we work with who live in the PRS. Eleven attended, including several who hadn’t come to one of the [Tenants Voice Project](#) workshops we had held previously. Several highlighted their own experiences of being evicted at short notice or of shabby landlord practices. Overall, they were happy with the proposals as far as they go but wanted to see much quicker action to improve standards and to deal with the worsening unaffordability of PRS tenancies, especially in inner London. Those views were reflected in [Z2K’s response](#) to the Levelling Up Select Committee’s inquiry into the PRS in August 2022.



Experts by experience attending the Renters Reform Coalition Parliamentary Reception – (L-R) Jamie Thunder (Z2K’s Policy & Public Affairs Officer), Roxanna Kishore-Bigord, Sean Cook

Two of those clients who came to the group session attended an event in Parliament organised by the RRC and got a chance to speak to MPs there, and one was also able to join Z2K’s Director of Policy & Campaigns in a meeting organised by the RRC in November with Lisa Nandy MP, Labour’s Shadow Levelling Up Secretary.

Through our involvement in the RRC, we have continued to press Department for Levelling Up, Housing and Communities officials to remove any potential loopholes in the ban on section 21 and lay the Bill in Parliament without further delay. We have also achieved media coverage of the decision to [cut the budget](#) local authorities have to help people with housing costs.

In October 2022, we commenced a new programme of work seeking to strengthen the voice, connections and influence of Londoners living in Temporary Accommodation (TA) within Westminster, and ultimately to improve people’s experience of TA. Working in partnership with experts by experience, we will engage in participatory action research, develop recommendations for change and seek to influencing changes to policy and practice within the borough of Westminster.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2022

More informed and just decision-making

In early 2022, we introduced a new Participation Officer role to take forward our ambition of deepening the involvement of experts by experience in our work, building on our previous programmes and activities. We believe a commitment to genuinely share our power is crucial if we are to reach our long-term vision – that no individual in the UK is living in poverty. For us, participation is when those with lived experience of poverty shape and influence organisational decisions and work together with us to influence the decisions of others.

Over the course of the year, our Participation Officer continued to facilitate the participation of our clients, and other experts by experience, in our policy influencing and campaigns activity. Our expert by experience network have regularly met to shape and engage in our parliamentary influencing, policy, and public campaigning work. As referenced above, experts by experience have met with Government Ministers and Opposition Shadow Cabinet members to share their experiences and recommendations for change.

We have worked with our experts by experience network to produce a set of commitments from Z2K on supporting experts by experience when engaging with the media. An expert by experience is leading a project to develop a definition of poverty led by people with lived experience.

In addition, after an assessment of our current participation practice and taking account of our ambition for the future, we co-produced a Participation Framework. We are hopeful that this Framework, including four principles of what good participation looks like, can act as an anchor and guide to help us meaningfully combine different forms of knowledge (lived and learned) to ensure our services and campaigns result in real change for those experiencing poverty.



Experts by experience attending the Work & Pensions Select Committee in Parliament – (L-R) Franklyn Jaffier, Miracle Maduforo, Hannah Davis (Z2K's Participation Officer)

VOLUNTEERS

We are extremely grateful to our volunteers who gave up their time and lent us their expertise across 2022. This includes our Trustees, our longstanding volunteers within our Advice & Casework team, and the many pro bono representatives within our ProBono Project who support us to represent clients appealing negative benefits decisions.

PARTNERSHIPS

We continued to work with Westminster Citizens Advice Bureau (CAB), attending their 'Advice Shop' outreach clinics throughout 2022. Our ongoing partnerships with 11 corporate law firms and two university legal clinics provide vital additional capacity for benefit appeals. These include: Allen & Overy LLP; Charles Russell Speechlys LLP; Cooley (UK) LLP; Freshfields Bruckhaus Deringer LLP; Kingsley Napley LLP; Kirkland & Ellis International LLP; Mayer Brown International LLP; Morrison & Foerster (UK) LLP; Osborne Clarke LLP; Shearman & Sterling (London) LLP; and Hogan Lovells LLP; Kings College London Legal Clinic; Queen Mary University of London Legal Advice Centre.

We continue to be active members of the End Child Poverty Coalition, London Child Poverty Alliance and 4 in10 working together to ensure a stronger voice in the sector on issues concerning child poverty. We also continue to contribute to the work of the Disability Benefits Consortium, to work with others to challenge unfairness in the benefits system. Additionally, Z2K continues to be active members of the Renters Reform Coalition, which is bringing together those who want to see the Government urgently bring forward legislation to end the use of section 21 "no fault" evictions in the PRS as well as push for wider reforms to protect tenants.

Further, we are active members of HMCTS London Tribunal User Group, the DWP Welfare, Poverty and Children Stakeholder Forum, and the Access to Justice Foundation Justice and Innovation Group. Our Chief Executive has been a member of the Bright Blue Commission on the Future of Social Security, the Fabian Society Commission on Poverty & Regional Inequality, and the Future of Westminster Fairness Commission.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

OUR FUNDERS AND SUPPORTERS

Thank you to the organisations and individuals who supported our work in 2022. Our work would not be possible without our funders and supporters.

The majority of Z2K's funding comes from trust and foundation grants. Our main grant supporters in 2022 were: Allen & Overy Foundation; Charles Russell Speechlys Foundation, City Bridge Trust - the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628); Clifford Chance Foundation; Edward Harvist Trust; Esmée Fairbairn Foundation; Henry Smith Charity; Hyde Park Place Estate Charity; LHA London Ltd; Lloyds Bank Foundation for England & Wales; London Catalyst; London Legal Support Trust; Nationwide Foundation; Oak Foundation; A Foundation advised by Porticus UK; Travers Smith; Trust for London; Westminster Amalgamated Charity; Westminster Foundation. We were also grateful to receive financial support from Bayswater, Bryanston and Dorset Square, Churchill, Church Street, Harrow Road, Maida Vale, Queen's Park, St James's, and Westbourne Ward Budget (Westminster).

We continue to receive pro bono support from corporate law firms who have represented many of our clients at the Social Security Tribunal, leading to donations to Z2K from: Charles Russell Speechlys LLP, Freshfields Bruckhaus Deringer LLP, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, Osborne Clarke LLP, Shearman & Sterling (London) LLP, and Hogan Lovells.

Similarly, we are grateful to Dentons UK LLP, George Cadbury Fund Ltd, Meyts Structural Consulting Ltd, MG Evans and Sons for their support.

We remain grateful to all individual donors, including those that commit to us regularly, as well as those that donate one-off contributions to the work of Z2K. This includes all those who donated during the annual London Legal Walk and those who generously donated to our Hardship Fund appeal. We also had our first Asics 10K runners this year, who collectively raised an incredible £1,674.16 for our charity. A huge thank you to our runners and those who generously donated to our charity. A huge thank you also to CRS, who, as part of their Foundation Week, staff participated in fundraising activities to raise money for their charity partners. Z2K received a one-off contribution of £5,000 as a result.

Z2K is registered with the Fundraising Regulator, an independent, non-statutory body that regulates fundraising across the charitable sector.



THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

FINANCIAL REVIEW

Financial statements

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

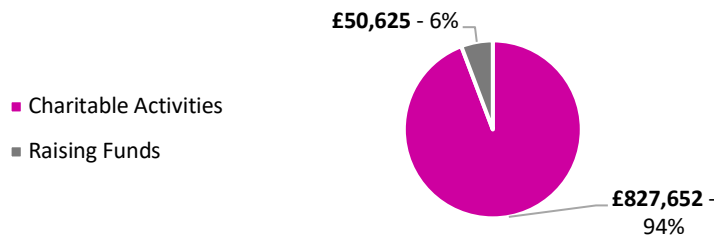
Statement of financial activities

The Statement of financial activities is shown on page 20 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year decreased slightly by 1.5% to £823,429 (2021: £835,946) compared to the previous year. Our income performance is largely attributed to the support of various funders, with grants being the charity's main income. Our grant funding, individual donations and fundraising campaigns income decreased from the previous year, reflecting an increasingly challenging external fundraising environment. The protracted impacts of the Covid-19 pandemic, rapidly increasing inflation and increased demand for support services have affected the availability of grant funding as well as donor behaviour. Emergency funding available during the Covid-19 pandemic ended and a number of grant funders shifted their priorities. Income from corporate donations increased reflecting our efforts to diversify income streams and further develop relationships with corporate partners.

The total expenditure for the year was £878,277 (2021: £785,735). This significant increase in expenditure reflects the unusual position in 2021 where delays in filling vacant posts caused unanticipated underspends in staff costs. It also reflects the growth in Z2K's staff team, and associated direct and overhead costs, responding to the increased need for our work and focus on deepening impact. Staff costs remain our largest single cost, comprising 75% of costs at £661,864 (2021: £594,066) in total. We expanded the team to 20 roles and our average headcount in the year was 17. The Charity moved to a new office space in August 2022 to support our operating and accessibility needs. The Charity was also impacted by rising inflation, including additional expenditure on cost-of-living payments for employees to help with the rising cost of living.

Our total expenditure on charitable activities for the year was £827,652 (2021: £740,540). This represents 94% of our expenditure, which means that for every £1 spent, 94p was spent on our work in delivering social welfare advice & representation, policy, research and campaigns.

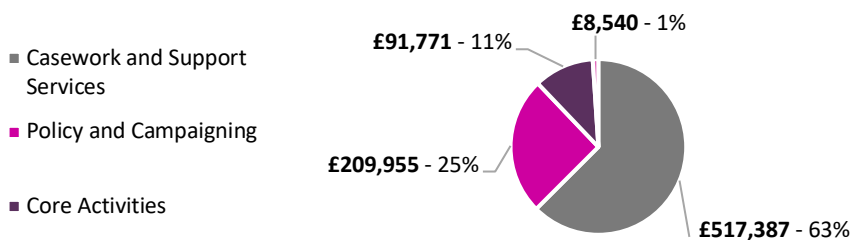
HOW OUR INCOME IS SPENT



Our charitable expenditure is divided across four activities. Casework and Support Services incurred the largest expenditure of £517,387 (63%), followed by Policy & Campaigns at £209,955 (25%), Core Activities expenditure of £91,771 (11%) and £8,540 (1%) expenditure on Relief of Poverty.

CHARITABLE EXPENDITURE BY ACTIVITY

(does not including raising funds costs)



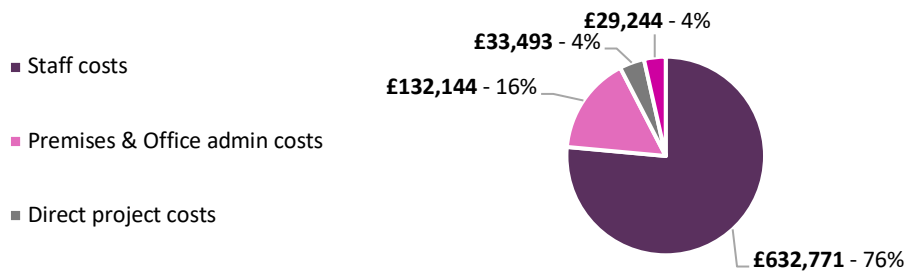
THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

FINANCIAL REVIEW

Our cost of delivering charitable activities is divided into direct costs and support costs. Direct costs are those directly incurred when implementing charitable activities. Support costs are costs not directly related to a specific activity. Of our total expenditure incurred for charitable activities of £827,652, 80% constituted direct costs, and 20% support costs. Our support costs cover items including premises, staff training, governance & professional fees, and other expenditures essential to the effective delivery of charitable activities. Staff costs form the majority of our charitable expenditure.

CHARITABLE EXPENDITURE BY HEADING



Balance sheet

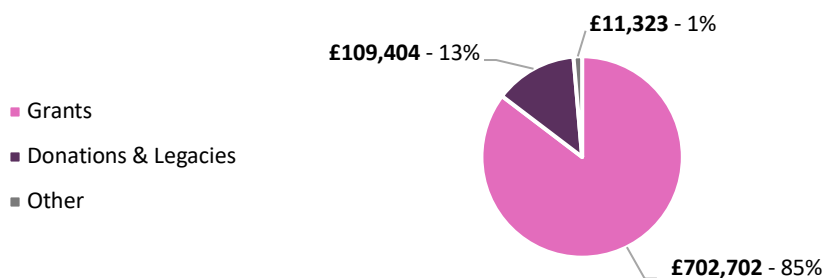
Overall, because of a modest decrease in income and an increase in expenditure, the charity recorded a deficit of £54,848 (2021: surplus of £50,211) which has resulted in a combined fund balance of £442,502 (2021: £497,350) at the year-end. Of these, £6,330 are restricted to specific ongoing projects and will be spent in future years. The Charity's free-reserves figure is £436,172, which equates to the unrestricted reserves fund balance of £436,172 less the charity's fixed assets (the charity has £Nil fixed assets as set out in note 20, page 31). Reserves have decreased this year due to the recorded year-end deficit.

Current assets this year have decreased slightly to £695,130 (2021: £779,555) due to reduced cash at bank figure of £653,464 (2021: £759,998). An analysis of the net assets of the funds can be found in note 24, with the movements with each fund detailed in note 25 pages 32-34.

Principal funding sources

The charity is dependent upon grants and donations from individual donors and institutions. A full list of grants and donations received is set out in note 4 pages 25-26 to the accounts.

INCOME BREAKDOWN



THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

FINANCIAL REVIEW - Continued

Future outlook

The fundraising landscape remains challenging with increasing competitiveness of limited grant funding as demand for advice provision increases and more advice agencies are applying to trusts and foundations, alongside a shift in priorities of a number of funders. Additionally, the challenging economic environment and inflationary pressures are impacting giving from individuals.

However, the charity maintains a steady financial position with cash at bank year-end of £653,464 (2021: £759,998), a combined fund balance of £442,502 (2021: £497,350), and free reserves of £436,172 (2021: £488,211) which is roughly equivalent to 4.5 months of total budgeted expenditure for 2022.

The Charity makes use of trackers to monitor our progress towards meeting costs and fundraising targets which include our pipeline of grant funding applications. The trustees regularly review its contingency plans for how expenditure would be reduced in the event of significant shortfalls in projected income.

The majority of our income comes from trust and foundation grants. We continue in our efforts to diversify income sources, with a focus on corporate relationships as current inflationary pressures impact individual giving. We also intend to develop a refreshed fundraising strategy in 2023, following the approval of a revised organisational strategy. The Charity also added a Fundraising Assistant role to the team in December 2022.

Z2K endeavours to maximise the impact of our activities and our resources. We will continue our efforts to increase our income in support of delivering our charitable objectives to maximum effect and to maintain financial security. Based on our 2023 budget, the charity expects to generate income of £1,121,876 and spend £1,121,876.

Investment policy and objectives

The charity's Articles of Association does not confer any specific rights or restrictions on us as trustees in respect of investing its funds. The funds received by the charity during the year under review were not sufficient to justify separate investment, other than to be held on deposit with the charity's bankers. A sum of £85,039 was maintained in an interest-bearing notice account and £85,000 in an instant access account as at year end.

Reserves policy

The trustees aim to maintain an amount on general fund equivalent to three - six months of expenditure, although this is dependent on the level of donations received. At 31 December 2022, the charity held approximately 4.5 months (2021: 7 months) of total projected annual expenditure in unrestricted free reserves figure of £436,172. Trustees have committed to a review of the charity's reserves policy in 2023. In assessing the charity's financial requirements, Trustees will consider the current high degree of uncertainty in the economy, fundraising environment, and the charity sector that could affect both income and expenditure.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

FINANCIAL REVIEW - Continued

Risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the governance, operation and finances of the charity as well as external factors. Risks are assessed in terms of impact and likelihood and are reviewed at least quarterly by the Finance and Risk Committee, and annually by all the trustees. Going forward we have identified the following key risks and have plans in place to mitigate:

1. **Loss of key staff:** as a small charity, in a competitive environment, we know that we have to work hard to retain key staff. The Charity has also been impacted by the sector wide recruitment challenges being felt across the voluntary sector but particularly within the advice sector. Recruitment and retention remain a key risk for the Charity. At the start of 2023, we implemented a new pay structure and policy which increases pay for staff at all levels, as well as improved the benefits and paid leave. We will regularly review our pay & benefits package and implement further improvements if affordable. We will also continue to invest in staff training and ensure development opportunities.
2. **Inability to increase/maintain income to sustain our work:** the charity continues to closely monitor trends within the economy, fundraising environment, and charity sector that could impact our income and expenditure. The high level of uncertainty across these three areas increases risk for the charity. Management accounts, income and project trackers are reviewed regularly to assess progress against fundraising targets. We also ensure close monitoring of funded projects to ensure that grant conditions are met, and projects are delivered on time and in budget. Our reserves policy and linked financial planning, will support the charity to meet its commitments in 2023 and continue to deliver our vital work.
3. **Dependency on income sources:** we recognise that the majority of our income comes from trusts and foundations. We will develop a new fundraising strategy, and associated delivery plan, in 2023. This will include a focus on our approach and tactics to diversify our income sources, seeking to increase the range of trusts & foundations who fund as well as increasing our capacity and capability to develop fundraising in other areas such as individual and corporate donations.
4. **Inability to meet increased demand for advice services:** Ongoing systemic issues with the social security and housing systems coupled with the impact of high cost of living on our client group is causing need and demand for our services to increase. Staff recruitment challenges and the increasingly competitive funding environment increase the risk of our capacity not meeting demand. We will continue our efforts to mitigate risk of loss of key staff and inability to increase income. In addition, in 2023, we will review the operation of our advice services to ensure we are making the best use of existing resources, innovating, and collaborating effectively with other services providers.

PLANS FOR THE FUTURE

Building on our successes in 2022, we will continue our work towards our four key aims: improved incomes and housing security; dignity fairness and respect for those interacting with the social security system; affordable and decent homes; and more informed and just decision-making. We will reach across London providing vital advice and representation for people to realise their rights and take every opportunity to campaign for change on the key issues affecting our clients. We will continue to progress our internal objectives to build our service and operational effectiveness; invest in our people; and ensure sustainable income. In 2023, we will also produce our new strategy setting our vision for the next three years.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also directors of The Zacchaeus 2000 Trust for the purposes of company law) are responsible for preparing the Trustees' 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 statements 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 those 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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.

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

Auditors

Myrus Smith was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Small Companies

This Trustees report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Michael G McAteer – Chair of the Board of Trustees of The Zacchaeus 2000 Trust

13 July 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2022, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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, 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 December 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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' annual 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' annual report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Matters on which we are required to report by exception

In the light of our 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' annual 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, 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 it 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.

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 specific procedures for this engagement and the extent to which these 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.
- 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 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 auditor's report.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE ZACCHAEUS 2000 TRUST**

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 BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditors
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

13 July 2023

THE ZACCHAEUS 2000 TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	83,738	25,666	109,404	73,922
Charitable activities					
Grants	4	324,603	378,099	702,702	744,931
Other trading activities	5	9,099	639	9,738	16,141
Investments	6	1,585	-	1,585	952
Total		<u>419,025</u>	<u>404,404</u>	<u>823,429</u>	<u>835,946</u>
EXPENDITURE ON					
Raising funds:	7	50,625	-	50,625	45,195
Charitable activities					
Activities	8	91,770	735,882	827,652	740,540
Total		<u>142,395</u>	<u>735,882</u>	<u>878,277</u>	<u>785,735</u>
NET INCOME/(EXPENDITURE)		276,630	(331,478)	(54,848)	50,211
Transfers between funds	25	(328,669)	328,669	-	-
NET MOVEMENT IN FUNDS		(52,039)	(2,809)	(54,848)	50,211
RECONCILIATION OF FUNDS					
25					
Total funds brought forward		<u>488,211</u>	<u>9,139</u>	<u>497,350</u>	<u>447,139</u>
TOTAL FUNDS CARRIED FORWARD		<u>436,172</u>	<u>6,330</u>	<u>442,502</u>	<u>497,350</u>

All activities relate to continuing operations.

The notes on pages 23 to 36 form part of these financial statements

THE ZACCHAEUS 2000 TRUST
Registered number: 05442501

BALANCE SHEET
AT 31 DECEMBER 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
FIXED ASSETS					
Tangible assets	20	-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors	21	41,086	580	41,666	19,557
Cash at bank and in hand		594,246	59,218	653,464	759,998
		635,332	59,798	695,130	779,555
CREDITORS					
Amounts falling due within one year	22	(199,160)	(53,468)	(252,628)	(282,205)
NET CURRENT ASSETS		436,172	6,330	442,502	497,350
TOTAL ASSETS LESS CURRENT LIABILITIES		436,172	6,330	442,502	497,350
NET ASSETS		436,172	6,330	442,502	497,350
TOTAL FUND OF THE CHARITY					
Unrestricted funds	24			436,172	488,211
Restricted funds				6,330	9,139
TOTAL FUNDS	25			442,502	497,350

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

Approved by the Board of Trustees on **13 July 2023** and signed on its behalf by:

Michael G McAteer (Chair) – Trustee

Robin Jarvis (Treasurer) – Trustee

The notes on pages 23 to 36 form part of these financial statements

THE ZACCHAEUS 2000 TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £	2021 £
Cash flows from operating activities:		
Net cash provided by (in use) operating activities	<u>(106,534)</u>	<u>257,085</u>
	(106,534)	257,085
Cash flows from investing activities		
Purchase of fixed assets	<u>-</u>	<u>-</u>
Cash provided by (used in) investing activities	<u>-</u>	<u>-</u>
	-	-
Change in cash and cash equivalents in the year	<u>(106,534)</u>	<u>257,085</u>
	(106,534)	257,085
Cash and cash equivalents at the start of the year	<u>759,998</u>	<u>502,913</u>
	759,998	502,913
Cash and cash equivalents at the end of the year	<u>653,464</u>	<u>759,998</u>
	653,464	759,998

CASH FLOW NOTES

	2022 £	2021 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net (expense) income for the reporting period (as per the statement of financial activities)	(54,848)	50,211
Adjustments for:		
Add back depreciation charge	-	1,231
(Increase)/decrease in debtors	(22,109)	192,314
(Decrease)/increase in creditors	<u>(29,577)</u>	<u>13,329</u>
Net cash used in operating activities	<u>(106,534)</u>	<u>257,085</u>

	2022 £	2021 £
Analysis of cash and cash equivalents		
Bank and cash in hand	<u>653,464</u>	<u>759,998</u>
Total cash and cash equivalents	<u>653,464</u>	<u>759,998</u>

The notes on pages 23 to 36 form part of these financial statements

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

1.1 Company status

The Zacchaeus 2000 Trust is a charitable company limited by guarantee and registered in England and Wales. The registered office and company registration number are detailed on page 1.

1.2 Basis of preparation

The Zacchaeus 2000 Trust meets the definition of a public benefit entity under 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 presented in sterling, which is the functional currency of the charity.

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 presented unless otherwise stated.

1.3 Preparation of the accounts on a going concern basis

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees have made this assessment taking into account the Charity's unrestricted reserves, secured funding going forward and current and planned activities.

1.4 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for specific purposes. Designated funds are unrestricted funds set aside by the trustees for specific purposes. Restricted funds are funds whose use is restricted to specific purposes according to the grant terms of the specific restrictions imposed by the donor or which have been raised for a particular purpose. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 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 receipt of the income is considered probable; and
- The amount can be measured reliably.

Income received in advance of a project or other specified service is deferred until the criteria for income recognition are met (see Note 23, page 31).

1.7 Expenditure recognition

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

- Costs of raising funds which comprise those costs associated with seeking donations, grants and other fundraising costs;
 - Expenditure on charitable activities, which comprises the costs of running the various activities and services for the charity's beneficiaries.
-

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES – continued

1.8 Allocation of support costs

Support costs are apportioned on the basis of staff time. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the trust's charitable activities (see notes 8,10 and 12, pages 27-28).

1.9 Volunteers and donated services

A certain amount of time is expended on the charity's activities, which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the accounts.

1.10 Tangible fixed assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

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

Asset Category	Annual Rate
Computers	- 33.33% on cost
Fixtures and fittings	- 25% on cost

1.11 Financial instruments

The charity only has financial instruments of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account, as well as cash in hand held by charity at the year end.

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are recognised at the invoiced cost prepaid.

1.14 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

1.16 Leases

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

1.17 Pensions

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

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2. INCOME FROM DONATIONS AND LEGACIES

	2022	2021
	£	£
Corporate Donations - unrestricted	67,705	58,945
Individual Donations	8,614	10,084
Other - restricted	25,666	2,259
Other - unrestricted	<u>7,419</u>	<u>2,634</u>
	<u>109,404</u>	<u>73,922</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	£	£
Core Activities	324,603	328,791
Casework and Support Services	191,675	234,619
Policy and Campaigning	179,398	177,686
Relief of Poverty	<u>7,026</u>	<u>3,835</u>
	<u>702,702</u>	<u>744,931</u>

4. GRANTS RECEIVED

	2022	2021
	£	£
Restricted	378,099	416,140
Unrestricted	<u>324,603</u>	<u>328,791</u>
	<u>702,702</u>	<u>744,931</u>

Restricted

	2022	2021
	£	£
ACTs 435 - Small Grants	-	800
Allen & Overy Foundation	25,000	25,000
The City Bridge Trust	35,000	40,000
City of Westminster Council Ward Funding	7,425	23,942
Clifford Chance Foundation	5,000	-
Edward Harvist Trust	5,000	3,000
Esmee Fairbairn Foundation	33,333	50,000
Henry Smith Foundation	60,000	15,000
Hyde Park Place Estate Charity	5,000	5,000
LHA London	25,000	25,000
Lloyds Bank Foundation	32,148	27,686
London Catalyst	1,750	1,500
London Community Foundation	-	28,472
London Legal Support Trust	18,750	-
Nationwide Building Society – London Community Foundation Grant	-	9,582
Nationwide Foundation	51,750	50,000
Relief of Poverty – other grants	1,126	1,535
South West London Law Centres	-	44,623
Strand Parishes Trust	650	5,000
Travers Smith	1,000	-
Trust for London	62,167	50,000
Westminster Amalgamated Charity	<u>8,000</u>	<u>10,000</u>
	<u>378,099</u>	<u>416,140</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

4. GRANTS RECEIVED - Continued

Unrestricted

	2022	2021
	£	£
The City Bridge Trust	3,019	-
The Charles Russell Speechlys Foundation	25,000	25,000
Lloyds Bank Foundation	2,250	-
London Legal Support Trust	10,000	10,000
Nationwide Foundation	-	2,000
Oak Foundation	160,000	160,000
A Foundation advised by Porticus UK	80,000	60,000
The A B Charitable Trust	-	20,000
Tudor Trust	-	2,000
Westminster Foundation	<u>44,334</u>	<u>49,791</u>
	<u>324,603</u>	<u>328,791</u>
	<u>702,702</u>	<u>744,931</u>

5. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Corporate law firms' contributions	-	1,645
Fundraising events and activities	2,641	2,948
Training and workshops	350	100
Recharges and hardship claims	147	11,448
Other	<u>6,600</u>	<u>-</u>
	<u>9,738</u>	<u>16,141</u>

Income earned from other activities was £9,738 (2021: £16,141) of which £9,099 related to unrestricted funds (2021: £3,048) and £639 related to restricted funds (2021: £13,093).

6. INVESTMENT INCOME

	2022	2021
	£	£
Bank Interest - unrestricted	<u>1,585</u>	<u>952</u>
	<u>1,585</u>	<u>952</u>

7. COST OF RAISING FUNDS

	2022	2021
	£	£
Fundraising costs	837	981
Wages and salaries	47,719	42,282
Pension costs	<u>2,069</u>	<u>1,932</u>
	<u>50,625</u>	<u>45,195</u>

Of the £50,625 expenditure recognised in the year (2021: £45,195), £50,625 (2021: £45,195) was charged to unrestricted funds and £Nil (2021: £Nil) was charged to restricted funds.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8. EXPENDITURE BY CHARITABLE ACTIVITIES

Cost directly allocated

	2022	2021
	£	£
Core Activities	47,104	43,441
Casework and Support Services	436,988	376,918
Policy and Campaigning	174,222	167,293
Relief of Poverty	<u>8,540</u>	<u>4,689</u>
	<u>666,854</u>	<u>592,341</u>

Support costs allocated

	2022	2021
	£	£
Core Activities	44,666	34,870
Casework and Support Services	80,399	78,458
Policy and Campaigning	<u>35,733</u>	<u>34,871</u>
	<u>160,798</u>	<u>148,199</u>

<u>827,652</u>	<u>740,540</u>
-----------------------	-----------------------

Support costs, which are costs not directly related to a specific activity, are allocated based on the proportion of staff (calculated based on staff numbers) working across the three activities as follows: Casework and Support Services 50% (2021: 52.94%); Policy and Campaigning 22.22% (2021: 23.53%); and Core Activities 27.78% (2021: 23.53%).

9. DIRECT CHARITABLE EXPENDITURE

	2022	2021
	£	£
Staff and related costs	621,333	554,651
Direct Project costs	33,493	27,105
Premises costs	422	1,018
Office admin costs	6,534	7,660
Professional fees and other costs	<u>5,072</u>	<u>1,907</u>
	<u>666,854</u>	<u>592,341</u>

10. SUPPORT COSTS

	2022	2021
	£	£
Staff and related costs	11,438	12,688
Premises costs	91,866	82,318
Office admin costs	33,322	30,176
Professional fees and other costs	18,681	16,653
Governance costs	5,491	5,133
Depreciation	<u>-</u>	<u>1,231</u>
	<u>160,798</u>	<u>148,199</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

11. PROFESSIONAL FEES AND OTHER COSTS

	2022	2021
	£	£
Accountancy and Bookkeeping	10,683	6,815
AQS Monitoring Audit costs	1,512	-
Bank Charges	225	216
HR costs	7,351	2,736
Legal costs	13	5,813
Subscriptions	3,969	2,980
	<u>23,753</u>	<u>18,560</u>

12. GOVERNANCE COSTS

	2022	2021
	£	£
Accounts Preparation	1,350	1,350
Audit fee	3,540	3,420
Trustees Meetings	601	363
	<u>5,491</u>	<u>5,133</u>

13. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2022	2021
	£	£
Audit fee	3,540	3,420
Operating lease rentals	76,243	74,990
Depreciation	-	1,231
	<u>-</u>	<u>1,231</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

14. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	585,600	527,255
Social security costs	54,749	46,136
Pension costs	<u>21,515</u>	<u>20,675</u>
	<u>661,864</u>	<u>594,066</u>

One employee had employee benefits in excess of £60,000 in the £70,000- £80,000 band (2021: One).

One trustee (2021: no trustee) received re-imbusement of £37 for expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on page 4 of the trustees' report). The total employee benefits of the key management personnel of the charity were £162,573 (2021: £139,833).

15 STAFF NUMBERS

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2022	2021
	Number	Number
Senior Management Team	4	3
Direct Charitable	10	10
Administrative and Support	<u>3</u>	<u>3</u>
	<u>17</u>	<u>16</u>

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £Nil). During the year, one trustee was reimbursed £37 for disbursements (2021 £Nil) in respect of other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

17. PENSION COSTS

The charity has a defined contribution pension scheme, which all employees are entitled to join. The charity contributes 4% and the employees contributed a minimum of 4% and employees may make further additional voluntary contributions.

During the year ended 31 December 2022 the charity's total contributions amounted to £21,515 (2021: £20,676).

The trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's on-going activities.

18. TRANSACTIONS AND RELATED PARTIES

There were no material related party transactions during the year.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2021) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	71,663	2,259	73,922
Charitable activities			
Grants	328,791	416,140	744,931
Other trading activities	3,048	13,093	16,141
Investments	952	-	952
Total Income	<u>404,454</u>	<u>431,492</u>	<u>835,946</u>
EXPENDITURE ON			
Raising funds:	45,195	-	45,195
Charitable activities			
Core Activities	78,311	662,229	740,540
Total	<u>123,506</u>	<u>662,229</u>	<u>785,735</u>
NET INCOME/(EXPENDITURE)	<u>280,948</u>	<u>(230,737)</u>	<u>50,211</u>
Transfers between funds	(215,053)	215,053	-
NET MOVEMENT IN FUNDS FOR THE YEAR	<u>65,895</u>	<u>(15,684)</u>	<u>50,211</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

20. TANGIBLE FIXED ASSETS

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2022	28,420	1,077	29,497
Additions	-	-	-
Disposals or scrapped	<u>(351)</u>	<u>-</u>	<u>(351)</u>
At 31 December 2022	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
DEPRECIATION			
At 1 January 2022	28,420	1,077	29,497
Charge for year	-	-	-
Disposals or scrapped	<u>(351)</u>	<u>-</u>	<u>(351)</u>
At 31 December 2022	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
NET BOOK VALUE			
At 31 December 2022	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2021	<u>-</u>	<u>-</u>	<u>-</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Grants receivable	-	-
Other debtors	16,953	14,175
Prepaid expenses	<u>24,713</u>	<u>5,382</u>
	<u>41,666</u>	<u>19,557</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	8,675	7,574
Social security and other taxation	12,014	16,472
Other creditors	4,133	29,439
Deferred income	214,667	221,666
Accrued expenses and deferred income	<u>13,139</u>	<u>7,054</u>
	<u>252,628</u>	<u>282,205</u>

23. DEFERRED INCOME

	2022 £	2021 £
Opening deferred income	221,666	204,388
Amounts deferred in the year	597,330	628,309
Released to income	<u>(604,329)</u>	<u>(611,031)</u>
Closing deferred income	<u>214,667</u>	<u>221,666</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	<i>2021 Total Funds £</i>
Fixed assets	-	-	-	-
Current assets	635,332	59,798	695,130	779,555
Current liabilities	<u>(199,160)</u>	<u>(53,468)</u>	<u>(252,628)</u>	<u>(282,205)</u>
	<u>436,172</u>	<u>6,330</u>	<u>442,502</u>	<u>497,350</u>

Comparative year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	<i>2020 Total Funds £</i>
Fixed assets	-	-	-	1,231
Current assets	708,686	70,869	779,555	714,784
Current liabilities	<u>(220,475)</u>	<u>(61,730)</u>	<u>(282,205)</u>	<u>(268,876)</u>
	<u>488,211</u>	<u>9,139</u>	<u>497,350</u>	<u>447,139</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

25. MOVEMENT IN FUNDS – current year

	At 1/1/22 £	Net movement in funds £	Transfers between funds £	At 31/12/22 £
Unrestricted funds:				
General Fund	488,211	276,630	(328,669)	436,172
	488,211	276,630	(328,669)	436,172
Restricted funds				
Relief of Poverty Fund	3,504	(875)	-	2,629
Casework and Support Services	-	(300,046)	300,046	-
Policy and Campaigning	5,635	(30,557)	28,623	3,701
	9,139	(331,478)	328,669	6,330
TOTAL FUNDS	<u>497,350</u>	<u>(54,848)</u>	<u>-</u>	<u>442,502</u>

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General Fund	419,025	(142,395)	-	276,630
	419,025	(142,395)	-	276,630
Restricted funds				
Relief of Poverty Fund	7,665	(8,540)	-	(875)
Casework and Support Services	217,341	(517,387)	-	(300,046)
Policy and Campaigning	179,398	(209,955)	-	(30,557)
	404,404	(735,882)	-	(331,478)
TOTAL FUNDS	<u>823,429</u>	<u>(878,277)</u>	<u>-</u>	<u>(54,848)</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

25. MOVEMENT IN FUNDS – prior year

	At 1/1/21 £	Net movement in funds £	Transfers between funds £	At 31/12/21 £
Unrestricted funds:				
General Fund	<u>422,316</u>	<u>280,948</u>	<u>(215,053)</u>	<u>488,211</u>
	422,316	280,948	(215,053)	488,211
Restricted funds				
Relief of Poverty Fund	2,099	1,405	-	3,504
Casework and Support Services	12,060	(207,664)	195,604	-
Policy and Campaigning	<u>10,664</u>	<u>(24,478)</u>	<u>19,449</u>	<u>5,635</u>
	24,823	(230,737)	215,053	9,139
	<u>447,139</u>	<u>50,211</u>	<u>-</u>	<u>497,350</u>
TOTAL FUNDS				
	<u>447,139</u>	<u>50,211</u>	<u>-</u>	<u>497,350</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General Fund	<u>404,454</u>	<u>(123,506)</u>	<u>-</u>	<u>280,948</u>
	404,454	(123,506)	-	280,948
Restricted funds				
Relief of Poverty Fund	6,094	(4,689)	-	1,405
Casework and Support Services	247,712	(455,376)	-	(207,664)
Policy and Campaigning	<u>177,686</u>	<u>(202,164)</u>	<u>-</u>	<u>(24,478)</u>
	431,492	(662,229)	-	(230,737)
	<u>835,946</u>	<u>(785,735)</u>	<u>-</u>	<u>50,211</u>
TOTAL FUNDS				
	<u>835,946</u>	<u>(785,735)</u>	<u>-</u>	<u>50,211</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

26. FUND DESCRIPTION

Unrestricted funds

The charity holds unrestricted funds for its general expenditure and some of the grant funding received is to support the core activities of the charity. The transfer of £328,669 from the general fund to the various restricted funds is to support the various charitable activities that the charity undertakes. Grants were received this year from, City Bridge Trust - the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628), The Charles Russell Speechlys Foundation, Lloyds Bank Foundation for England & Wales, The London Legal Support Trust, Oak Foundation, A Foundation advised by Porticus UK, and Westminster Foundation for general core costs and assistance with the cost-of-living crisis.

Restricted funds:

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, Edward Harvist, Travers Smith, and the other small grants. The funds are used to provide direct donations, vouchers, and goods to individuals to relieve poverty.

The Casework and Support Services fund incorporates three areas of our charitable work – General Casework, Probono Project and Wrap Around Support. Grants and donations received specifically for these services enable our staff to support the prevention of poverty and homelessness by providing advice and representation for people regarding their social security and housing issues. The Tribunals project specifically supports clients appeal negative benefits decisions at the Social Security Tribunal with representation from pro bono lawyers. The Wrap Around project, gives additional support to help clients address broader challenges and address acute income crises.

The Policy and Campaigning fund consist of grants and donations received which enable the charity to continue its campaigns calling for immediate change to policies that are actively harming our clients in their everyday lives. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level, and we prioritise the issues that impact most on our clients. The funding assists our work to reform the systems and policies that create injustice and drive poverty and homelessness through parliamentary engagement & influencing as well as public campaigns.

All our work is practical, evidence based and aimed at enabling our clients to lead stable and dignified lives free from poverty. Grant funding was received again this year from various grant funders (detailed in note 4 to the accounts) to help fund various staffing posts within the specific projects which the charity undertakes, including funding from the Allen & Overy Foundation, City Bridge Trust - the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628), City of Westminster Council Ward Funding, Clifford Chance Foundation, Edward Harvist Trust, Esmée Fairbairn Foundation, Henry Smith Charity, Hyde Park Place Estate Charity, LHA London Ltd, Lloyds Bank Foundation for England & Wales, London Legal Support Trust, The Nationwide Foundation, Trust for London and Westminster Amalgamated Charity.

27. OPERATING LEASE COMMITMENTS

Total future minimum lease payments for non-cancellable operating leases are as follows:

	2022	2021
	£	£
Expiring:		
Within one year	54,771	48,987
Between one and five years	4,564	-
More than five years	-	-
	<u>59,335</u>	<u>48,987</u>

28. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

29. CONTINGENT ASSETS

Total grant funding awarded as at 31 December 2022 but not yet received and recognised as income due to the recognition criteria not being met amounts to £777,380 (2021: £758,815)

30. CONTINGENT LIABILITIES

There are no contingent liabilities to note.

31. LEGAL STATUS OF THE CHARITY

The Zacchaeus 2000 Trust is a private company (Company No: 05442501) incorporated in Great Britain and registered in England and Wales. The charitable company is limited by guarantee and has no share capital. 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 1.

THE ZACCHAEUS 2000 TRUST

England & Wales - Charity number 1110841

Accounts

REGISTERED CHARITY NUMBER: 1110841
REGISTERED COMPANY NUMBER: 05442501

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021
FOR
THE ZACCHAEUS 2000 TRUST**

THE ZACCHAEUS 2000 TRUST

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FOR THE YEAR ENDED 31 DECEMBER 2021**

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THE ZACCHAEUS 2000 TRUST

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 DECEMBER 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name

The Zacchaeus 2000 Trust (known as Z2K)

Registered Charity number

1110841

Registered Company number

05442501

Registered Office

80 Petty France
London
SW1H 9EX

Founding Patrons

The Rt. Revd. Robert Runcie (1996 - 2000)
Sir John Mortimer CBE QC (1996 - 2000)

Patrons

Lady Antonia Fraser DBE
HHJ Jan M A Luba Q.C
Jeremy Paxman
Dr Shuja Shafi
Sandi Toksvig
The Most Revd & Right Hon the Lord Archbishop of Canterbury Justin Welby

Auditors

Myrus Smith Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

Principal Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ
Nationwide Building Society, Kings Park Road, Moulton Park, Northampton, NN3 6NW
United Trust Bank Limited, One Ropemaker Street, London, EC2Y 9AW
Virgin Money, Jubilee House, Gosforth, Newcastle upon Tyne, NE3 4PL

THE ZACCHAEUS 2000 TRUST

CHAIR'S STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

Unfortunately, 2021 continued to be defined by the Covid-19 pandemic with tragic loss of life, damage to the economy and household finances - leaving even more people in need of adequate and dignified social security and housing systems.

Decades of welfare reform have left too many without the income they need to live on or resilience to withstand the seismic impact of an event like the Covid-19 pandemic. Despite welcome emergency measures from Government, people already living in poverty and experiencing multiple inequalities continued to suffer the most. The pandemic also exposed the structural weaknesses in our Social Security system as many – including those with disabilities or long-term health conditions - found themselves left out of support measures. The Government's decision to withdraw the £20 a week uplift in Universal Credit in October left thousands of households to make stark choices between heating and eating in what was a difficult winter. We saw first-hand the impact of these policy and practice decisions on people's lives as we supported those most in need to access justice and address financial hardship worsened by the pandemic.

On behalf of the Board of Trustees, I would like to thank our wonderful team who have shown resilience and dedication despite the ongoing challenges. Over the course of 2021, we are incredibly proud to have supported 1,106 people with their benefits and housing issues securing over £3.5 million in financial benefit. As well as providing front-line support to people, we integrate the evidence gathered through our casework into our policy and campaigns work, entrenching a culture which puts clients at the heart of all our work. Our brilliant Policy and Campaigns team continue to be at the heart of the challenge to Government on the inadequacy of our Social Security system, pursuing transformative policy change for hundreds of thousands across the UK.

We have also continued to deepen the engagement of our clients – and others with lived experience - in campaigning and influencing activities, ensuring that their voices and experiences not only drive our agenda but are heard by decision-makers. I would like to express my deep gratitude to those experts by experience for their dedication to fighting injustice and the trust they have put in us.

I would also like to pay a heartfelt thanks to our funders and other supporters for their commitment and dedication to supporting people experiencing poverty and injustice. Over the course of the year, Z2K has been very fortunate to secure the support of new funders as well as maintain the ongoing support of a range of trusts, foundations and corporates. While we recognise the increasingly challenging fundraising and economic environment, Z2K maintains a strong financial position and are assured of our ability to respond to the many challenges that lie ahead.

Our core mission remains the same and against the backdrop of a perfect storm of reducing incomes and soaring living costs, our work is needed more than ever.



Michael G McAteer (Chair)

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the audited financial statements for the year ending 31 December 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

PRINCIPAL ACTIVITY

The charitable company's principal activity for the year, which is ultimately the objects set out in the Articles of Association, was the prevention and relief of poverty in the UK in a manner consistent with Christian ethics; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Public Benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this and seek to demonstrate this within this report. Our objects and funding limit the services we provide to those detailed in our charitable objectives.

A detailed review of the Charity's activities is set out further in this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Zacchaeus 2000 Trust is a company limited by guarantee, established on 4 May 2005 and registered as a charity on 11 August 2005. The charitable company acquired the assets, liabilities and activities of an incorporated charitable trust by the same name on 1 January 2006. The original trust, which had similar objectives, was established on 10 February 1997.

The charity was established under a Memorandum and Articles of Association, which established the objects and powers of the charity. The Memorandum of Association was amended 19 September 2007 and 4 June 2008; a special resolution was passed 2 June 2010, deleting the Memorandum of Association of the company and adopting the amended Articles of Association as the charity's governing document.

Appointment of new trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The charity currently has a complement of seven trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

Trustees have been recruited through advertisement, professional, personal and member contacts. We aim to recruit people whose skills the board have identified as needed. The trustees endeavour to ensure there is a balance of skills that reflect the ethos and values of the charity. The Chair of the Board of Trustees is responsible for the induction of new trustees, which involves awareness of a trustee's responsibilities, the governing document and the work of the charity.

In line with our commitment to equal opportunities, trustees have agreed to widely advertise future vacancies to encourage applications from people from diverse backgrounds – unless there is a reason not to follow an open process.

New trustees undergo an orientation session to brief them on their legal obligations under charity and company law, the content of the governing documents, the committee and the decision-making processes, the business plan and recent financial performance of the charity.

Governance and organisational structure

The board of trustees meets a minimum of four times a year, which may include an annual *Away Day* where the strategic direction of the charity is discussed. The Trustees provide policy and strategic leadership and guidance to the organisation. Day-to-day management and decision making of the charity is delegated to the Chief Executive who works closely with senior and other staff to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The board receives regular reports from the Treasurer and Chief Executive, who oversee the finances of the organisation. The Chief Executive, alongside the Senior Management Team, attends all board meetings.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT - continued

Governance and organisational structure

All Trustees give their time voluntarily and receive no benefits from the Charity, apart from reimbursed expenses set out in Note 16 page 26 in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Michael Gerard McAteer	Chair
Professor Robin Jarvis	Treasurer and Company Secretary – Appointed 1 March 2022
Kay Zebada Lau	Treasurer and Company Secretary – Resigned 10 March 2022
Emma Lough	Deputy Chair
James Peter Dobel	Retired 9 December 2021
Siobhan Mary Garibaldi	
Alexander Tulloch Macqueen	
Randeep Ramesh	
Helen Goodman	Appointed 1 March 2022
Carol Huggins	Appointed 1 March 2022
Lindsay Judge	Appointed 1 March 2022
Elizabeth Cain	Appointed 1 June 2022
Emeka Forbes	Appointed 1 June 2022
Juliana Proskourina-Barnett	Appointed 1 June 2022

Additionally, the People & Equalities Sub-committee and the Finance and Risk Sub-committee ensure further scrutiny of policies and the finances, longer-term financial forecasts and risk respectively. The sub-committees are each made up of three trustees. The People & Equalities Sub-committee meets four times a year, and the Finance and Risk Sub-committee also meets a minimum of four times a year, to coincide with the full board meetings. The People & Equalities Sub-committee is responsible for strategic human resources, equalities and representation matters in addition to board development and recruitment. The Finance and Risk Sub-committee is responsible for reviewing the performance against plan and budget, overseeing the audit, and monitoring of the charity's risk management. The Chief Executive attends all sub-committee meetings, and both sub-committees report back to the full board and make recommendations for the board's consideration.

Management

Day-to-day management and decision making of the charity is delegated to the Chief Executive who works closely with the Senior Management Team to fulfil the charity's objectives and ensure the smooth and effective running of the organisation. The Senior Management Team is supported by a dedicated and multi-skilled staff team who are passionate about working with people on low income and achieving successful outcomes for individual clients, as well as longer-term policy change for wider communities. The Chief Executive reports to the Chair and the board.

Senior Management Team

Anela Anwar	Chief Executive
Marc Francis	Director of Campaign and Policy
Anne Killeen	Head of Casework and Support Services (until 9 th April 2021)
Vicky Allen	Director of Advice Services (from 2 nd August 2021)
Tanya Sutton	Office Manager

Pay policy for Senior Management Team

The Senior Management Team comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. The pay for senior staff is reviewed annually and trustees benchmark salaries against pay levels in other comparable charities.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work as trustees. The charity works with other charitable and not-for-profit organisations in the furtherance of its objectives. Any connection between a trustee or senior manager of the charity with a service user, external contractor or supplier of services is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Furthermore, all trustees complete an annual declaration of interests form. All related party transactions are managed in accordance with the charity's conflicts of interest policy. There were no transactions this year.

Use of volunteers

The work of the organisation is also supported by a broad range of volunteers including pro bono lawyers, trainees and law students as well as long-term volunteers who are between jobs or have completed their paid working careers. This draws a more diverse range of experience and knowledge.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

AIMS AND OBJECTIVES

Our vision/strapline

Fighting poverty

Our mission

To campaign for a fairer social security system that provides a safety net, and the ability to move on, for those who are most at risk of poverty and homelessness.

Strategic aims

- Fair and equal access to a social security system that treats people with dignity
- Affordable and secure housing
- The empowerment of people to participate in their communities and have their voices heard

Social objectives

- Enable people to access the benefits they are entitled to
- Amplify the voices of those on low incomes who are least heard
- Keep more people in stable and decent housing
- Improve access to social housing
- Change public perceptions of people entitled to social security

Delivery objectives

- In-depth, holistic casework that combines detailed advice and advocacy with additional support needs
- Identification of legal challenges
- Empowerment of clients through training, additional one-to-one support, engagement with our policy and campaigning work
- Using casework evidence and client stories to influence national policy
- Detailed research to influence policy
- Parliamentary lobbying
- Partnership: working with others in the sector to improve systems and services
- Partnership: working and training of corporate law firms and others to increase our capacity to help clients

OBJECTIVES

Z2K's vision is that no individual in the UK should be living in poverty. We believe that adequate, stable income and housing are key to creating a more equal society where everyone has the chance to lead a stable and dignified life. We believe the social security system should be a tool to help people achieve this. We work with people in London to solve their social security and housing issues and we campaign to change policy that is most harmful to our clients. Our influencing and campaigning remit is UK-wide, working at local, regional and UK levels seeking to secure change which will not only directly benefit our clients and their families but also the many other people who rely on Social Security benefits for all or part of their income and those who struggle with poor quality and unstable housing. This integrated model of working enables us to directly help thousands of people access justice whilst also pursuing transformative change for hundreds of thousands nationally. Embedded at the heart of Z2K is our client-centred approach and our work to ensure the voices and views of people with lived experience are heard by decision makers.

Our caseworkers work with a breadth of people across London who need access to means-tested benefits - households with or without children, people in employment, unemployed or unable to work. We work with people who are experiencing more complex issues that are causing hardship and crisis and prioritise those who are in vulnerable situations, including at risk of homelessness and rent arrears as a result of problems with their benefits. In supporting low-income households to address their benefits and housing issues, we also attend to other issues that are causing them problems. Our casework forms the basis of our campaigning priorities. We utilise the evidence generated from our casework to inform our campaigning and influencing activities, seeking to secure reform to the policies and practices that deny people the support to which they are entitled, and which push them further into poverty and destitution.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE

Casework

Due to the on-going Covid-19 pandemic, 2021 continued to be a challenging and uncertain period for the advice sector and charities like Z2K. The ever-changing rules because of the Covid-19 pandemic meant our caseworkers had to remain alert to changes in legislation and guidance surrounding social security benefits and housing law to give up to date and legally accurate advice. The most prominent changes included the extension of the furlough scheme, the £20 Universal Credit uplift, the resumption of possession proceedings, extension of the eviction ban and changes to notice periods for renters, as well as the 'Everyone In' initiative and support for rough sleepers. This has not been an easy task, and we are grateful to the continued commitment of our staff in supporting clients to live stable and dignified lives. **"Z2K is the best organisation in England. My life is under control with the help of you all. Thank you so much!!"** (Client feedback)

Despite ongoing periods of Covid-19 related restrictions which impacted our ability to meet clients in person and participate in outreach sessions, Z2K supported **1,106 individuals** from across all 32 London boroughs with their social security or housing issues in 2021. People in need of our support continued to engage with us directly through our telephone enquiry line and webform and we also continued to receive referrals from a range of referral partners. Our clients range from 18 to 65 and are predominantly female, with 47% self-reporting their gender as female. We also continue to indirectly support children and young people through our casework, particularly with their Disability Living Allowance by engaging with their adult appointees.

Our clients face a multitude of disadvantages because of their low incomes which have only been magnified by the Covid-19 pandemic. Our service model of working with clients holistically means that we often have multiple cases open – during this period we worked on **1,744 cases** with 338 clients having 2 or more cases open at any one time. Within our 1,744 caseload we delivered **305 additional support interventions** related to the client's primary case issue. For example, securing hardship grants and discretionary payments, attending benefits assessments with clients, submitting benefit appeals, following the pre-action protocol for judicial review for unreasonable delays in decision-making, which is the first step in bringing legal proceedings against DWP.

Social Security benefit issues continue to make up most of our casework. Of the 1,744 cases we worked on in 2021, 1,200 were related to benefits. Due to systemic problems with the disability benefits, issues with Personal Independence Payments accounted for 580 of worked on case and we also opened cases in relation to Universal Credit (264), Employment and Support Allowance (104) and Disability Living Allowance (43).

We worked on 80 form filling cases for clients who were unable to complete their benefit assessment/re-assessment forms themselves. Eligibility for disability benefits is assessed on average every 2 years but can be reassessed as soon as every 6 months. This means we often support returning clients with their reassessments a few times over a several year period. Our form filling service is delivered in conjunction with our wrap around support service and pro-bono partners.

Ms S first applied for Universal Credit (UC) in May 2018 and had been providing fit notes from her doctor since June 2018. She should have been provided with a UC50 on the 29th day of her claim, but still hadn't received one over two years later when she came to Z2K for support. A UC50 form is completed by those with health conditions and disabilities to show the impact on their ability to look for and carry out employment. While waiting for the form Ms S was subject to work search requirements. We contacted the DWP UC team requesting that a UC50 was issued, and we supported Ms S to complete this in February 2020. However, it took until April 2021 and Z2K repeatedly chasing DWP and Health Assessment Advisory Service for Ms S to be offered a telephone assessment. It was decided that she had Limited Capability for Work- and Work-Related Activity, and she was also awarded a back-payment of £10,435 to cover the period from June 2018.

We also submitted 82 Mandatory Reconsiderations of Department for Work and Pensions (DWP) decisions on benefits entitlement. If successful at the Mandatory Reconsideration (MR) stage, clients are paid the correct benefits sooner and without having to go through a lengthy and arduous appeal to the First-tier Social Security Tribunal (FTT). Unfortunately, far too many mandatory reconsiderations simply rubber stamp the initial DWP decision and require further appeal to the FTT.

We provided advice and representation for 294 Social Security benefit appeals in the reporting period. Our tribunal project specialises in appealing benefit entitlement decisions related to disability benefits – Personal Independence Payments and Employment Support Allowance and Universal Credit work capability assessments. We have pro-bono partnerships with 11 corporate law firms and two universities who work closely with our Project Co-ordinator to provide representation for our FTT appeals. Our casework team also provide representation for other appeals, for example, right to reside appeals where the DWP has incorrectly determined our client is not eligible for benefits due to their immigration status.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

Of the FTT appeals that reached a conclusion within the reporting period (179): 126 appeals were successful following a hearing; 24 appeals were disallowed; 29 appeals were lapsed in the client's favour before the hearing date - generating an 87% success rate. An appeal lapses where the DWP change their decision before the FTT hearing. This means the clients are paid the correct benefits sooner and without having to go through a formal tribunal hearing which our clients have described as 'stressful' and 'anxiety-ridden'. An additional 13 appeals were lapsed in the client's favour after an appeal had been lodged with the FTT but before any substantive written submissions or medical evidence were provided. These cases, whilst producing a positive outcome for our client, have not been included in our success rate due to the limited level of our intervention. Successful appeals result in back dated benefit awards along with an ongoing entitlement.

We often find that problems with social security benefits can impact a client's ability to find a home or to sustain their tenancy. For 98 of the 1,200 benefit cases, we worked on, the main issue related to housing benefit or the housing costs element of Universal credit. Many of our clients are at risk of homelessness as their current accommodation is unaffordable due to the benefit issues they experience and soaring rents in the private rented sector. We also see many families living in unsuitable, cramped social housing. Alongside the housing related benefit issue, we have worked on 367 housing cases. In 2021 we prevented homelessness for 156 adults.

Mr I and his family of 8 are living in a 2-bedroom social housing property. When he approached Z2K, he had been battling with the local council for a larger home for several years. We were able to challenge the council on their refusal to admit Mr I on to the housing register. After our representations Mr I's application was placed in the highest priority group and should receive an offer of a suitable home within 6 months of that decision.

We know that alongside housing and social security benefits issues our clients are faced with multiple barriers and related issues. Unfortunately, our clients are often faced with periods of extreme financial hardship due to incorrect DWP and local authority decision-making as well as the longstanding inadequacy of benefits levels. Our clients can be faced with impossible choices such as between heating or eating. Our Client Support Caseworker assists with a range of issues including reducing costs through, for example, applications and appeals for concessionary travel passes for disabled clients, post tenancy support for formally homeless clients, emergency food and fuel support, applications for assistance to buy furniture and white goods, as well as referrals to other agencies, such as debt management and employment advice. We have supported our clients to secure hardship grants for emergency essentials such as food and energy costs and basic household items (112). We have also supported clients to secure discretionary housing payments where there is a shortfall between their benefit award and market rent as well as with rent deposits to secure accommodation within the private rental sector to relieve poverty and help sustain tenancies (22).

Our wrap around client support worker supported Mr T, a survivor of torture, who had recently secured a permanent home, with his applications for Council Tax support and the housing element of UC. We were able to correct an error on his claim which remedied his rent arrears and reduce his council tax liability to zero. Our Caseworker was able to order bedding and basic kitchen items for him using our internal hardship fund and secured a washing machine and table and chairs for him via an application to another charity.

As part of our holistic working model, we have made many referrals to other services including to; legal aid providers, specialist mental health service and longer-term floating support services (created to help individuals live independently and sustain their tenancy), as well as 68 referrals when it was recognised our services were not the right fit for the client's issue.

During this period, we secured over **£3.5 million in financial benefit** for our clients: £1,631,193 in back dated payments, compensation, liabilities reduced, and current year benefit payments secured; and £1,873,463 of projected future benefit payments secured (year 2 up to year 5 of the benefit award). This figure includes payments made following successful benefit challenges, form filling, relief of poverty grants, discretionary housing payments, compensation following a complaint as well as reductions in liability for overpayments, council tax and other debts that have been reduced.

Ms K, a working single mother, who because of her low income was receiving UC, approached us with unexplained deductions from her UC of £450 per month. We were able to determine these deductions were incorrect. As a result of our casework UC committed to repay over £5,550 which they wrongly deducted from Ms K's payments.

As a result of our casework clients have an improved understanding of their rights and how to navigate the benefits system in 1,126 cases.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

Policy and Campaigns

Our casework and policy teams continue to work together to challenge systemic unfairness and unlawful policy and practice that are harming low-income individuals and their families. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level. We prioritise the issues that impact most on our clients and seek to influence change through parliamentary processes as well as public campaigns.

Our public campaigning and policy influencing has also continued to be affected by the pandemic. Specifically, it has delayed the “managed migration” of legacy benefit claimants onto Universal Credit as well as the publication of the Green Paper on disability benefit assessments. However, there have been unanticipated opportunities to further challenge the Government on the level of means-tested benefits.

In early 2021, against a backdrop of the Chancellor retaining the £20 a week uplift in UC for a further six months, we continued to campaign to increase legacy benefits – JSA, ESA and Income Support – by the same sum. In total, nearly 9,000 people took our e-action calling for their local MP to back this call. It was subsequently supported by many MPs and covered widely in the media, including BBC News and BBC London. Many of those who took the action fed back that they were directly affected themselves. One of those later became the claimant to the legal challenge against this discriminatory policy by Osborne’s Law, which was finally heard in the Royal Courts of Justice in November.

The pandemic delayed the publication of the Government’s Health & Disability Green Paper – a key opportunity to influence reforms of disability benefit assessments. In May, we opened a survey of disabled people’s experiences of these assessments and expectation for the Green Paper, which received over 1,400 responses. Two-thirds of respondents said their assessor didn’t seem to understand their disability or condition and a similar number said the assessor’s report to DWP didn’t reflect what they had told them during it. Nearly 90 per cent of respondents said they felt the Green Paper wouldn’t include the changes needed to improve disabled people’s experiences of these assessment. The following quotes from survey responses illustrate disabled people’s experience of the current assessments process:

“I repeated several times how much pain I was in, which was visible. They still asked me to do physical ‘tests’ leaving me in tears and in severe pain.”

“During my very first assessment, the assessor waved her hand at me when I tried to explain my mental health issues and said, “I’m not interested in that, I want to know if you can touch your toes”. I received no points during that assessment. However, this was rectified at appeal.”

“I was asked when I last went to the cinema, and I was so overjoyed to say I had been a few weeks prior as it was my birthday, and in fact the first and only outing for a number of months. The report stated, ‘regularly socialises with friends’.

The Green Paper was finally published just before Parliament’s summer recess. It does include some positive operational changes to improve the quality of initial decision-making by DWP, so that fewer people are forced to request a mandatory reconsideration or appeal DWP’s decision on their entitlement to the independent tribunal. Perhaps the most important of these is audio recording of the assessments, which is something Z2K has called for several years because we believe increased transparency will improve the experience of these assessments for disabled and seriously unwell people. However, the Green Paper doesn’t include the kind of fundamental reform we believe is necessary to produce an objective assessment of someone’s capability to work or the additional costs they incur because of their disability or condition.

Over the summer, the team undertook focus groups with our clients who we have helped appeal and others who had responded to the survey as well as our own caseworkers who support clients challenge decisions daily. The survey and focus groups informed our own detailed response to the Green Paper. We also produced an Easy Read version of the Green Paper to help people understand it and respond, which was very well-received across the sector and by many individuals. *“Just wanted to say thank you so much to Z2K for producing that easy-read resource for individuals to respond.”* In August, we launched a new e-action enabling people to respond directly to the consultation setting out their experiences and recommendations for change at the same time as calling on Ministers to commit to much more fundamental reform. In total, 1,520 people did so, which we believe represents around one-third of the 4,500 responses DWP received. Nearly half those 1,520 said they had experiences of these assessments themselves.

Z2K has worked hard to try to build a coalition of organisations speaking out in support of the call for fundamental reform of these assessments. Across 2021, 15 organisations have publicly endorsed Z2K’s campaign for fundamental reform, including Disability Rights UK, CPAG, Inclusion London, Toynbee Hall, Greater Manchester Coalition of Disabled People and Bristol Disability Equality Forum.

The team increased its engagement with key politicians and their advisors on this issue. We met with the Special Advisor and Policy Advisor in Number Ten, the Shadow Work & Pensions Secretary and Shadow Minister for Disabled People. We helped prompt over 40 Parliamentary Questions on the Green Paper and DWP's approach to these assessments. We also met with around a dozen individual MPs and Peers on this issue during the year, most notably Marsha De Cordova who has promised to secure a Parliamentary Debate on assessments and the Green Paper in the new year. We also submitted detailed written evidence to the Work & Pensions Select Committee and we have been invited to give oral evidence to the committee early in the new year.

Across 2021, we also continued to highlight the structural problems with Universal Credit – as highlighted in our report published in late 2020. The ongoing pandemic and dramatic increase in the number of people claiming Universal Credit (UC) meant that DWP paused its plans for the “managed migration” of legacy benefit claimants onto UC. Despite this pause, we worked with MPs on around a dozen Parliamentary Questions, including one on the retrospective editing of claimants' UC journals, which led to a meeting between the Minister and the SNP's spokesperson and resulted in a promise that people would be notified of any edits. Other questions have been focussed on the difficulties some people who are not tech “savvy” are having with the “digital by default” system and the monthly payments and higher rates of deduction for overpayments and DWP's own calculation errors. Z2K has also been in touch with MPs on the Work & Pensions Select Committee to encourage it to hold an inquiry ahead of any roll-out. We believe the committee may launch such an inquiry towards the end of 2022. Outside Westminster and Whitehall, we were also involved in several other groups examining UC through the prism of reform of the Social Security system, including the Trust for London-funded Commission on Social Security led by experts by experience, The Bright Blue Commission on the Future of Social Security and the Fabian Society Commission on Regional Poverty & Inequality.

Over the course of the year, we also continued to undertake work on the Private Rented Sector (PRS), both through our involvement in the Renters Reform Coalition and directly. For example, we have helped draft a series of [Parliamentary Questions](#) to expose the Chancellor's decision to “freeze” Local Housing Allowance rates for PRS tenants for another year from next April. We also continued to influence at a local level through involvement in Westminster City Council's PRS Strategy Group and worked in partnership with Renters Rights London, the Cardinal Hume Centre and Westminster Citizens Advice to challenge the local authority's decision to water down the planned extended licensing scheme for Houses in Multiple Occupation. We also continued our work with a dedicated group of PRS tenants whom met with officials from the Greater London Authority to share their experiences of living in the bottom end of the private rented sector and their priorities for change.

VOLUNTEERS

We remain grateful to our volunteers who gave up their time and lent us their expertise across 2021 including Maeve, Fouzia, Leili, Haniah, and Alice. We also remain immensely grateful for the pro bono support from 11 corporate law firms and two University legal clinics who support us to represent clients appealing negative benefits decisions. We have also developed new ways of working with our existing pro bono volunteers, training them to help clients with form filling and completing mandatory reconsiderations.

In addition to traditional volunteering, we benefitted from other forms of pro bono support. In particular we are grateful to Ilona and James Wylie who have been working with us to create a new website, helping us to better illustrate our work and our impact. Our new website launched in 2021. We are extremely grateful to Ilona and James for their expertise and time in producing this new site.

PARTNERSHIPS

Our partnership with South West London Law Centre, funded by the National Lottery Community Fund, continued until the end of September 2021. We also continued to work with Westminster Citizens Advice Bureau (CAB), attending their Advice Shop outreach clinics once they re-opened in September 2021 after they were placed on pause due to the Covid-19 pandemic.

We continue to be active members of the London Child Poverty Alliance, 4in10 and End Child Poverty Coalition, working together to ensure a stronger voice in the sector on issues concerning child poverty. We also continue to contribute to the work of the Disability Benefits Consortium, to work with others to challenge unfairness in the benefits system. Additionally, Z2K continues to be active members of the Renters Reform Coalition, which is bringing together those who want to see the Government urgently bring forward legislation to end the use of section 21 “no fault” evictions in the PRS as well as push for wider reforms to protect tenants. Further, we are active members of HMCTS London Tribunal User Group and the Access to Justice Foundation Justice and Innovation Group.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

OUR FUNDERS AND SUPPORTERS

The majority of Z2K's funding comes from trust and foundation grants, and whilst we explore ways in which to diversify our income, we also focus on identifying new funders whose strategic aims are aligned to the outcomes that we want to achieve. We would not be able to continue our valuable work without our main grant supporters, and in 2021, these were: AB Charitable Trust, Allen & Overy Foundation, City Bridge Trust - the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628), City Bridge Trust as part of London Community Response Fund, Edward Harvist Trust, Esmée Fairbairn Foundation, Henry Smith Charity, Hyde Park Place Estate Charity, John Ellerman Foundation, LHA London Ltd, Lloyds Bank Foundation for England & Wales, London Catalyst, Nationwide Building Society and the Community Foundation, Oak Foundation, a Foundation advised by Porticus UK, Strand Parishes Trust, The Charles Russell Speechlys Foundation, The London Legal Support Trust, The Nationwide Foundation, Trust for London, Tudor Trust, Westminster Amalgamated Charity, and Westminster Foundation. We were also grateful to receive financial support from Bayswater, Bryanston and Dorset Square, Churchill, Church Street, Harrow Road, Maida Vale, Queen's Park, St James's, and Westbourne ward budget (Westminster).

We continue to receive pro bono support from corporate law firms who have represented many of our clients at the Social Security Tribunal, leading to donations to Z2K from: Charles Russell Speechlys LLP, Freshfields Bruckhaus Deringer LLP, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, Osborne Clarke LLP, Shearman & Sterling (London) LLP, and Hogan Lovells. We are grateful to Cooley (UK) LLP and Queen Mary Legal Advice Clinic for their continued support of our Tribunal Project.

Similarly, we are grateful to Brian Cave Leighton LLP for their ongoing support and to R G Insolvency for their one-off contribution this year. Thank you also to Vodafone for their in-kind donation of 50 free sim cards for our clients.

We remain grateful to all individual donors, including those that commit to us regularly, as well as those that donate one-off contributions to the work of Z2K. This includes all those who donate during the annual London Legal Walk and those who generously donated to our Christmas appeal. The London Legal Walk usually takes place in summer and is organised by the London Legal Support Trust - supporting those in the legal community to raise funds for advice and legal help for those who otherwise cannot afford it. The event took place in October 2021, and we were able to fundraise for Z2K. We also had our very first London Marathon runner take on 26.2 miles for Z2K. A huge thank you to Jessica Walker for fundraising for Z2K and raising an incredible £3,273.75 for our charity.

Z2K is registered with the Fundraising Regulator, an independent, non-statutory body that regulates fundraising across the charitable sector.



THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

FINANCIAL REVIEW

Financial statements

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

Statement of financial activities

The Statement of financial activities is shown on page 17 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £835,946 (2020: £941,878), with the continued support of various grant providers being the charity's main income.

The total expenditure for the year was £785,735 (2020: £749,972). Expenditure has increased again over the previous year, reflecting the continuing growth and development in the charity's work. The additional office space secured in 2020 has been maintained to support this expansion and to meet on-going Covid-19 related health and safety needs. The charity has also continued to invest in staff IT needs, especially in terms of facilitating remote working during the pandemic. However, expenditure is below budgeted expenditure predominately due salary cost under-spends caused by a sector-wide challenges with recruitment.

Our cost of delivering charitable activities is divided into direct costs and support costs. Direct costs are those directly incurred when implementing charitable activities. Support costs are costs not directly related to a specific activity. Of our total expenditure incurred for charitable activities of £740,540, 80% constituted direct costs, and 20% support costs. Our support costs cover items including staff training and office costs, expenditure essential to the effective delivery of charitable activities.

Principal funding sources

The charity is dependent upon grants and donations from individual donors and institutions. A full list of grants and donations received is set out in note 4 to the accounts.

Balance sheet

The above result led to a surplus of £50,211 (2020: £191,906), which has resulted in a combined fund balance of £497,350 (2020: £447,139) at the year-end. This gives a free-reserves figure of £488,211, which equates to the unrestricted reserves fund balance of £488,211 less the charity's fixed assets (the charity has £Nil fixed assets as set out in note 20).

Current assets this year have increased slightly to £779,555 (2020: £714,784) due to healthier cash at bank figure of £759,998 (2020: £502,913). An analysis of the net assets of the funds can be found in note 24, with the movements with each fund detailed in note 25 pages 31-32.

Future outlook

In 2020, the on-set of the Covid-19 pandemic brought unprecedented challenges and change to not only the advice sector and frontline services but also the fundraising landscape. In 2021, the charity continued to adapt ways of working and recalibrate fundraising activity to navigate the uncertain and unprecedented environment.

The fundraising landscape remains challenging – with the continued re-direction of grant funds towards Covid-pandemic response, an ever-increasing competitiveness of limited grant funding, and a challenging economic environment impacting giving from individuals. However, the charity maintains a strong financial position with cash at bank year-end of £759,998 (2020: £502,913), a combined fund balance of £497,350 (2020: £447,139), and free reserves of £488,211 (2020: £421,085) which is roughly equivalent to seven months of total budgeted expenditure for 2021.

These reserves have been increased this year by unanticipated underspends, including approx. £54,000 in salary cost underspends as a result of vacant posts caused by recruitment challenges being felt across the sector.

Our income tracker includes our pipeline of grant funding applications. The charity uses this to monitor our projected income against the income figures used to prepare our budgets. The trustees regularly review its contingency plans for how expenditure would be reduced in the event of significant shortfalls in projected income.

The majority of our income comes from trust and foundation grants, and we are also working with new funders. Based on the charity's 2022 income tracker and budgets, the charity expects to generate £871,336 of income and £896,969 of expenditure, resulting in a deficit of £26,633. This predicted deficit would be covered by the additional reserves generated by the charity in 2021.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

FINANCIAL REVIEW - Continued

Investment policy and objectives

The charity's Articles of Association does not confer any specific rights or restrictions on us as trustees in respect of investing its funds. The funds received by the charity during the year under review were not sufficient to justify separate investment, other than to be placed on deposit with the charity's bankers.

Reserves policy

The trustees aim to maintain an amount on general fund equivalent to three - six months of expenditure, although this is dependent on the level of donations received. At 31 December 2021, the charity held approximately seven months (2020: 6 months) of total projected annual expenditure in unrestricted free reserves figure of £488,211.

Risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the governance, operation and finances of the charity as well as external factors. Risks are assessed in terms of impact and likelihood and are reviewed at least quarterly by the Finance and Risk Sub-committee, and annually by all the trustees. Going forward we have identified the following key risks and have put plans in place to mitigate:

1. **Dependency on income sources and loss of income:** We recognise that the majority of our income comes from trusts and foundations. To avoid dependency on a few donors, we have increased the range of trusts and foundations who fund us, particularly in relation to multi-year funding. Our fundraising manager has successfully worked to diversify our income streams by building relationships with corporate donors and delivering individual giving fundraising campaigns. We seek to continue this diversification work in 2022 and will develop a refreshed fundraising plan. Our reserves policy and linked financial planning, will support the charity to meet its commitments in 2022 and continue to deliver vital advice and support services.
2. **Loss of key staff:** as a small charity, in a competitive environment, we know that we have to work hard to retain key staff. The Charity has also been impacted by the sector wide recruitment challenges being felt across the voluntary sector but particularly within Z2K committed to a generous staff pay award in 2021 despite the challenging external economic environment. In addition, we have made improvements to how we work and implemented measures to support staff communications and support whilst working remotely. We have committed to a review of HR policies, pay and rewards in 2022.
3. **Impact of Covid-19 pandemic on service delivery:** The Covid-19 pandemic has brought unprecedented challenges and change to the advice sector and frontline services. The Charity has continued to respond to the pandemic, adapting ways of working to ensure we could continue to provide vital support on social security and housing matters. Whilst face-to-face interaction remained largely on hold for most part of the year, we extended our enquiries line and adapted our support services to engage with clients virtually. We continued to improve our IT systems and hardware as well as our data security measures and staff training to facilitate this and have supported client digital inclusion. In addition, we have engaged in further outreach to improve referral pathways to ensure that those in most need of our support can reach us.

PLANS FOR THE FUTURE

We know we will need to continue to respond to problems in the benefits system following the Covid-19 pandemic and what this will mean for the economy, Social Security and housing systems in the UK. The deep-seated problems with these systems have been laid bare and services like ours are experiencing an increase in demand as more and more people require support to access their legal rights and entitlements. With an increase in demand not being matched by increased funding and resources, we will revisit our advice services offer, with a focus on ensuring we support people who would benefit most from our support.

As we move forward, we will continue to embed our way of working which combines casework - directly helping thousands of people access justice - with policy influencing and campaigning - pursuing transformative change for hundreds of thousands nationally. We use the evidence generated from our direct casework to inform our campaigning and influencing activities, seeking to secure reform to the policies and practices that deny people the support to which they are entitled, pushing them further into poverty and destitution.

Will have a renewed focus on supporting experts-by-experience to shape our services and also take a more active leadership role in not only our policy and campaigning work but across the charity. We will continue to find new ways of supporting our clients to speak out and directly shape our policy and campaigns as well as improve their representation at strategic and board levels.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of The Zacchaeus 2000 Trust 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) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 FRS102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records, 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.

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

Statement as to Disclosure of Information to Auditors

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

Myrus Smith was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Small Companies

This Trustees report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Michael G McAteer – Chair of the Board of Trustees of The Zacchaeus 2000 Trust

22 September 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2021, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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, 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 December 2021, 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 of 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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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' annual 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' annual report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Matters on which we are required to report by exception

In the light of our 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' annual 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, 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 it 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.

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 specific procedures for this engagement and the extent to which these 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.
- 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 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 auditor's report.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE ZACCHAEUS 2000 TRUST**

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 BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditors
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

22 September 2022

THE ZACCHAEUS 2000 TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	71,663	2,259	73,922	117,492
Charitable activities					
Grants	4	328,791	416,140	744,931	801,955
Other trading activities	5	3,048	13,093	16,141	21,413
Investments	6	952	-	952	1,018
Total		<u>404,454</u>	<u>431,492</u>	<u>835,946</u>	<u>941,878</u>
EXPENDITURE ON					
Raising funds:	7	45,195	-	45,195	44,268
Charitable activities					
Activities	8	78,311	662,229	740,540	705,704
Total		<u>123,506</u>	<u>662,229</u>	<u>785,735</u>	<u>749,972</u>
NET INCOME/(EXPENDITURE)		280,948	(230,737)	50,211	191,906
Transfers between funds	25	(215,053)	215,053	-	-
NET MOVEMENT IN FUNDS		65,895	(15,684)	50,211	191,906
RECONCILIATION OF FUNDS					
Total funds brought forward		422,316	24,823	447,139	255,233
TOTAL FUNDS CARRIED FORWARD		<u>488,211</u>	<u>9,139</u>	<u>497,350</u>	<u>447,139</u>

All activities relate to continuing operations.

The notes on pages 20 to 33 form part of these financial statements

THE ZACCHAEUS 2000 TRUST
Registered number: 05442501

BALANCE SHEET
AT 31 DECEMBER 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
FIXED ASSETS					
Tangible assets	20	-	-	-	1,231
		-	-	-	1,231
CURRENT ASSETS					
Debtors	21	11,192	8,365	19,557	211,871
Cash at bank and in hand		697,494	62,504	759,998	502,913
		708,686	70,869	779,555	714,784
CREDITORS					
Amounts falling due within one year	22	(220,475)	(61,730)	(282,205)	(268,876)
NET CURRENT ASSETS		488,211	9,139	497,350	445,908
TOTAL ASSETS LESS CURRENT LIABILITIES		488,211	9,139	497,350	447,139
NET ASSETS		488,211	9,139	497,350	447,139
TOTAL FUND OF THE CHARITY					
Unrestricted funds	24			488,211	422,316
Restricted funds				9,139	24,823
TOTAL FUNDS	25			497,350	447,139

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

Approved by the Board of Trustees on **22 September 2022** and signed on its behalf by:

Michael G McAteer (Chair) – Trustee

Robin Jarvis (Treasurer) – Trustee

The notes on pages 20 to 33 form part of these financial statements

THE ZACCHAEUS 2000 TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
Cash flows from operating activities:		
Net cash provided by (in use) operating activities	<u>257,085</u>	<u>61,595</u>
	257,085	61,595
Cash flows from investing activities		
Purchase of fixed assets	<u>-</u>	<u>-</u>
Cash provided by (used in) investing activities	<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the year	<u>257,085</u>	<u>61,595</u>
Cash and cash equivalents at the start of the year	<u>502,913</u>	<u>441,318</u>
Cash and cash equivalents at the end of the year	<u>759,998</u>	<u>502,913</u>

CASH FLOW NOTES

	2021 £	2020 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net income for the reporting period (as per the statement of financial activities)	50,211	191,906
Adjustments for:		
Add back depreciation charge	1,231	3,887
Decrease/(increase) in debtors	192,314	(169,950)
Increase in creditors	<u>13,329</u>	<u>35,752</u>
Net cash used in operating activities	<u>257,085</u>	<u>61,595</u>

	2021 £	2020 £
Analysis of cash and cash equivalents		
Bank and cash in hand	<u>759,998</u>	<u>502,913</u>
Total cash and cash equivalents	<u>759,998</u>	<u>502,913</u>

The notes on pages 20 to 33 form part of these financial statements

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

1.1 Company status

The Zacchaeus 2000 Trust is a charitable company limited by guarantee and registered in England and Wales. The registered office and company registration number are detailed on page 1.

1.2 Basis of preparation

The Zacchaeus 2000 Trust meets the definition of a public benefit entity under 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 presented in sterling, which is the functional currency of the charity.

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 presented unless otherwise stated.

1.3 Preparation of the accounts on a going concern basis

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees have made this assessment taking into account the Charity's unrestricted reserves, secured funding going forward and current and planned activities.

1.4 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for specific purposes. Designated funds are unrestricted funds set aside by the trustees for specific purposes. Restricted funds are funds whose use is restricted to specific purposes according to the grant terms of the specific restrictions imposed by the donor or which have been raised for a particular purpose. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 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 receipt of the income is considered probable; and
- The amount can be measured reliably.

Income received in advance of a project or other specified service is deferred until the criteria for income recognition are met (see Note 23, page 28).

1.7 Expenditure recognition

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

- Costs of raising funds which comprise those costs associated with seeking donations, grants and other fundraising costs;
 - Expenditure on charitable activities, which comprises the costs of running the various activities and services for the charity's beneficiaries.
-

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES – continued

1.8 Allocation of support costs

Support costs are apportioned on the basis of staff time. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the trust's charitable activities (see notes 8,10 and 12, pages 24 and 25).

1.9 Volunteers and donated services

A certain amount of time is expended on the charity's activities, which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the accounts.

1.10 Tangible fixed assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

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

Asset Category	Annual Rate
Computers	- 33.33% on cost
Fixtures and fittings	- 25% on cost

1.11 Financial instruments

The charity only has financial instruments of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account, as well as cash in hand held by charity at the year end.

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are recognised at the invoiced cost prepaid.

1.14 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

1.16 Leases

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

1.17 Pensions

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

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. INCOME FROM DONATIONS AND LEGACIES

	2021	2020
	£	£
Corporate Donations - restricted	-	45,000
Corporate Donations - unrestricted	58,945	46,167
Individual Donations	10,084	26,325
Other - restricted	2,259	-
Other - unrestricted	2,634	-
	<u>73,922</u>	<u>117,492</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	£	£
Core Activities	328,791	319,024
Casework and Support Services	234,619	276,246
Policy and Campaigning	177,686	200,281
Relief of Poverty	3,835	6,404
	<u>744,931</u>	<u>801,955</u>

4. GRANTS RECEIVED

	2021	2020
	£	£
Restricted	416,140	482,931
Unrestricted	328,791	319,024
	<u>744,931</u>	<u>801,955</u>

Restricted

	2021	2020
	£	£
ACTs 435 - Small Grants	800	4,545
Allen & Overy Foundation	25,000	25,000
The City Bridge Trust	40,000	45,000
City of Westminster Council Ward Funding	23,942	19,844
Clapham Relief Fund - Small Grants	-	359
Edward Harvist Trust	3,000	-
Esmee Fairbairn Foundation	50,000	50,000
Henry Smith Foundation	15,000	50,000
Hyde Park Place Estate Charity	5,000	5,000
John Ellerman Foundation	-	20,000
LHA London	25,000	15,000
Lloyds Bank Foundation	27,686	25,000
London Catalyst	1,500	1,500
London Community Foundation	28,472	-
Nationwide Building Society – London Community Foundation Grant	9,582	28,747
Nationwide Foundation	50,000	50,000
A Foundation advised by Porticus UK	-	30,000
Relief of Poverty – other grants	1,535	-
South West London Law Centres	44,623	52,936
Strand Parishes Trust	5,000	5,000
Trust for London	50,000	50,000
Westminster Amalgamated Charity	10,000	5,000
	<u>416,140</u>	<u>482,931</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

4. GRANTS RECEIVED - Continued

Unrestricted

	2021	2020
	£	£
The Charles Russell Speechlys Foundation	25,000	-
Esmee Fairbairn Foundation	-	28,700
LHA London	-	5,000
Lloyds Bank Foundation	-	14,718
London Community Foundation	-	23,306
London Legal Support Trust	10,000	10,000
Nationwide Foundation	2,000	-
Oak Foundation	160,000	160,000
A Foundation advised by Porticus UK	60,000	-
The A B Charitable Trust	20,000	20,000
Tudor Trust	2,000	30,000
Westminster Foundation	49,791	27,300
	<u>328,791</u>	<u>319,024</u>
	<u>744,931</u>	<u>801,955</u>

5. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Corporate law firms' contributions	1,645	8,525
Fundraising events and activities	2,948	3,287
Training and workshops	100	3,150
Recharges and hardship claims	11,448	6,451
	<u>16,141</u>	<u>21,413</u>

Income earned from other activities was £16,141 (2020: £21,413) of which £3,048 related to unrestricted funds (2020: £6,647) and £13,093 related to restricted funds (2020: £14,766).

6. INVESTMENT INCOME

	2021	2020
	£	£
Bank Interest - unrestricted	952	1,018
	<u>952</u>	<u>1,018</u>

7. COST OF RAISING FUNDS

	2021	2020
	£	£
Fundraising costs	981	2,725
Wages and salaries	42,282	39,865
Pension costs	1,932	1,678
	<u>45,195</u>	<u>44,268</u>

Of the £45,195 expenditure recognised in the year (2020: £44,268), £45,195 (2020: £44,268) was charged to unrestricted funds and £Nil (2020: £Nil) was charged to restricted funds.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

8. EXPENDITURE BY CHARITABLE ACTIVITIES

Cost directly allocated

	2021	2020
	£	£
Core Activities	43,441	65,131
Casework and Support Services	376,918	350,252
Policy and Campaigning	167,293	169,097
Relief of Poverty	4,689	6,415
	<u>592,341</u>	<u>590,895</u>

Support costs allocated

	2021	2020
	£	£
Core Activities	34,870	27,026
Casework and Support Services	78,458	60,769
Policy and Campaigning	34,871	27,014
	<u>148,199</u>	<u>114,809</u>

<u>740,540</u>	<u>705,704</u>
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Support costs, which are costs not directly related to a specific activity, are allocated based on the proportion of staff (calculated based on staff numbers) working across the three activities as follows: Casework and Support Services 52.94% (2020: 52.94%); Policy and Campaigning 23.53% (2020: 23.53%); and Core Activities 23.53% (2020: 23.53%).

The comparative figures for core activities have been restated due to a review of the charity administration staff costs which should have been allocated to direct costs under core services rather than as support costs.

9. DIRECT CHARITABLE EXPENDITURE

	2021	2020
	£	£
Staff and related costs	554,651	540,108
Direct Project costs	27,105	35,352
Premises costs	1,018	1,072
Office admin costs	7,660	8,690
Professional fees and other costs	1,907	5,673
	<u>592,341</u>	<u>590,895</u>

10. SUPPORT COSTS

	2021	2020
	£	£
Staff and related costs	12,688	15,674
Premises costs	82,318	50,266
Office admin costs	30,176	29,395
Professional fees and other costs	16,653	10,594
Governance costs	5,133	4,993
Depreciation	1,231	3,887
	<u>148,199</u>	<u>114,809</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

11. PROFESSIONAL FEES AND OTHER COSTS

	2021	2020
	£	£
Accountancy and Bookkeeping	6,815	9,692
AQS Monitoring Audit costs	-	1,500
Bank Charges	216	162
Consultancy costs	-	3,998
HR costs	2,736	-
Legal costs	5,813	-
Subscriptions	2,980	915
	<u>18,560</u>	<u>16,267</u>

12. GOVERNANCE COSTS

	2021	2020
	£	£
Accounts Preparation	1,350	1,350
Audit fee	3,420	3,420
Trustees Meetings	363	223
	<u>5,133</u>	<u>4,993</u>

13. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2021	2020
	£	£
Audit fee	3,420	3,420
Operating lease rentals	74,990	46,758
Depreciation	1,231	3,887

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

14. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	527,255	512,985
Social security costs	46,136	44,281
Pension costs	<u>20,675</u>	<u>20,730</u>
	<u>594,066</u>	<u>577,996</u>

1 employee had employee benefits in excess of £60,000 in the £70,000- £80,000 band (2020: None).

No trustees (2020: no trustee) received re-imbusement of expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on page 5). The total employee benefits of the key management personnel of the charity were £139,833 (2020: £151,595).

15 STAFF NUMBERS

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2021	2020
	Number	Number
Senior Management Team	3	3
Direct Charitable	10	11
Administrative and Support	<u>3</u>	<u>3</u>
	<u>16</u>	<u>17</u>

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £Nil) During the year, no trustees were reimbursed for disbursements (2020 £Nil) in respect of fundraising and other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

17. PENSION COSTS

The charity has a defined contribution pension scheme, which all employees are entitled to join. The charity contributes 4% and the employees contributed a minimum of 4% and employees may make further additional voluntary contributions.

During the year ended 31 December 2021, the charity's total contributions amounted to £20,676 (2020: £20,730).

The trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's on-going activities

18. TRANSACTIONS AND RELATED PARTIES

There were no material related party transactions during the year.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2020) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	72,492	45,000	117,492
Charitable activities			
Grants	319,024	482,931	801,955
Other trading activities	6,647	14,766	21,413
Investments	1,018	-	1,018
Total Income	<u>399,181</u>	<u>542,697</u>	<u>941,878</u>
EXPENDITURE ON			
Raising funds:	44,268	-	44,268
Charitable activities			
Core Activities	92,157	613,547	705,704
Total	<u>136,425</u>	<u>613,547</u>	<u>749,972</u>
NET INCOME/(EXPENDITURE)	<u>262,756</u>	<u>(70,850)</u>	<u>191,906</u>
Transfers between funds	(93,563)	93,563	-
NET MOVEMENT IN FUNDS FOR THE YEAR	<u>169,193</u>	<u>22,713</u>	<u>191,906</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

20. TANGIBLE FIXED ASSETS

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2021	29,953	1,404	31,357
Additions	-	-	-
Disposals or scrapped	<u>(1,533)</u>	<u>(327)</u>	<u>(1,860)</u>
At 31 December 2021	<u>28,420</u>	<u>1,077</u>	<u>29,497</u>
DEPRECIATION			
At 1 January 2021	28,908	1,218	30,126
Charge for year	1,045	186	1,231
Disposals or scrapped	<u>(1,533)</u>	<u>(327)</u>	<u>(1,860)</u>
At 31 December 2021	<u>28,420</u>	<u>1,077</u>	<u>29,497</u>
NET BOOK VALUE			
At 31 December 2021	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2020	<u>1,045</u>	<u>186</u>	<u>1,231</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Grants receivable	-	170,000
Other debtors	14,175	17,500
Prepaid expenses	<u>5,382</u>	<u>24,371</u>
	<u>19,557</u>	<u>211,871</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	7,574	15,023
Social security and other taxation	16,472	14,095
Other creditors	29,439	29,878
Deferred income	221,666	204,388
Accrued expenses and deferred income	<u>7,054</u>	<u>5,492</u>
	<u>282,205</u>	<u>268,876</u>

23. DEFERRED INCOME

	2021 £	2020 £
Opening deferred income	204,388	184,639
Amounts deferred in the year	628,309	593,738
Released to income	<u>(611,031)</u>	<u>(573,989)</u>
Closing deferred income	<u>221,666</u>	<u>204,388</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	<i>2020 Total Funds £</i>
Fixed assets	-	-	-	1,231
Current assets	708,686	70,869	779,555	714,784
Current liabilities	<u>(220,475)</u>	<u>(61,730)</u>	<u>(282,205)</u>	<u>(268,876)</u>
	<u>488,211</u>	<u>9,139</u>	<u>497,350</u>	<u>447,139</u>

Comparative year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	<i>2019 Total Funds £</i>
Fixed assets	1,231	-	1,231	5,118
Current assets	605,431	109,353	714,784	483,239
Current liabilities	<u>(184,346)</u>	<u>(84,530)</u>	<u>(268,876)</u>	<u>(233,124)</u>
	<u>422,316</u>	<u>24,823</u>	<u>447,139</u>	<u>255,233</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

25. MOVEMENT IN FUNDS – current year

	At 1/1/21 £	Net movement in funds £	Transfers between funds £	At 31/12/21 £
Unrestricted funds:				
General Fund	422,316	280,948	(215,053)	488,211
	422,316	280,948	(215,053)	488,211
Restricted funds				
Relief of Poverty Fund	2,099	1,405	-	3,504
Casework and Support Services	12,060	(207,664)	195,604	-
Policy and Campaigning	10,664	(24,478)	19,449	5,635
	24,823	(230,737)	215,053	9,139
TOTAL FUNDS	<u>447,139</u>	<u>50,211</u>	<u>-</u>	<u>497,350</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General Fund	404,454	(123,506)	-	280,948
	404,454	(123,506)	-	280,948
Restricted funds				
Relief of Poverty Fund	6,094	(4,689)	-	1,405
Casework and Support Services	247,712	(455,376)	-	(207,664)
Policy and Campaigning	177,686	(202,164)	-	(24,478)
	431,492	(662,229)	-	(230,737)
TOTAL FUNDS	<u>835,946</u>	<u>(785,735)</u>	<u>-</u>	<u>50,211</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

25. MOVEMENT IN FUNDS – prior year

	At 1/1/20 £	Net movement in funds £	Transfers between funds £	At 31/12/20 £
Unrestricted funds:				
General Fund	<u>253,123</u>	<u>262,756</u>	<u>(93,563)</u>	<u>422,316</u>
	253,123	262,756	(93,563)	422,316
Restricted funds				
Relief of Poverty Fund	2,110	(11)	-	2,099
Casework and Support Services	-	(75,009)	87,069	12,060
Policy and Campaigning	<u>-</u>	<u>4,170</u>	<u>6,494</u>	<u>10,664</u>
	2,110	(70,850)	93,563	24,823
TOTAL FUNDS	<u>255,233</u>	<u>191,906</u>	<u>-</u>	<u>447,139</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General Fund	<u>399,181</u>	<u>(136,425)</u>	-	<u>262,756</u>
	399,181	(136,625)	-	262,756
Restricted funds				
Relief of Poverty Fund	6,404	(6,415)	-	(11)
Casework and Support Services	336,012	(411,021)	-	(75,009)
Policy and Campaigning	<u>200,281</u>	<u>(196,111)</u>	-	<u>4,170</u>
	542,697	(613,547)	-	(70,850)
TOTAL FUNDS	<u>941,878</u>	<u>(749,972)</u>	<u>-</u>	<u>191,906</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

26. FUND DESCRIPTION

Unrestricted funds

The charity holds unrestricted funds for its general expenditure and some of the grant funding received is to support the core activities of the charity. The transfer of £215,053 from the general fund to the various restricted funds is to support the various charitable activities that the charity undertakes.

Grants were received this year from The Charles Russell Speechlys Foundation, The London Legal Support Trust, The Nationwide Foundation, Oak Foundation, A Foundation advised by Porticus UK, The A B Charitable Trust, Tudor Trust, and Westminster Foundation for general core costs.

Restricted funds:

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, ACTs 435 and the other small grants. The funds are used to defray the debts of the poorest and most vulnerable members of society. Direct donations to individuals are also occasionally made to relieve poverty.

The Casework and Support Services fund incorporates three areas of our charitable work – General Casework, Tribunal Project, and Wrap Around Support. Grants and donations received specifically for these services enable our staff to support the prevention of poverty and homelessness by providing advice and representation for people regarding their social security and housing issues. The Tribunals project specifically supports clients appeal negative benefits decisions at the Social Security Tribunal with representation from pro bono lawyers. The Wrap Around project, gives additional support to help clients address broader challenges and address acute income crises.

The Policy and Campaigning fund consists of grants and donations received which enable the charity to continue its campaigns calling for immediate change to policies that are actively harming our clients in their everyday lives. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level and we prioritise the issues that impact most on our clients. The funding assists our work to reform the systems and policies that create injustice and drive poverty and homelessness through parliamentary engagement & influencing as well as public campaigns. All our work is practical, evidence based and aimed at enabling our clients to lead stable and dignified lives free from poverty.

Grant funding was received again this year from various grant funders (detailed in note 4 to the accounts) to help fund various staffing posts within the specific projects which the charity undertakes, including funding from the Allen & Overy Foundation, The City Bridge Trust, City of Westminster Council Ward Funding, Edward Harvist Trust, Esmee Fairbairn Foundation, Henry Smith Charity, Hyde Park Place Estate Charity, LHA London, Lloyds Bank Foundation for England & Wales, London Community Response Fund, Nationwide Building Society –Community Foundation, The Nationwide Foundation, South West London Law Centres, Strand Parishes Trust, Trust for London and Westminster Amalgamated Charity.

New grant funding was received this year from The Charles Russell Speechlys Foundation, A Foundation advised by Porticus UK, City Bridge Trust as part of London Community Response Fund.

27. OPERATING LEASE COMMITMENTS

Total future minimum lease payments for non-cancellable operating leases are as follows:

	2021 £	2020 £
Expiring:		
Within one year	48,987	73,579
Between one and five years	-	-
More than five years	-	-
	<u>48,987</u>	<u>73,579</u>

28. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

THE ZACCHAEUS 2000 TRUST

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

29. CONTINGENT ASSETS

Total grant funding awarded as at 31 December 2021 but not yet received and recognised as income due to the recognition criteria not being met amounts to £758,815 (2020: £991,167)

30. CONTINGENT LIABILITIES

There are no contingent liabilities to note.

31. LEGAL STATUS OF THE CHARITY

The Zacchaeus 2000 Trust is a private company (Company No: 05442501) incorporated in Great Britain and registered in England and Wales. The charitable company is limited by guarantee and has no share capital. 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 1.

THE ZACCHAEUS 2000 TRUST

England & Wales - Charity number 1110841

Accounts

REGISTERED CHARITY NUMBER: 01110841
REGISTERED COMPANY NUMBER: 05442501

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020
FOR
THE ZACCHAEUS 2000 TRUST**

THE ZACCHAEUS 2000 TRUST

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FOR THE YEAR ENDED 31 DECEMBER 2020

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THE ZACCHAEUS 2000 TRUST

**LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2020**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name

The Zacchaeus 2000 Trust (known as Z2K)

Registered Charity number

1110841

Registered Company number

05442501

Registered Office

10 Buckingham Palace Road
London
SW1W 0QP

Founding Patrons

The Rt. Revd. Robert Runcie (1996 - 2000)
Sir John Mortimer CBE QC (1996 - 2000)

Patrons

Lady Antonia Fraser DBE
HHJ Jan M A Luba Q.C
Jeremy Paxman
Dr Shuja Shafi
Sandi Toksvig
The Most Revd & Right Hon the Lord Archbishop of Canterbury Justin Welby

Auditors

Myrus Smith Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

Principal Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ
Nationwide Building Society, Kings Park Road, Moulton Park, Northampton, NN3 6NW
United Trust Bank Limited, One Ropemaker Street, London, EC2Y 9AW
Virgin Money, Jubilee House, Gosforth, Newcastle upon Tyne, NE3 4PL

THE ZACCHAEUS 2000 TRUST

CHAIR'S STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

2020 was an unimaginably difficult year for so many. It was a year defined by the Covid-19 pandemic, which caused devastating losses of life. The pandemic also caused serious damage to the economy and household finances. After a record fall of 20 per cent in the second quarter of 2020, economic output bounced back but still ended up nearly 10 per cent lower – the largest annual fall on record.

People already living in poverty and experiencing multiple inequalities have been hit hardest. Unemployment rose sharply and was prevented from rising further due to unprecedented government interventions. Many people found themselves being pulled into, or deeper into, poverty. The pandemic exposed the precarious state of jobs and household finances. Millions had little or no savings to fall back on when the economic shockwaves hit. The pandemic also exposed the structural weaknesses in our Social Security system, which was called upon in a way not witnessed for generations. Many people who turned to the system for the first time, and others who already depended on it prior to the pandemic were simply failed by it.

We must hope that an economic recovery comes soon. However, even when it does, we need to recognise that it will be some time before it feeds through to a recovery in the finances of households affected by the recession.

Our core mission has remained the same, but the pandemic caused us to change how we work, adopting remote working to maintain our critical services. I would like to say a huge thanks to our wonderful team who have shown great resilience and commitment in responding to the unprecedented challenges faced by the advice sector and frontline services over this year.

Adapting to both the challenges of remote working, and the new issues that our clients were facing, we are incredibly proud to have supported a total of 1,085 people with their benefits and housing issues in 2020. Our team secured over £3.3 million in financial benefit for our clients, rising to over £6.5m when future year awards are taken into account, supporting them in their efforts to access justice and secure their legal rights and entitlements.

As well as providing front-line support to people, we integrate the evidence gathered by our brilliant casework team into our policy and campaigns work, entrenching a culture which puts clients at the heart of all our work. We are an agile, courageous charity not afraid to take on powerful institutions. We don't just expose what is wrong with the system, we put forward compelling policies for fixing the harm we see, and mount campaigns to change the system.

At the start of the pandemic, the Government introduced a temporary £20 uplift in Universal Credit payments. This has been extended for a further six months in the recent Budget. We do not yet know if this much needed support will be made permanent but very much hope it will. Shockingly, this increase was not applied to the more than two million households in receipt of "legacy" benefits. We have been at the forefront of the public campaign calling on the Government to end this discrimination which has effectively created a two-tier welfare state. As well as securing the support of over 118,000 people for an online petition, we also launched our first ever "email your MP" action which saw nearly 4,000 take the action.

Also, at the end of last year we published our report 'Blunt, bureaucratic and broken: how Universal Credit is failing people in vulnerable situations', calling for a series of fundamental reforms to the design and delivery of Universal Credit. We hope policymakers recognise how Covid-19 has exposed just how inadequate our Social Security system is. A real highlight in 2020 was our client-led 'Life After Lockdown' project, which involved our clients in the design and delivery of a powerful campaign sharing their own experiences of the inadequacies of the Social Security and housing systems, and their priorities for reform.

2020 was also a year of change for Zacchaeus 2000 Trust (Z2K). We were very sad to announce, in March 2020, the passing of our Founder, Reverend Paul Nicolson. Paul was a man of religion who lived his faith fighting for social justice. We will honour his memory building on the foundations he laid.

2020 also saw the retirement of three trustees whom I would like to thank for their commitment and contribution to our work. I would like to say a particular, personal thanks to Dame Ruth Runciman, who stepped down after four years as a Trustee, for her invaluable insights, contributions and support over this time.

Our Chief Executive, Raji Hunjan stepped down in April to move to an exciting new role at the Oak Foundation. Raji did an incredible job during her time at Z2K and has left us in a good position to continue tackling the ongoing injustices faced by too many. We wish her all the very best in her new role.

We were delighted to appoint Anela Anwar as our new Chief Executive. Anela comes to us from Oxfam GB and has done an incredible job. She took over the reins early in the Covid-19 crisis and had to manage adaptation of the Charity's ways of working. If that wasn't enough, she worked with the board to make sure the Charity was operationally and financially resilient in the face of Covid-19 and began development of a new strategy. We look forward to working with Anela to realise our renewed vision. I would also like to thank our funders for their commitment and dedication to supporting those people most at risk of poverty and homelessness, which enables us to deliver our impactful work.

THE ZACCHAEUS 2000 TRUST

**CHAIR'S STATEMENT - continued
FOR THE YEAR ENDED 31 DECEMBER 2020**

Z2K has been very fortunate to maintain the ongoing support of a range of donors and to receive additional funding to assist with the impact of the Covid-19 pandemic. We also established new relationships with corporate law firms, increasing our capacity to help clients whilst also supporting the diversification of our income streams.

While we recognise the fundraising landscape remains challenging, Z2K maintains a strong financial position and ability to respond to the anticipated increase in need for our services in the coming year as the impact of the pandemic continues to be felt and Government crisis measures on Social Security and housing are withdrawn.

The country is facing unprecedented economic hardship, leaving even more people in need of an adequate and dignified Social Security system. Now, more than ever, our work tackling poverty and injustice will be absolutely crucial to ensure that no one is ever left behind. We will redouble our efforts to deliver on our vision of a UK free from poverty, with a fairer Social Security system that provides a safety net and the ability to move on for those who are most at risk of poverty and homelessness.

I would like to pay a heartfelt thanks to the Z2K team, our funders and other supporters for their commitment and dedication to supporting people most at risk of living in poverty. We are going to need this strength and commitment in the years to come as we face greater challenges than ever before.

Michael G McAteer (Chair)

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the audited financial statements for the year ending 31 December 2020, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

PRINCIPAL ACTIVITY

The charitable company's principal activity for the year, which is ultimately the objects set out in the Articles of Association, was the prevention and relief of poverty in the UK in a manner consistent with Christian ethics; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Public Benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this and seek to demonstrate this within this report. Our objects and funding limit the services we provide to those detailed in our charitable objectives.

A detailed review of the Charity's activities is set out further in this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Zacchaeus 2000 Trust is a company limited by guarantee, established on 4 May 2005 and registered as a charity on 11 August 2005. The charitable company acquired the assets, liabilities and activities of an incorporated charitable trust by the same name on 1 January 2006. The original trust, which had similar objectives, was established on 10 February 1997.

The charity was established under a Memorandum and Articles of Association, which established the objects and powers of the charity. The Memorandum of Association was amended 19 September 2007 and 4 June 2008; a special resolution was passed 2 June 2010, deleting the Memorandum of Association of the company and adopting the amended Articles of Association as the charity's governing document.

Appointment of new trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The charity currently has a complement of seven trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

Trustees have been recruited through advertisement, professional, personal and member contacts. We aim to recruit people whose skills the board have identified as needed. The trustees endeavour to ensure there is a balance of skills that reflect the ethos and values of the charity. The Chair of the Board of Trustees is responsible for the induction of new trustees, which involves awareness of a trustee's responsibilities, the governing document and the work of the charity.

In line with our commitment to equal opportunities, trustees have agreed to widely advertise future vacancies to encourage applications from people from diverse backgrounds – unless there is a reason not to follow an open process. Trustees have committed to supporting people with lived experience to join the board in 2021.

New trustees undergo an orientation session to brief them on their legal obligations under charity and company law, the content of the governing documents, the committee and the decision-making processes, the business plan and recent financial performance of the charity.

Governance and organisational structure

The board of trustees meets a minimum of four times a year, which may include an annual *Away Day* where the strategic direction of the charity is discussed. The Trustees provide policy and strategic leadership and guidance to the organisation. Day-to-day management and decision making of the charity is delegated to the Chief Executive who works closely with senior and other staff to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The board receives regular reports from the Treasurer and Chief Executive, who oversee the finances of the organisation. The Chief Executive, alongside the Senior Management Team, attends all board meetings.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT - continued

Governance and organisational structure

All Trustees give their time voluntarily and receive no benefits from the Charity, apart from reimbursed expenses set out in Note 16 page 29 in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Michael Gerard McAteer	Chair
Kay Zebada Lau	Treasurer and Company Secretary
James Peter Dobel	
Siobhan Mary Garibaldi	
Emma Lough	Deputy Chair
Alexander Tulloch Macqueen	
Christopher Richard Pond	Resigned: 18 th June 2020 (served three years)
Randeep Ramesh	
Dame Ruth Runciman	Resigned: 19 th June 2020 (served four years)
Jessica Walker	Resigned: 3 rd December 2020 (served three years)

Additionally, the HR and Policy Sub-committee and the Finance and Risk Sub-committee ensure further scrutiny of policies and the finances, longer-term financial forecasts and risk respectively. The sub-committees are each made up of three trustees. The HR and Policy Sub-committee meets a minimum of two times a year, and the Finance and Risk Sub-committee meets a minimum of four times a year, to coincide with the full board meetings. The HR and Policy Sub-committee is responsible for monitoring and reviewing the policies of the charity, with a focus on staff policies and policies relating to client-facing work, to ensure they are fit for purpose and meet regulatory requirements. The Finance and Risk Sub-committee is responsible for reviewing the draft business plans and performance against plan and budget, overseeing the audit, reviewing the charity's pay structure and monitoring of the charity's risk management. The Chief Executive attends all sub-committee meetings, and both sub-committees report back to the full board and make recommendations for the board's consideration.

Management

Day-to-day management and decision making of the charity is delegated to the Chief Executive who works closely with the Senior Management Team to fulfil the charity's objectives and ensure the smooth and effective running of the organisation. The Senior Management Team is supported by a dedicated and multi-skilled staff team who are passionate about working with people on low income and achieving successful outcomes for individual clients, as well as longer-term policy change for wider communities. The Chief Executive reports to the Chair and the board.

Senior Management Team

Raji Hunjan	Chief Executive (Until 30 April 2020)
Anela Anwar	Chief Executive (From 1 June 2020)
Marc Francis	Director of Campaign and Policy
Anne Killeen	Head of Casework and Support Services

Pay policy for Senior Management Team

The Senior Management Team comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. The pay for senior staff is reviewed annually and trustees benchmark salaries against pay levels in other comparable charities.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work as trustees. The charity works with other charitable and not-for-profit organisations in the furtherance of its objectives. Any connection between a trustee or senior manager of the charity with a service user, external contractor or supplier of services is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Furthermore, all trustees complete an annual declaration of interests form. All related party transactions are managed in accordance with the charity's conflicts of interest policy. There were no transactions this year.

Use of volunteers

The work of the organisation is also supported by a broad range of volunteers – including pro bono lawyers, trainees and law students. From time to time we also have psychology and social work students on placements, as well as long-term volunteers who are between jobs or have completed their paid working careers. This draws a more diverse range of experience and knowledge.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

AIMS AND OBJECTIVES

Our vision/strapline

Fighting poverty

Our mission

To campaign for a fairer social security system that provides a safety net, and the ability to move on, for those who are most at risk of poverty and homelessness.

Strategic aims

- Fair and equal access to a social security system that treats people with dignity
- Affordable and secure housing
- The empowerment of people to participate in their communities and have their voices heard

Social objectives

- Enable people to access the benefits they are entitled to
- Amplify the voices of those on low incomes who are least heard
- Keep more people in stable and decent housing
- Improve access to social housing
- Change public perceptions of people entitled to social security

Delivery objectives

- In-depth, holistic casework that combines detailed advice and advocacy with additional support needs
- Identification of legal challenges
- Empowerment of clients through training, additional one-to-one support, engagement with our policy and campaigning work
- Using casework evidence and client stories to influence national policy
- Detailed research to influence policy
- Parliamentary lobbying
- Partnership: working with others in the sector to improve systems and services
- Partnership: working and training of corporate law firms and others to increase our capacity to help clients

OBJECTIVES

"I wouldn't have been able to survive without [support]. I'm one of the lucky ones. So many people don't get the help they need and just give up because there's no hope. I couldn't have done this by myself. Thank you so much."
– client feedback

Z2K's vision is that no individual in the UK should be living in poverty. We believe that adequate, stable income and housing are key to creating a more equal society where everyone has the chance to lead a stable and dignified life. We believe the social security system should be a tool to help people achieve this. We work with people in London to solve their social security and housing issues and we campaign to change policy that is most harmful to our clients. This integrated model of working enables us to directly help thousands of people access justice whilst also pursuing transformative change for hundreds of thousands nationally. Embedded at the heart of Z2K is our client-centred approach: working to empower individuals so they are better equipped to address their own current and future issues, and to ensure their voices and views are heard.

We work with a breadth of people across London who need access to means-tested benefits. We prioritise those who are vulnerable - at risk of homelessness and rent arrears as a result of problems with their benefits and appeals. We empower people to navigate their way through the complexities and recent changes in the benefits system and how all of this impacts on their lives and day-to-day challenges. In supporting low-income households to address their benefits and housing issues, we also attend to other issues that are causing them problems.

Our casework forms the basis of our campaigning priorities. We utilise the evidence generated from our direct casework to inform our campaigning and influencing activities, seeking to secure reform to the policies and practices that deny people the support to which they are entitled and which push them further into poverty and destitution.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE

Casework

"All the staff at Z2K were extremely helpful. They were also on the top of everything and I felt that I knew immediately what to do and say on my behalf which felt very reassuring from the first moment I telephoned them." - client feedback

"Z2K provided me with an invaluable service and I would defiantly [sic] recommend Z2K to friends." - client feedback

The Covid-19 pandemic has raised many challenges to the delivery of casework for all organisations in 2020. Despite remote working in excess of nine months, we helped 1,085 clients and opened 1,233 cases. We are proud of this achievement despite the inability to have face-to-face meetings with clients or attend outreach sessions. We increased the opening of our telephone enquiry line to six hours a day and further developed our referral pathways to ensure people who would benefit from our support could reach us. For example, we reached out to foodbanks and mutual aid societies to inform them of our services. Many of our previous clients approached us directly for support with new social security or housing issues, testament to the high-quality services we provide. To ensure our clients' needs continued to be addressed, we proactively engaged with the Department for Work and Pensions (DWP) and Her Majesty's Courts and Tribunals Service (HMCTS) early in the pandemic for guidance on process and engagement during the lockdown.

Across 2020 our casework continued to relate to systemic problems within the social security system, predominantly fundamental issues with disability benefits. We also saw an increase in the number of clients who have never accessed the social security system previously accessing our support and we expect this to increase further as Government emergency protection measures are removed. One such measure, the stay on evictions, has undoubtedly helped prevent homelessness during the height of the pandemic, however, we continued to see clients placed in unaffordable and poor quality accommodation restricted by both the local housing allowance rates and the benefit cap. We continue to challenge poor housing decisions and support clients to maintain tenancies through access to additional support and local authority schemes. Many of our clients experience acute income crises due to issues with their social security benefits and chronic financial precarity. We supported clients with their immediate crisis needs through access to hardship grants and other crisis support mechanisms. Many of our clients also experience issues related to their wellbeing and report social isolation. Wherever possible, we facilitate clients' access to other services for support with these issues. Additionally, we deliver a range of workshops to build knowledge of the benefits and housing systems, legal rights and obligations and seek to build confidence for our clients to engage with relevant authorities and navigate these systems in the future.

Our casework insights and data have made a major contribution to the joint Administrative Justice Council/Justice Welfare Reform Working Group in making recommendations for reforms to the Social Security system.

We know that 2021 will be even more challenging, especially in relation to housing matters, but we are prepared to tackle whatever is presented and to continue supporting our clients to secure their legal rights and entitlements.

Our impact & how we measure it

We are proud of the service that we provide all our clients, supporting people to secure their legal rights and entitlements, leading to improved incomes and housing outcomes.

"Z2K helped me during my very worst time in life. So im [sic] always grateful and indebted to them for all my life. Its life changing support and help they provided me in getting my correct due benefits. Thanks" - client feedback

In 2020, we supported 1,085 clients with 1,233 cases. In line with our holistic, client-centred model, we always have more cases open than clients, because most clients will have multiple cases concerning different types of benefits, housing matters and additional support needs. Our casework covers all problems with the benefits system. In 2020, a large proportion of our clients presented with problems in relation to their disability benefits, as well as difficulties with Universal Credit. Our casework team continues to assist with tribunal representation for clients who have the most complex needs and require longer-term engagement. We continue to see clients return to our service for representation at tribunals due to the short-term disability awards made within the benefit system. Homelessness prevention remains a priority for our casework. As mentioned, there were limited evictions in 2020 due to the measures introduced by Government in response to the pandemic. The work we did in relation to reducing rent arrears, challenging defective notices and challenging statutory decisions contributed towards prevention of potential homelessness for 142 clients.

During this period, we successfully obtained an increase in entitlement of over £6.5 million (£3,307,734 in-year financial benefit and £3,260,991 future year financial benefit) for our clients.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

While we have assisted clients obtain what they were legally entitled to, the stress and anxiety of the whole process caused to clients should not be underestimated. The positive benefit of our support to confidence and wellbeing has been shared by our clients: 93% of clients who responded to our survey said they felt better about life in general compared to before they came to Z2K. Furthermore, 89% of clients felt more confident after working with Z2K.

“I have hope now, I was feeling overwhelmed and hopeless.” - client feedback

When clients return to us for support to challenge further negative decisions, whilst still frustrated with the system they are more confident that this injustice will be remedied with our assistance. Our work is as much about restoring dignity, and helping people to feel in control of their lives, as it is to provide advocacy:

“I have received help and a chance to access the right benefits. It feels less difficult because of Z2K.” - client feedback

“Z2k helped me gain confidence and believe in myself again as DWP disregarded my evidences before and with Z2K and representation I was more confident after winning my appeal. Thank you.” - client feedback

We understand the impact of advocacy and support.

“Thank you very much, in my opinion you are angel, you have saved my life, I am very happy right now, thank you so very much, that was the miracle that you did for me, and I really appreciate you and [caseworkers], you did fantastic job for me that still I can't believe it, you did great. God bless all of you.” - client feedback.

Tribunals Project

Despite the challenges of 2020, we continued to deliver and even managed to increase the number of pro bono lawyers participating in the project. The Tribunal Project connects pro bono lawyers to low-income individuals who are in need of tribunal representation when they are denied their sickness or disability benefits. The people who benefit are those with disabilities and/or chronic ill health; they are likely to be vulnerable or isolated and have a history of disadvantage. We worked primarily with people whose needs are most complex and their voices least heard; providing the clients with access to justice and their rights.

We developed online training and introduced Q&A sessions to ensure that participating pro bono lawyers were updated on a regular basis as to the way HMCTS were operating. Due to the pandemic, there were also significant changes to the administration of appeals. Hearings changed from in-person to remote hearings. Remote hearings started off slowly, with the number of hearings increasing towards the later part of the year. A triage system was also developed by HMCTS, allowing the Tribunal to make decisions based on the evidence put before them, without the need for a hearing, where it was clear that the DWP decision was fundamentally wrong. We saw a substantial increase in the DWP reviewing cases after appeals were lodged and proceeding to make a positive decision without the need for the appeal to go to a hearing. While we welcome this, we remain concerned for those clients who do not proceed to the appeal stage of the process due to fear of attending a tribunal hearing.

The law firms we now work with include Allen & Overy, Morrison & Foerster (UK) LLP, Hogan Lovells, Kingsley Napley LLP, Cooley (UK) LLP, Mayer Brown International LLP, Osborne Clarke LLP, Freshfields Bruckhaus Deringer LLP, and Charles Russell Speechlys LLP. Kirkland & Ellis International LLP and Shearman & Sterling (London) LLP joined us in 2020. We continue to receive enquiries from other corporate law firms to join the project. We also work closely with student volunteers from Queen Mary University and Kings College Legal Clinic.

In 2020, even though the number of hearings reduced owing to the pandemic, we still handled 264 appeals with a 92.7% success rate. This reinforces our assertion that people are put through an extensive, and remarkably unnecessary, process all so that – in the end – they can receive the benefits they were clearly entitled to. In addition to these hard outcomes, we are reminded by our clients the impact of this on their lives:

“Very good organisation helping those in desperate need of legal representation with serious health problems who otherwise who be worsed [sic] off or may end up ...ending their lives without such helpful organisations to seek help in desperate times in ones life. May Lord bless them.”
- client feedback.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

We work across a breadth of disabilities, including mental health, which gives us a unique perspective of the impact of the benefits system on our clients:

“Z2K helped me tremendously with due care and attention to my personal needs due to my ongoing medical mental and physical health disabilities in fighting my case with all details and appointing a very supportive and understanding solicitor representative etc. Their customer care and service has been extraordinary and I am very thankful and indebted and appreciative to all including C.A.B for referring me to them. Thanks” – client feedback.

Client Empowerment

We believe we support our clients to become stronger and more confident, especially in claiming their rights.

“I received a lot of help from Z2K and they helped me identify many issues I did not know I had with my benefits. They helped me get my property back, clear rent arrears and helped resolve issues with my Universal Credit. I also received wraparound support the [sic] help me budget better and was helped to obtain a grant to buy my clothes for a job interview and they also invited me to attend different workshops, where I met many different people and really enjoyed it.”
– client feedback

Alongside casework we offer emergency crisis support and longer-term advocacy to help reduce the impact of financial crisis, aiming to create lasting change. Working in partnership with South West London Law Centres (SWLLC), our Stepping Stones project supports families and individuals facing benefit and housing problems, which may be compounded by additional vulnerabilities such as poor mental health, isolation or addiction. We were able to deliver four healthy cooking workshops and also delivered a private sector tenancy awareness workshop at the beginning of 2020. We then moved the workshops online and delivered three benefits workshops. We started to see an increase in clients seeking emergency support for food, fuel and other household essentials during this time which led us to increase our provision of hardship grants, gas, electricity and foodbank vouchers. Clients were linked into debt and employment advice services which still operated remotely. 47 clients were provided with laptops, smartphones and mobile phone credit via additional funding we received to meet the growing need for technology during the pandemic. This was particularly vital for clients to access DWP systems as well as remote support services. It also supported clients with children's home schooling, enabling many to complete school and university work.

“I am finding the lockdown quite difficult...so I'm just trying to keep myself busy and getting involved with workshops like these I think that helps in terms of giving someone something to focus on for a certain time period.” - client feedback

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

Policy and Campaigns Achievements

Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level. We prioritise the issues that impact most on our clients and seek to influence change through parliamentary processes as well as public campaigns.

As with our casework, the Covid-19 pandemic and subsequent lockdown significantly impacted on our Policy and Campaigns activity during 2020. The overriding focus on response to the pandemic amongst both the Government and Opposition Parties, as well as the media, has meant it was much harder to draw attention to issues that didn't fall within this emergency context. However, it did also mean that some Social Security issues, that were perhaps felt as unwinnable in normal times, suddenly came back to the fore.

The most obvious example was the Chancellor's very welcome decision to increase the Standard Allowance for Universal Credit (UC) by £20 a week – bringing it in line with Statutory Sick Pay. Other examples include setting the rates of Local Housing Allowance for private renters back at the 30th percentile of local rents after a four-year "freeze" and a £500 million Hardship Fund to reduce the bills of those in receipt of Council Tax Support. As a result, the team reprioritised some of our own objectives in light of the Government's decisions on Social Security.

Legacy Benefit Uplift

As the country went into lockdown at the end of March, the Chancellor announced a £20 increase in the Standard Allowance for UC – effectively unwinding the previous five-year "freeze". Shockingly, however, this increase was not applied to the more than two million households in receipt of "legacy" benefits, like Employment Support Allowance (ESA), Job Seekers Allowance (JSA) and Income Support. Those in receipt of these benefits include many of the most vulnerable disabled people and lone parents with young children. There is no logical argument that these claimants need less to live on than UC claimants.

Z2K is strongly opposed to this discrimination against these claimants as it effectively creates a two-tier welfare state. We have been amongst those leading the opposition to it both directly and through the Disability Benefits Consortium (DBC), which launched a public campaign on this in April. That campaign secured the support of over 118,000 people for a 38 Degrees online petition and was covered in *The Guardian*, *Independent*, *Mirror* and *Daily Express*, as well as numerous local newspapers. We focussed our evidence to the select committee's inquiry on DWP's response to Covid-19 on this issue and were pleased to see it was the central recommendation in the committee's final report.

Both Labour and the SNP front bench teams have challenged ministers on it regularly since then and the Government's own Social Security Advisory Committee (SSAC) wrote publicly to ministers in July stating that *"it is increasingly untenable for this group of claimants to be excluded and to continue to have a lower level of income than those in receipt of UC or Working Tax Credit"*. Z2K continues to campaign strongly on this issue both in our own name and through our leading role on the DBC. Towards the end of the year, we launched our first ever "email your MP" action, which saw nearly 4,000 take the action.

Universal Credit

With a growing number of UC claimants approaching us for advice and assistance with their claim, Z2K has now built a strong evidence base for our work in this area. This builds on the Advertising Standards Authority's judgment on our complaint at the end of 2019 that DWP's "UC uncovered" adverts in *The Metro* were "misleading" and "unsubstantiated" and must not be published again. We were able to recruit an additional Policy and Campaigns Officer to focus on this area in 2020.

The initial work included in-depth interviews with more than 20 clients in receipt of UC. That led to detailed written evidence for both the Lords Economic Affairs Select Committee and the Work and Pensions Select Committee, featuring powerful testimony from those clients themselves about the difficulties they have experienced with their UC claim. This goes far beyond the initial five-week wait emphasised by others, raising concerns about the digital barriers, conditionality, Advance Payments and Managed Payments to Landlords.

This work then formed the starting point for a research report on UC, *Blunt Bureaucratic & Broken: how UC is failing those in vulnerable situations*, which was published at the beginning of December. It was launched through a webinar, another first for Z2K, which featured moving speeches by two of the clients interviewed and Stephen Timms MP, Chair of the Work and Pensions Select Committee. Over 100 MPs, researchers, councillors, think tank and voluntary sector staff attended, with most offering positive feedback, especially about our client's contributions. We will continue to share our research findings with Parliamentarians and other key stakeholders seeking to influence key reforms of UC.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

Policy and Campaigns Achievements - continued

Disability Benefit Assessments

Z2K's principal objective over this period was originally to use the promised Health and Disability Green Paper to secure a commitment to fundamental reform of ESA and Personal Independence Payment (PIP) assessments, and the decision-making process including Mandatory Reconsideration. The pandemic caused the DWP to delay publication of the Green Paper and so there has been less opportunity for public campaigning than we expected. Additionally, the DWP suspended most assessments for three or four months at the height of the pandemic and rolled on many claimants' existing entitlement.

However, we have been preparing the ground for this campaign by meeting with other advice agencies and local disabilities organisations in those areas whose MPs we will be seeking to influence. We also had the opportunity to present evidence to the Work and Pensions Select Committee on this issue at a special one-off session in March and met both Labour and SNP spokespeople to discuss our call for fundamental reform in more detail. As part of the DBC, we have also been meeting officials drafting the Green Paper and helped contribute to a briefing note outlining the specific reforms needed.

Housing Benefit and Private Rented Sector (PRS)

In the select committee session in March, MPs also questioned our Director of Policy and Campaigns about the DWP's response to Covid-19. As well as arguing for an uplift in ESA, JSA and UC, he made the case for an end to the freeze on Local Housing Allowance rates (LHA) of Housing Benefit for tenants in the PRS and for the Benefit Cap to be suspended. We were pleased when the DWP agreed to set LHA rates back at the 30th percentile for 2020/21 and raise the overall caps, but still want them to be fixed back to the median. The select committee also endorsed our call for the suspension of the Benefit Cap, which would inevitably hit many more newly unemployed families once their nine-month "grace period" expires.

Our Tenants Voice and Campaigns Officer has been empowering some of those clients we have brokered tenancies for in the PRS in recent years to be involved in the debate about reform of the sector. From the start of the lockdown she took these group sessions online. The result was #LifeAfterLockdown - a short campaign in July - with tenants themselves describing their experience of living at the bottom end of the PRS with benefit levels that don't cover the rent. These video and audio clips were widely shared by other organisations in the sector, politicians and other supporters. The clients involved said this has given them confidence to become more involved in our future campaigns and they will be involved in the new Renters Reform Coalition being convened by the Nationwide Foundation.

"There aren't many people who have dealt with my moods and had the patience to allow me to express myself in the way I have here. The normality that we had around the project - during lockdown, made me feel like this was very important. Your belief in me let me know that I deserved to be heard." - client feedback.

VOLUNTEERS

We remain grateful to our long-term volunteers. Unfortunately, due to the Covid-19 pandemic and requirement for remote working, there have been limited opportunities for regular volunteering. We had seven in-house volunteers in 2020 of which three still remain with us, working remotely. We wish to thank the four volunteers who left in 2020 for all their work and wish them well in their future endeavours. We remain immensely grateful for the pro bono support from 11 corporate law firms who support us to represent clients appealing negative benefits decisions. The number of volunteers supporting us in a pro bono capacity increased slightly during the pandemic and we developed our training for the Tribunal's Project to be delivered digitally, which has helped to meet this increase in interest. We have also developed new ways of working with our existing pro bono volunteers, training them to help clients with form filling and completing mandatory reconsiderations. We continue to work with law students at two universities as well and we hope to continue to grow our volunteering opportunities in 2021 as we expect an increase in demand for our services.

In addition to traditional volunteering, we benefitted from other forms of pro bono support. In particular we are grateful to Ilona and James Wylie who have been working with us to create a new website, helping us to better illustrate our work and our impact. This new site will also provide clients with an improved user journey, and is due to be launched in 2021. We are extremely grateful to Ilona and James for their expertise and time in producing this new site.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE – continued

PARTNERSHIPS

In 2020 we continued our partnership with South West London Law Centres, Ace of Clubs and Katherine Low Settlement to deliver wrap-around support to clients across all these organisations via remote working. This work is funded by the Big Lottery, *Help Through Crisis* Project. We also continued to work with Westminster Citizens Advice Bureau (CAB), attending their Advice Shop outreach clinics before the Covid-19 pandemic placed these sessions on hold. Whilst no formal partnerships have been established, we experienced an increasing number of referrals from social prescribers and crisis navigators.

We continue to be active members of the London Child Poverty Alliance, 4in10 and End Child Poverty Coalition, working together to ensure a stronger voice in the sector on issues concerning child poverty. We also continue to contribute to the work of the DBC, to work with others to challenge unfairness in the benefits system. Additionally, Z2K has joined the newly-formed Renters Reform Coalition, which is bringing together those who want to see the Government urgently bring forward legislation to end the use of section 21 "no fault" evictions in the PRS as well as push for wider reforms to protect tenants. Further, we are active members of the Advice Sector panel of the Administrative Justice Council and the JUSTICE Welfare Reform Working Group.

OUR FUNDERS AND SUPPORTERS

We remain extremely grateful to our patrons for their support. We are also grateful to all individual donors, including all those who donate during the annual London Legal Walk and to those who generously donated to our Christmas appeal. The London Legal Walk usually takes place in summer and is organised by the London Legal Support Trust - supporting those in the legal community to raise funds for advice and legal help for those who otherwise cannot afford it. Unfortunately, due to the Covid-19 pandemic the legal walk was unable to take place in 2020. However, we are incredibly grateful to all those who raised vital funds by participating in the alternative challenges organised in place of the walk. We are also immensely grateful for the generosity of all those who donated to the fund established in memory of our founder, the Reverend Paul Nicolson, and of course to his family for their ongoing support.

The majority of our funding continues to be secured via trust and foundation grants, and whilst we explore ways in which to diversify our income, we also focus on identifying new funders whose strategic aims are aligned to the outcomes that we want to achieve.

We would not be able to continue our valuable work without our main grant supporters and in 2020 these were: Oak Foundation, Esmee Fairbairn Foundation, Henry Smith Charity, Nationwide Foundation, Trust for London, City Bridge Trust, John Ellerman, AB Charitable Trust, A Foundation advised by Porticus UK, Tudor Trust, Westminster Foundation, Lloyds Bank Foundation, Allen and Overy Foundation, the Nationwide Building Society and the London Community Foundation. We are also grateful for the ongoing support of The Strand Parishes Trust, the Westminster Amalgamated Trust, Hyde Park Place Estate Charity, Edward Harvist Trust, LHA London, and the London Legal Support Trust.

As mentioned previously, we have also received pro bono support from corporate law firms who have represented many of our clients at benefit appeal tribunal hearings, leading to donations to Z2K from: Charles Russell Speechlys LLP, Freshfields Bruckhaus Deringer LLP, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, Osborne Clarke LLP, Shearman & Sterling (London) LLP. We are also grateful to Brian Cave Leighton LLP for their ongoing support and to Cooley (UK) LLP and Hogan Lovells for their continued support of our Tribunal Project. Z2K was also introduced to Visa through our partnership with Morrison & Foerster, which has led to funding through the Benevity platform.

Z2K is registered with the Fundraising Regulator, an independent, non-statutory body that regulates fundraising across the charitable sector.



THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

FINANCIAL REVIEW

Financial statements

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

Statement of financial activities

The Statement of financial activities is shown on page 20 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £941,878 (2019: £680,492), with the continued support of various grant providers being the charity's main income. This large increase in income was not expected and the charity has been very fortunate to receive additional core funding to assist with the impact of the Covid-19 pandemic and the predicted increase in need for our services in the coming year. We are very grateful to our Landlords for the generous partial rent waiver which helped with the costs of our office expansion.

The total expenditure for the year was £749,972 (2019: £605,667). Expenditure has increased again over the previous year, reflecting the continuing growth and development in the charity's work. The charity has grown in terms of its staff base. Additional office space has been needed to aid this expansion and to meet Covid-19 related health and safety needs. The charity has also invested in staff IT needs, especially in terms of facilitating remote working during the pandemic. However, expenditure is below budgeted expenditure. The charity took measures early in the pandemic to prepare for potential financial shocks, for example through a temporary recruitment freeze.

Our cost of delivering charitable activities is divided into direct costs and support costs. Direct costs are those directly incurred when implementing charitable activities. Support costs are costs not directly related to a specific activity. Of our total expenditure incurred for charitable activities of £705,704, 79.2% constituted direct costs, and 20.8% support costs. Our support costs cover items including staff training and office costs, expenditure essential to the effective delivery of charitable activities.

Principal funding sources

The charity is dependent upon grants and donations from individual donors and institutions. A full list of grants and donations received is set out in note 4 to the accounts.

Balance sheet

The above result led to a surplus of £191,906 (2019: £74,825), which has resulted in a combined fund balance of £447,139 (2019: £255,233) at the year-end. This gives a free-reserves figure of £421,085, which equates to the unrestricted reserves fund balance of £422,316 less the charity's fixed assets of £1,231.

Current assets this year have increased significantly to £714,784 (2019: £483,239) due to healthier cash at bank figure of £502,913 (2019: £441,418) but also a timing difference of secured grants receivable of £170,000 this year (2019: £4,537). This primarily consists of one secured grant of £160,000 covering 2020/21 activities for which payment is pending receipt of audited 2020 accounts. An analysis of the net assets of the funds can be found in note 24, with the movements with each fund detailed in note 25 pages 32-33.

Future outlook

The Covid-19 pandemic has brought unprecedented challenges and change to not only the advice sector and frontline services but also the fundraising landscape. In 2020, the charity had to move quickly to respond to the pandemic, rapidly adapting ways of working and recalibrating fundraising activity to navigate a quickly evolving environment.

Whilst the fundraising landscape remains challenging, as funds for advice services are generally being reduced and in the context of an ever more challenging economic environment impacting giving from individuals, corporates and charitable trusts, the charity maintains a strong financial position with cash reserves at year-end of £502,913 (2019: £441,318), a combined fund balance of £447,139 (2019: £255,233), and free reserves of £421,085 (2019: £248,005) which is roughly equivalent to six months of total budgeted expenditure for 2021.

These reserves have been boosted this year by approx. £94,000 received in grants and donations specifically in the wake of the Covid-19 pandemic and will be used to ensure that our work can continue when the need increases across 2021 as the impact of the pandemic continues to be felt and Government crisis measures on social security and housing are withdrawn.

Our income tracker includes our pipeline of grant funding applications. The charity uses this to monitor our projected income against the income figures used to prepare our budgets. The trustees regularly review its contingency plans for how expenditure would be reduced in the event of significant shortfalls in projected income.

THE ZACCHAEUS 2000 TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

FINANCIAL REVIEW - Continued

The majority of our income comes from trust and foundation grants, and we are also working with new funders. Based on the charity's 2021 income tracker and budgets, the charity expects to generate £827,558 of income and £869,098 of expenditure, resulting in a deficit of £41,541. This predicted deficit would be covered by the additional funding the charity received in 2020 to support the expected increase in services due to the pandemic.

Investment policy and objectives

The charity's Articles of Association does not confer any specific rights or restrictions on us as trustees in respect of investing its funds. The funds received by the charity during the year under review were not sufficient to justify separate investment, other than to be placed on deposit with the charity's bankers.

Reserves policy

The trustees aim to maintain an amount on general fund equivalent to three - six months of expenditure, although this is dependent on the level of donations received. At 31 December 2020, the charity held approximately six months (2019: 4 months) of total projected annual expenditure in unrestricted free reserves figure of £421,085.

Risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the governance, operation and finances of the charity as well as external factors. Risks are assessed in terms of impact and likelihood and are reviewed at least quarterly by the Finance and Risk Sub-committee, and annually by all the trustees. Going forward we have identified the following key risks and have put plans in place to mitigate:

- 1. Dependency on income sources and loss of income:** We recognise that the majority of our income comes from trusts and foundations. To avoid dependency on a few donors, we have increased the range of trusts and foundations who fund us, particularly in relation to multi-year funding. Our fundraising manager has successfully worked to diversify our income streams by building relationships with corporate donors and delivering individual giving fundraising campaigns. We seek to continue this diversification work in 2021 and will develop a refreshed fundraising plan. Our reserves policy and linked financial planning, alongside a range of one-off grants and donations in response to the Covid-19 pandemic, will support the charity to meet its commitments in 2021 and continue to deliver vital advice and support services.
- 2. Demonstrating impact:** We know that as a small charity with a huge ambition to challenge unfairness across the breadth of the social security system, it is important that we are clear about what we have achieved. We have structured our outcomes, evidence indicators and how we measure impact to be able to demonstrate more clearly the difference that we make. Casework staff and the senior management team regularly review and analyse data. In 2020, we recruited a new member of staff who provides further support on this important work and we have committed to a monitoring and evaluation review in 2021 with a view to further developing monitoring and evaluation methods and tools.
- 3. Loss of key staff:** as a small charity, in a competitive environment, we know that we have to work hard to retain key staff. In 2020, we reviewed staff benefits and introduced an Employee Assistance Programme to support staff wellbeing, Life Insurance and Income Protection cover for all employees, We also restructured our pension contributions to a salary exchange model, calculated on basic pay rather than qualifying earnings and a matched contribution to 5%. This means an increased pension contribution to staff that does not affect their take-home pay. Z2K also committed to a generous staff pay award in 2021 despite the challenging external economic environment. In addition, we have made improvements to how we work and implemented measures to support staff communications and support whilst working remotely.
- 4. Impact of Covid-19 pandemic on service delivery:** The Covid-19 pandemic has brought unprecedented challenges and change to the advice sector and frontline services. In 2020, the Charity moved quickly to respond to the pandemic, rapidly adapting ways of working to ensure we could continue to provide vital support on social security and housing matters. Whilst face-to-face interaction remains largely on hold, we extended our enquiries line and adapted our support services to engage with clients virtually. We improved our IT systems and hardware as well as our data security measures and staff training to facilitate this and have supported client digital inclusion. In addition, we have engaged in further outreach to improve referral pathways to ensure that those in most need of our support can reach us.

THE ZACCHAEUS 2000 TRUST

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020**

FINANCIAL REVIEW - Continued

PLANS FOR THE FUTURE

The Covid-19 pandemic has had a swift and seismic impact, leaving even more people in need of adequate and dignified social security and housing systems. At the point of presenting our annual accounts, we know we will need to continue to respond to problems in the benefits system following the Covid-19 pandemic and what this will mean for the welfare benefits system in the UK. The deep-seated problems with these systems have been laid bare and services like ours are experiencing an increase in demand as more and more people require support to access their legal rights and entitlements.

As we move forward, we will continue to embed our way of working which combines casework - directly helping thousands of people access justice - with policy influencing and campaigning - pursuing transformative change for hundreds of thousands nationally. We use the evidence generated from our direct casework to inform our campaigning and influencing activities, seeking to secure reform to the policies and practices that deny people the support to which they are entitled, pushing them further into poverty and destitution.

We will have a renewed focus on supporting experts-by-experience to shape our services and also take a more active leadership role in our policy and campaigning work. We will continue to find new ways of supporting our clients to speak out and directly shape our policy and campaigns as well as improve their representation at strategic and board levels.

THE ZACCHAEUS 2000 TRUST

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020**

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of The Zacchaeus 2000 Trust 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) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 FRS102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records, 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.

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

Statement as to Disclosure of Information to Auditors

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

Myrus Smith was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Small Companies

This Trustees report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Michael G McAteer – Chair of the Board of Trustees of The Zacchaeus 2000 Trust

29 April 2021



**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF
THE ZACCHAEUS 2000 TRUST**

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2020, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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, 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 December 2020, 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 of 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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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' annual 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' annual report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE ZACCHAEUS 2000 TRUST

Matters on which we are required to report by exception

In the light of our 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' annual 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, 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 it 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.

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 specific procedures for this engagement and the extent to which these 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.
- 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 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 auditor's report.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF
THE ZACCHAEUS 2000 TRUST**

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 BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditors
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

29 April 2021

THE ZACCHAEUS 2000 TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	72,492	45,000	117,492	58,716
Charitable activities					
Grants	4	319,024	482,931	801,955	584,828
Other trading activities	5	6,647	14,766	21,413	31,814
Investments	6	1,018	-	1,018	721
Other		-	-	-	4,413
Total		<u>399,181</u>	<u>542,697</u>	<u>941,878</u>	<u>680,492</u>
EXPENDITURE ON					
Raising funds:	7	44,268	-	44,268	40,937
Charitable activities					
Activities	8	92,157	613,547	705,704	564,730
Total		<u>136,425</u>	<u>613,547</u>	<u>749,972</u>	<u>605,667</u>
NET INCOME/(EXPENDITURE)		262,756	(70,850)	191,906	74,825
Transfers between funds	25	(93,563)	93,563	-	-
NET MOVEMENT IN FUNDS		169,193	22,713	191,906	74,825
RECONCILIATION OF FUNDS					
Total funds brought forward	25	253,123	2,110	255,233	180,408
TOTAL FUNDS CARRIED FORWARD		<u>422,316</u>	<u>24,823</u>	<u>447,139</u>	<u>255,233</u>

All activities relate to continuing operations.

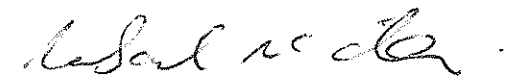
THE ZACCHAEUS 2000 TRUST
Registered number: 05442501

BALANCE SHEET
AT 31 DECEMBER 2020

	Notes	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
FIXED ASSETS					
Tangible assets	20	1,231	-	1,231	5,118
		1,231	-	1,231	5,118
CURRENT ASSETS					
Debtors	21	188,932	22,939	211,871	41,921
Cash at bank and in hand		416,499	86,414	502,913	441,318
		605,431	109,353	714,784	483,239
CREDITORS					
Amounts falling due within one year	22	(184,346)	(84,530)	(268,876)	(233,124)
NET CURRENT ASSETS		421,085	24,823	445,908	250,115
TOTAL ASSETS LESS CURRENT LIABILITIES		422,316	24,823	447,139	255,233
NET ASSETS		422,316	24,823	447,139	255,233
TOTAL FUND OF THE CHARITY					
Unrestricted funds	24			422,316	253,123
Restricted funds				24,823	2,110
TOTAL FUNDS	25			447,139	255,233

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

Approved by the Board of Trustees on 29 April 2021 and signed on its behalf by:



Michael G McAteer (Chair) – Trustee



Kay Z Lau (Treasurer) – Trustee

THE ZACCHAEUS 2000 TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 £	2019 £
Cash flows from operating activities:		
Net cash provided by (in use) operating activities	<u>61,595</u>	<u>249,014</u>
	61,595	249,014
Cash flows from investing activities		
Purchase of fixed assets	<u>-</u>	<u>(3,133)</u>
Cash provided by (used in) investing activities	<u>-</u>	<u>(3,133)</u>
Change in cash and cash equivalents in the year	<u>61,595</u>	<u>245,881</u>
Cash and cash equivalents at the start of the year	<u>441,318</u>	<u>195,437</u>
Cash and cash equivalents at the end of the year	<u>502,913</u>	<u>441,318</u>

CASH FLOW NOTES

	2020 £	2019 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	191,906	74,825
Adjustments for:		
Add back depreciation charge	3,887	4,155
(Increase) /decrease in debtors	(169,950)	75,552
Increase in creditors	<u>35,752</u>	<u>94,482</u>
Net cash used in operating activities	<u>61,595</u>	<u>249,014</u>

	2020 £	2019 £
Analysis of cash and cash equivalents		
Bank and cash in hand	<u>502,913</u>	<u>441,318</u>
Total cash and cash equivalents	<u>502,913</u>	<u>441,318</u>

The notes on pages 23 to 35 form part of these financial statements

1. ACCOUNTING POLICIES

1.1 Company status

The Zacchaeus 2000 Trust is a charitable company limited by guarantee and registered in England and Wales. The registered office and company registration number are detailed on page 1.

1.2 Basis of preparation

The Zacchaeus 2000 Trust meets the definition of a public benefit entity under 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 presented in sterling, which is the functional currency of the charity.

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 presented unless otherwise stated.

1.3 Preparation of the accounts on a going concern basis

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees have made this assessment taking into account the Charity's unrestricted reserves, secured funding going forward and current and planned activities.

1.4 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for specific purposes. Designated funds are unrestricted funds set aside by the trustees for specific purposes. Restricted funds are funds whose use is restricted to specific purposes according to the grant terms of the specific restrictions imposed by the donor or which have been raised for a particular purpose. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 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 receipt of the income is considered probable; and
- The amount can be measured reliably.

Income received in advance of a project or other specified service is deferred until the criteria for income recognition are met (see Note 23, page 31).

1.7 Expenditure recognition

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

- Costs of raising funds which comprise those costs associated with seeking donations, grants and other fundraising costs;
- Expenditure on charitable activities, which comprises the costs of running the various activities and services for the charity's beneficiaries.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES – continued

1.8 Allocation of support costs

Support costs are apportioned on the basis of staff time. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the trust's charitable activities (see notes 8,10 and 12, pages 27 and 28).

1.9 Volunteers and donated services

A certain amount of time is expended on the charity's activities, which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the accounts.

1.10 Tangible fixed assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

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

Asset Category	Annual Rate
Computers	- 33.33% on cost
Fixtures and fittings	- 25% on cost

1.11 Financial instruments

The charity only has financial instruments of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account, as well as cash in hand held by charity at the year end.

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are recognised at the invoiced cost prepaid.

1.14 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

1.16 Leases

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

1.17 Pensions

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

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

2. INCOME FROM DONATIONS AND LEGACIES		2020	2019
		£	£
Restricted			
Corporate Donations		<u>45,000</u>	<u>18,000</u>
		<u>45,000</u>	<u>18,000</u>
Unrestricted			
Corporate Donations		46,167	9,550
Individual Donations		<u>26,325</u>	<u>31,166</u>
		<u>72,492</u>	<u>40,716</u>
 3. INCOME FROM CHARITABLE ACTIVITIES			
	Activity	2020	2019
		£	£
Grants	Core Activities	319,024	175,814
Grants	Casework and Support Services	276,246	269,257
Grants	Policy and Campaigning	200,281	137,500
Grants	Relief of Poverty	<u>6,404</u>	<u>2,257</u>
		<u>801,955</u>	<u>584,828</u>
 4. GRANTS			
		2020	2019
		£	£
Restricted		482,931	409,014
Unrestricted		<u>319,024</u>	<u>175,814</u>
		<u>801,955</u>	<u>584,828</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

4. GRANTS – continued	2020 £	2019 £
Restricted		
ACTs 435 - Small Grants	4,545	-
Allen & Overy Foundation	25,000	10,000
The City Bridge Trust	45,000	50,000
City of Westminster Council Ward Funding	19,844	16,639
Clapham Relief Fund - Small Grants	359	-
Clifford Chance Foundation	-	7,000
Esmee Fairbairn Foundation	50,000	37,500
Glasspool Charity Trust – Small Grants	-	957
Henry Smith Foundation	50,000	50,000
Hyde Park Place Estate Charity	5,000	3,000
John Ellerman Foundation	20,000	20,000
LHA London	15,000	25,000
Lloyds Bank Foundation	25,000	25,000
London Catalyst	1,500	1,300
Mrs Smith & Mount Trust	-	6,934
Nationwide Building Society – London Community Foundation Grant	28,747	-
Nationwide Foundation	50,000	25,000
A Foundation advised by Porticus UK	30,000	30,000
South West London Law Centres	52,936	36,525
Strand Parishes Trust	5,000	5,000
Trust for London	50,000	50,000
Westminster Amalgamated Charity	5,000	9,159
	<u>482,931</u>	<u>409,014</u>
Unrestricted		
Edward Harvist Trust	-	2,000
Esmee Fairbairn Foundation	28,700	-
Garden Court Chambers	-	2,000
LHA London	5,000	-
Lloyds Bank Foundation	14,718	-
London Community Foundation	23,306	-
London Legal Support Trust	10,000	10,000
Oak Foundation	160,000	108,250
The A B Charitable Trust	20,000	20,000
The Fitzer Lacy Trust	-	3,000
Tudor Trust	30,000	-
Westminster Connect	-	2,000
Westminster Foundation	27,300	28,564
	<u>319,024</u>	<u>175,814</u>
	<u>801,955</u>	<u>584,828</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

5. OTHER TRADING ACTIVITIES

	2020	2019
	£	£
Corporate law firms contributions	8,525	14,345
Fundraising events and activities	3,287	6,482
Training and workshops	3,150	6,084
Recharges and hardship claims	<u>6,451</u>	<u>4,903</u>
	<u>21,413</u>	<u>31,814</u>

Income earned from other activities was £21,413 (2019: £31,814) of which £6,647 related to unrestricted funds (2019: £7,558) and £14,766 related to restricted funds (2019: £24,256).

6. INVESTMENT INCOME

	2020	2019
	£	£
Bank Interest - unrestricted	<u>1,018</u>	<u>721</u>
	<u>1,018</u>	<u>721</u>

The £1,018 (2018: £919) arises from money held in interest bearing deposit accounts and all relates to unrestricted funds.

7. RAISING FUNDS

	2020	2019
	£	£
Campaign expenses	-	1,371
Fundraising costs	2,725	1,541
Wages and salaries	39,865	37,159
Pension costs	<u>1,678</u>	<u>866</u>
	<u>44,268</u>	<u>40,937</u>

Of the £44,268 expenditure recognised in the year (2019: £40,937), £44,268 (2019: £39,566) was charged to unrestricted funds and £Nil (2019: £1,371) was charged to restricted funds.

8. EXPENDITURE BY CHARITABLE ACTIVITIES

		2020	2019
		£	£
Cost directly allocated	Activity		
	Core Activities	33,194	10,429
Cost directly allocated	Casework and Support Services	350,252	306,159
Cost directly allocated	Policy and Campaigning	169,097	106,544
Cost directly allocated	Relief of Poverty	<u>6,415</u>	<u>2,389</u>
		<u>558,958</u>	<u>425,521</u>
Support costs allocated	Activity		
	Core Activities	58,963	29,846
Support costs allocated	Casework and Support Services	60,769	79,530
Support costs allocated	Policy and Campaigning	<u>27,014</u>	<u>29,833</u>
		<u>146,746</u>	<u>139,209</u>
		<u>705,704</u>	<u>564,730</u>

Support costs, which are costs not directly related to a specific activity, are allocated based on the proportion of staff (calculated based on staff numbers) working across the three activities as follows: Casework and Support Services 52.94% (2019: 57.14%); Policy and Campaigning 23.53% (2019: 21.43%); and Core Activities 23.53% (2019: 21.43%).

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

9. DIRECT CHARITABLE EXPENDITURE

	2020	2019
	£	£
Staff and related costs	508,171	417,153
Direct Project costs	35,352	4,073
Premises costs	1,072	1,684
Office admin costs	8,690	2,174
Professional fees and other costs	<u>5,673</u>	<u>437</u>
	<u>558,958</u>	<u>425,521</u>

10. SUPPORT COSTS

	2020	2019
	£	£
Staff and related costs	47,611	39,665
Premises costs	50,266	55,406
Office admin costs	29,395	26,896
Professional fees and other costs	10,594	11,287
Governance costs	4,993	1,800
Depreciation	<u>3,887</u>	<u>4,155</u>
	<u>146,746</u>	<u>139,209</u>

11. PROFESSIONAL FEES AND OTHER COSTS

	2020	2019
	£	£
Accountancy and Bookkeeping	9,692	8,603
AQS Monitoring Audit costs	1,500	-
Bank Charges	162	274
Consultancy costs	3,998	2,039
Subscriptions	<u>915</u>	<u>808</u>
	<u>16,267</u>	<u>11,724</u>

12. GOVERNANCE COSTS

	2020	2019
	£	£
Accounts Preparation	1,350	1,200
Audit fee	3,420	-
Independent Examiner fee	-	600
Trustees Meetings	<u>223</u>	<u>-</u>
	<u>4,993</u>	<u>1,800</u>

13. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2020	2019
	£	£
Audit fee	3,420	-
Independent Examiner	-	600
Operating lease rentals	46,758	51,236
Depreciation	<u>3,887</u>	<u>4,155</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

14. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	512,985	442,156
Social security costs	44,281	35,327
Pension costs	<u>20,730</u>	<u>13,020</u>
	<u>577,996</u>	<u>490,503</u>

No employee had employee benefits in excess of £60,000 (2019: 1 in the £70,000-£80,000 band).

No trustees (2019: no trustee) received re-imbursement of expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on page 5). The total employee benefits of the key management personnel of the charity were £151,595 (2019: £146,458).

15 STAFF NUMBERS

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2020	2019
	Number	Number
Senior Management Team	3	3
Direct Charitable	11	10
Administrative and Support	<u>3</u>	<u>2</u>
	<u>17</u>	<u>15</u>

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £Nil). During the year, no trustees were reimbursed for disbursements (2019 £Nil) in respect of fundraising and other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

17. PENSION COSTS

The charity has a defined contribution pension scheme, which all employees are entitled to join. The charity contributes 4% and the employees contributed a minimum of 4% and employees may make further additional voluntary contributions.

During the year ended 31 December 2020, the charity's total contributions amounted to £20,730 (2019: £13,020).

The trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's on-going activities

18. TRANSACTIONS AND RELATED PARTIES

There were no material related party transactions during the year.

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2019) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	40,716	18,000	58,716
Charitable activities			
Grants	175,814	409,014	584,828
Other trading activities	7,558	24,256	31,814
Investments	721	-	721
Other	3,030	1,383	4,413
Total Income	<u>227,839</u>	<u>452,653</u>	<u>680,492</u>
EXPENDITURE ON			
Raising funds:			
Charitable activities	39,566	1,371	40,937
Core Activities	40,275	524,455	564,730
Total	<u>79,841</u>	<u>525,826</u>	<u>605,667</u>
NET INCOME/(EXPENDITURE)	<u>147,998</u>	<u>(73,173)</u>	<u>74,825</u>
Transfers between funds	(74,424)	74,424	-
NET MOVEMENT IN FUNDS FOR THE YEAR	<u>73,574</u>	<u>1,251</u>	<u>74,825</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

20. TANGIBLE FIXED ASSETS

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2020	31,633	1,731	33,364
Additions	-	-	-
Disposals or scrapped	<u>(1,680)</u>	<u>(327)</u>	<u>(2,007)</u>
At 31 December 2020	<u>29,953</u>	<u>1,404</u>	<u>31,357</u>
DEPRECIATION			
At 1 January 2020	26,889	1,357	28,246
Charge for year	3,699	188	3,887
Disposals or scrapped	<u>(1,680)</u>	<u>(327)</u>	<u>(2,007)</u>
At 31 December 2020	<u>28,908</u>	<u>1,218</u>	<u>30,126</u>
NET BOOK VALUE			
At 31 December 2020	<u>1,045</u>	<u>186</u>	<u>1,231</u>
At 31 December 2019	<u>4,744</u>	<u>374</u>	<u>5,118</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Grants receivable	170,000	4,537
Other debtors	17,500	21,332
Prepaid expenses	<u>24,371</u>	<u>16,052</u>
	<u>211,871</u>	<u>41,921</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	15,023	2,639
Social security and other taxation	14,095	12,384
Other creditors	29,878	29,707
Deferred income	204,388	184,639
Accrued expenses and deferred income	<u>5,492</u>	<u>3,755</u>
	<u>268,876</u>	<u>233,124</u>

23. DEFERRED INCOME

	2020 £	2019 £
Opening deferred income	184,639	109,111
Amounts deferred in the year	593,738	660,356
Released to income	<u>(573,989)</u>	<u>(584,828)</u>
Closing deferred income	<u>204,388</u>	<u>184,639</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2020 Total Funds £	2019 Total Funds £
Fixed assets	1,231	-	1,231	5,118
Current assets	605,431	109,353	714,784	483,239
Current liabilities	<u>(184,346)</u>	<u>(84,530)</u>	<u>(268,876)</u>	<u>(233,124)</u>
	<u>422,316</u>	<u>24,823</u>	<u>447,139</u>	<u>255,233</u>

Comparative year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2019 Total Funds £	2018 Total Funds £
Fixed assets	5,118	-	5,118	6,140
Current assets	430,250	52,989	483,239	312,910
Current liabilities	<u>(182,245)</u>	<u>(50,879)</u>	<u>(233,124)</u>	<u>(138,642)</u>
	<u>253,123</u>	<u>2,110</u>	<u>255,233</u>	<u>180,408</u>

25. MOVEMENT IN FUNDS – current year

	At 1/1/20 £	Net movement in funds £	Transfers between funds £	At 31/12/20 £
Unrestricted funds:				
General Fund	<u>253,123</u>	<u>262,756</u>	<u>(93,563)</u>	<u>422,316</u>
	253,123	262,756	(93,563)	422,316
Restricted funds				
Relief of Poverty Fund	2,110	(11)	-	2,099
Casework and Support Services	-	(75,009)	87,069	12,060
Policy and Campaigning	-	4,170	6,494	10,664
	<u>2,110</u>	<u>(70,850)</u>	<u>93,563</u>	<u>24,823</u>
TOTAL FUNDS	<u>255,233</u>	<u>191,906</u>	<u>-</u>	<u>447,139</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted fund				
General fund	<u>399,181</u>	<u>(136,425)</u>	-	<u>262,756</u>
	399,181	(136,425)	-	262,756
Restricted funds:				
Relief of Poverty Fund	6,404	(6,415)	-	(11)
Casework and Support Services	336,012	(411,021)	-	(75,009)
Policy and Campaigning	<u>200,281</u>	<u>(196,111)</u>	-	<u>4,170</u>
	<u>542,697</u>	<u>(613,547)</u>	-	<u>(70,850)</u>
TOTAL FUNDS	<u>941,878</u>	<u>(749,972)</u>	<u>-</u>	<u>191,906</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

25. MOVEMENT IN FUNDS – prior year				
	At 1/1/19 £	Net movement in funds £	Transfers between funds £	At 31/12/19 £
Unrestricted funds:				
General Fund	<u>179,549</u>	<u>147,998</u>	<u>(74,424)</u>	<u>253,123</u>
	179,549	147,998	(74,424)	253,123
Restricted funds				
Relief of Poverty Fund	859	1,251	-	2,110
Casework and Support Services	-	(74,176)	74,176	-
Policy and Campaigning	-	(248)	248	-
	<u>859</u>	<u>(73,173)</u>	<u>74,424</u>	<u>2,110</u>
TOTAL FUNDS	<u>180,408</u>	<u>74,825</u>	<u>-</u>	<u>255,233</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted fund				
General fund	<u>227,839</u>	<u>(79,841)</u>	-	<u>147,998</u>
	227,839	(79,841)	-	147,998
Restricted funds:				
Relief of Poverty Fund	3,640	(2,389)	-	1,251
Casework and Support Services	311,513	(385,689)	-	(74,176)
Policy and Campaigning	<u>137,500</u>	<u>(137,748)</u>	-	<u>(248)</u>
	<u>452,653</u>	<u>(525,826)</u>	-	<u>(73,173)</u>
TOTAL FUNDS	<u>680,492</u>	<u>(605,667)</u>	<u>-</u>	<u>74,825</u>

THE ZACCHAEUS 2000 TRUST

NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020

26. FUND DESCRIPTION

Unrestricted funds

The charity holds unrestricted funds for its general expenditure and some of the grant funding received is to support the core activities of the charity. The transfer of £93,563 from the general fund to the various restricted funds is to support the various charitable activities that the charity undertakes.

Grants were received this year from Esmee Fairbairn Foundation, LHA London, Lloyds Bank Foundation, London Community Foundation, London Legal Support Trust Funds, Oak Foundation, The A B Charitable Trust, Tudor Trust, and Westminster Foundation for general core costs and to assist with the continuing Covid-19 crisis.

Restricted funds:

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, ACTs 435 and the Clapham Relief Fund. The funds are used to defray the debts of the poorest and most vulnerable members of society. Direct donations to individuals are also occasionally made to relieve poverty.

The Casework and Support Services fund incorporates four areas of our charitable work – General Casework, Tribunal Project, PRAS and Wrap Around Support. Grants and donations received specifically for these services enable our staff to support the prevention of poverty and homelessness by providing advice and representation for people regarding their social security and housing issues. The Tribunals project specifically supports clients appeal negative benefits decisions at the Social Security Tribunal with representation from pro bono lawyers. The Private Rented Sector Access Scheme (PRAS) seeks to broker and support tenancies between landlords and single homeless people, and the Wrap Around project, gives additional support to help clients address broader challenges and address acute income crises.

The Policy and Campaigning fund consists of grants and donations received which enable the charity to continue its campaigns calling for immediate change to policies that are actively harming our clients in their everyday lives. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level and we prioritise the issues that impact most on our clients. The funding assists our work to reform the systems and policies that create injustice and drive poverty and homelessness through parliamentary engagement & influencing as well as public campaigns. All our work is practical, evidence based and aimed at enabling our clients to lead stable and dignified lives free from poverty.

Grant funding was received again this year from various grant funders (detailed in note 4 to the accounts) to help fund various staffing posts within the specific projects which the charity undertakes, including funding from the Allen & Overy Foundation, The City Bridge Trust, City of Westminster Council Ward Funding, Esmee Fairbairn Foundation, Henry Smith Charity, Hyde Park Place Estate Charity, John Ellerman Foundation, LHA London, Lloyds Bank Foundation, Nationwide Foundation, A Foundation advised by Porticus UK, South West London Law Centres, Strand Parishes Trust, Trust for London and Westminster Amalgamated Charity.

New grant funding was received this year from Nationwide Building Society through the London Community Foundation grant programme.

27. OPERATING LEASE COMMITMENTS

Total future minimum lease payments for non-cancellable operating leases are as follows:

	2020 £	2019 £
Expiring:		
Within one year	73,579	51,236
Between one and five years	-	-
More than five years	-	-
	<u>73,579</u>	<u>51,236</u>

28. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

THE ZACCHAEUS 2000 TRUST

**NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2020**

29. CONTINGENT ASSETS

Total grant funding awarded as at 31 December 2020 but not yet received and recognised as income due to the recognition criteria not being met amounts to £991,167.

30. CONTINGENT LIABILITIES

Due to an ongoing and unresolved legal claim raised in 2019, the charity is exposed to a contingent loss in the range of £8,800 to £26,300. However, the legal advice given to the charity is that the claim is more than likely to resolve in its favour.

31. LEGAL STATUS OF THE CHARITY

The Zacchaeus 2000 Trust is a private company (Company No: 05442501) incorporated in Great Britain and registered in England and Wales. The charitable company is limited by guarantee and has no share capital. 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 1.

THE ZACCHAEUS 2000 TRUST

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 £	2019 £
INCOME		
Voluntary income		
Donations	117,492	58,716
Activities for generating funds		
Corporate law firms contributions	8,525	14,345
Fundraising	3,287	6,482
Training and workshops	3,150	6,084
Recharges and hardship claims	6,451	9,316
Investment income		
Investment income	1,018	721
Incoming resources from charitable activities		
Grants	<u>801,955</u>	<u>584,828</u>
Total income	941,878	680,492
EXPENDITURE		
Fundraising costs		
Campaign expenses	-	1,371
Fundraising expenses	2,725	1,541
Wages and salaries	39,865	37,159
Pension costs	<u>1,678</u>	<u>866</u>
	44,268	40,937
Costs directly allocated to activities		
Wages and salaries	517,401	440,324
Pension costs	19,052	12,154
Other Staff costs	6,690	2,060
Donations and grants payable	20,378	3,316
Direct project costs	14,974	757
Recruitment	12,639	2,280
Office costs including rent and insurance	51,338	57,090
Office admin costs	38,085	29,070
Accountancy and bookkeeping	11,042	9,803
AQS Monitoring Audit	1,500	-
Audit Fee	3,420	-
Bank charges	162	274
Consultancy	3,998	2,039
Independent examiner	-	600
Subscriptions	915	808
Trustees meeting costs	223	-
Depreciation	<u>3,887</u>	<u>4,155</u>
	<u>705,704</u>	<u>564,730</u>
Total expenditure	<u>749,972</u>	<u>605,667</u>
Net income	<u>191,906</u>	<u>74,825</u>

This page does not form part of the statutory accounts