

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

England & Wales · Charity number 1114403

Details

Other names IVAR

Status Registered

Legal form Charitable company

Company number [05695711](#)

Registered 2006-05-30

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

Contact

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London
SE115RR

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Website www.ivar.org.uk

Activities

Objects: 1) TO ADVANCE EDUCATION IN THE ORGANISATION AND MANAGEMENT OF THE VOLUNTARY SECTOR AND OTHER NOT FOR PROFIT, VOLUNTARY AND COMMUNITY ORGANISATIONS, IN PARTICULAR BUT NOT EXCLUSIVELY THROUGH RESEARCH AND DISSEMINATING THE USEFUL RESULTS FOR THE BENEFIT OF THE PUBLIC; AND2) TO PROMOTE THE VOLUNTARY SECTOR FOR THE BENEFIT OF THE PUBLIC BY:(A) LIASING BETWEEN CHARITIES, VOLUNTARY ORGANISATIONS, GOVERNMENT AGENCIES AND OTHER GROUPS ON RELEVANT ISSUES;(B) PROVIDING TRAINING, CONFERENCES AND SEMINARS ON SUBJECTS RELEVANT TO THE EFFICIENCY OF THE VOLUNTARY SECTOR;(C) ADDRESSING THE NEEDS OF THE VOLUNTARY SECTOR AND ESTABLISHING PROJECTS OR POLICIES TO ADDRESS THEM; AND(D) PROVIDING INFORMATION TO THE PRESS AND THE PUBLIC ON THE OPERATION OF, OR PROBLEMS ENCOUNTERED BY, THE VOLUNTARY SECTOR.THE VOLUNTARY SECTOR MEANS CHARITIES AND VOLUNTARY ORGANISATIONS.

Activities: IVAR's mission:to support the development and sustainability of charities and other voluntary, community and not-for-profit organisations through research, education and training.

Classification

- **How:** Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** NATIONAL
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,022,912	£967,966	£226,815	12
2024-03-31	£904,673	£939,753	£171,869	12
2023-03-31	£832,748	£894,485	£206,949	12
2022-03-31	£805,425	£865,106	£268,686	12
2021-03-31	£1,020,005	£827,789	£328,367	11

Trustees

Name	Role	Appointed
Kamna Muralidharan	Chair	2020-10-14
Andre Delano Clarke		2022-07-19
Anneessa Mahmood		2020-10-14
Palmela Witter		2020-10-14
Rosa Ninella Powloski		2019-02-27
Ruth Stephens		2022-07-19
Sam Brier		2015-05-14
TIMOTHY EDWARD JONES		2012-01-12

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

England & Wales - Charity number 1114403

Accounts

Charity registration number 1114403 (England and Wales)

Company registration number 05695711

**INSTITUTE FOR VOLUNTARY ACTION RESEARCH
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Kamna Muralidharan (Chair) Sam Brier (Deputy Chair) Timothy Jones (Treasurer) André Clarke Anneessa Mahmood Michael Pitchford Rosa Powloski Ruth Stephens Palmela Witter
Company secretary	Ben Cairns
Chief Executive	Ben Cairns
Charity number	1114403
Company number	05695711
Principal address	The Foundry 17 Oval Way London SE11 5RR
Auditor	Begbies 9 Bonhill Street London EC2A 4DJ
Bankers	CAF Bank 25 Kings Hill Avenue Kent ME19 4JQ
Solicitors	Bates Wells London EC4R 1BE

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

CONTENTS

	Page
Trustees' report	1 - 10
Statement of trustees' responsibilities	11
Independent auditor's report	12 - 14
Statement of financial activities	15 - 16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 34

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019).

OVERVIEW

As we reflect on the past year, we do so with a profound sense of purpose and commitment, recognising the persistent and compounding challenges facing the voluntary sector and the communities it supports. The landscape in which our partners operate remains challenging, with charities stretched to the limit and under-resourced despite an exponential growth in demand for their essential services.

Yet amidst these pressures, the voluntary sector continues to demonstrate remarkable dynamism and resilience — adapting swiftly, innovating boldly, and responding with compassion. IVAR's work this year has mirrored that spirit, proactively engaging with change and amplifying the voices of those driving it.

In this environment, IVAR has been driven by our unwavering objective to strengthen the sector through action research, education, and training. The team's ability to respond to need, build learning communities, and share useful and usable insights is a direct result of the real value we continue to experience from our core, unrestricted funding. It is this flexible funding that has created the space for us to be responsive and to proactively identify areas urgently requiring change.

Internally, this has been a year of significant change and deep reflection, with a key focus on operationalising a new strategy. Our work has focused on dual priorities: to remove barriers in the operating environment for change-makers and charities across the UK, while also considering how we can continue to remain flexible and fit for purpose.

We extend our gratitude to the team and leadership for their commitment and care for staff and partners. Over the last year, IVAR has found itself occupying a vital niche at the interface between funders and charities where, through the promotion of open and trusting grant-making and action research, those furthest from power can be heard.

OBJECTIVES and ACTIVITIES

Introduction

The Institute for Voluntary Action Research (IVAR) is an independent, charitable research institute. IVAR's charitable objects are to 'support the development and sustainability of charities and other voluntary, community, social enterprise and not-for-profit (VCSE) organisations through research, education and training'.

Our main interest is voluntary action and social change — activities, services, community development or campaigns that aim to improve the quality of life and opportunity of individuals, groups and communities. We work collaboratively; we concentrate on problem-solving; and we want our work to be relevant and practically useful to the voluntary and community sector, as well as funders, policymakers and other sectors.

Our research approach — collaborative, problem-solving and practically useful — is made possible by our team of staff, trustees and experienced freelance research associates, all of whom have worked in and around the voluntary and community sector as volunteers, paid staff, leaders, trustees, teachers and researchers. Our team understands and cares about the distinctiveness and independence of VCSE organisations and their contributions to social change.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Clients and Partners

Research clients and partners included: AB Charitable Trust, Access Foundation, Barnwood Trust, BBC Children in Need, Bolton CVS, Carnegie UK Trust, Cattenach, CCLA, City Bridge Trust, Clothworkers Foundation, Community Foundation for NI, Community Foundation for Staffordshire, Co-Op Foundation, Corra Foundation, Cripplegate Foundation, Economic Cultural and Social Rights UK (Just Fair), Esmée Fairbairn Foundation, Foundation Chanel, Friends Provident Foundation, Fusion 21, Garfield Weston, Gower Street, GSR Foundation, Guy's and St. Thomas's Foundation, Halifax Foundation for Northern Ireland, Health Education England, Help on Your Doorstep, Henry Smith Charity, Hilden Charitable Fund, Hyde Charitable Trust, Joffe Trust, John Ellerman Foundation, John Lyon's Charity, Lloyds Bank Foundation for England and Wales, Local Trust, London Funders, London Legal Support Trust, Maitri Trust, Maudsley Charity, Mercers' Company, National Lottery Communities Fund – The Big Lottery, Nationwide Foundation, NHS Charities Together, Norfolk Community Foundation, Paul Hamlyn Foundation, Pears Foundation, Peter Minet Trust, Philanthropy Australia, Pilgrim Trust, Postcode Lottery Ltd, Robertson Trust, Samworth Foundation, Scottish Community Development Centre, Shears Foundation, Smallwood Trust, Southwark Council, Sported, Sufra NW, Texel Foundation, The Blue Thread, The Bromley Trust, The Cabrach Trust, The Fore, The Legal Education Foundation, The Nisbet Trust, The Pilgrim Trust, The Postlethwaite Music Foundation, The Rayne Foundation, The Tudor Trust, Trussell Trust, Trust for London, UK Youth, United St Saviour's, Virgin Money Foundation, Walcot Foundation, William Grant Foundation, Young Hammersmith and Fulham Foundation, and Youth Music.

Strategic priorities

In line with emerging practice within the Open and Trusting (O&T) community, we have adapted our existing internal trustees reports and our annual report for core funders to provide a progress update on activity over and above 'business as usual' in relation to our key priorities for 24/25.

Goal 1: Healthy and fit for purpose

Maintain the health and wellbeing of the organisation by ensuring that our people have the support, resources and systems they need to delivery high quality research and communications.

Priorities for FY 24/25

- A. Secure core funding for 2025 onwards.
- B. Meet our project fundraising and new income targets, and maintain a healthy pipeline for new work.
- C. Introduce a flexible structure for how we decide to initiate/take on unfunded work (supported by our core funding); and make this visible across the team so all staff can contribute and develop ideas.
- D. Continue to develop a culture of feedback and invite a wide range of views, with a focus on putting our learning (from FY 23/24) into practice.
- E. Maintain staff engagement and a positive working environment, in a context of transition; tested through the annual Staff Experience Survey (SES).
- F. Finalise review of leadership arrangements and consider wider implications, with a focus on developing the skills and experience of our team.
- G. Continue to embed the CRM – making it the default place to manage project contacts.
- H. Strengthen the skills of the research team across a range of areas, to ensure that there is a consistent base of core abilities.

End of year Progress – Headlines

- A. In progress.
- B. Exceeded.
- C. Completed.
- D. Ongoing.
- E. SES completed; very positive results reported to July 2024 board meeting.
- F. New Senior Leadership Team (SLT) and Responsibility Matrix in place.
- G. CRM fully operational.
- H. 24/25 training and development programme delivered.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Goal 2: Inclusive

Advance our Equity, Diversity and Inclusion (EDI) thinking and practice.

Priorities for FY 24/25

- A. Use Dr. Barbara Love's Liberatory Consciousness Framework to further embed EDI at IVAR, aligning the two aspects of our approach to date – direct action and ongoing reflection. This will include engaging the board in discussions with staff.
- B. Update what we say on the website about our approach to EDI. Continue to profile diverse voices and experiences through our communications.
- C. Continue to profile diverse voices and experiences through our communications.
- D. Continue to support new social researchers through an annual internship and the Jane Hatfield Award.

End of year Progress – Headlines

- A. Internal group led by Director of Research is overseeing a rolling programme of training and internal conversations about IVAR practice that continues to build on prior EDI discussions and actions.
- B. Awaiting new Director of Communications and website review.
- C. Ongoing.
- D. Y2 reports completed and published; Y3 recruitment completed.

Goal 3: Visible and connected

Increase the use of our work by our core audiences

Priorities for FY 24/25

- A. Continue to develop our approach to cross-portfolio analysis, building on learning from FY 23/24 to distil insights from across the portfolio, and share them with relevant audiences.
- B. Provide direct support to charities, including through: online support for leaders; bespoke resources to use in funding relationships; opportunities to take part in learning activities.
- C. Build staff use of LinkedIn to share our work with relevant audiences – as it is a growing platform that lends itself to individuals posting rather than organisational updates.
- D. Build dialogue between our two learning communities of Open and Trusting grant makers and charities.

End of year Progress – Headlines

- A. Fully integrated into research team planning & analysis.
- B. High take up of Leading in Uncertainty (LiU) sessions; excellent involvement in Open and Trusting (O&T) Accountability.
- C. Staff LinkedIn profiles and use developing.
- D. Priority for new Director of Communications

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Goal 4: Changemaker

Improve the day-to-day experience of small charities and community groups by leading a movement for UK grant-making to be more Open and Trusting.

Priorities for FY 24/25

- A. Train and resource charities to hold funders accountable for their Open and Trusting commitments – two years on from the first exercise – pushing them all to go further.
- B. Launch a community of practice for public agencies.
- C. Ensure we are pushing funding practice and culture change, informed and shaped by charities' needs and IVAR research; and that we will be able to develop ways of demonstrating progress and change.
- D. Continue to share relevant research and learning with wider funder networks.

End of year Progress – Headlines

- A. 32 charity reviewers – recruited, trained and paid by IVAR – facilitated peer reviews for 96 funders.
- B. Launch of resources took place before Christmas.
- C. Ongoing.
- D. Ongoing.

Additional Information

A. Project portfolio

Guiding principles

- Our starting point is understanding what those working in and with communities need to do the best possible job, as their context changes.
- We seek to balance deep work that uncovers useful insights and models that enable individual organisations/partnerships to make progress, while reaching as many people as possible.
- We build dialogue and understanding between different people, organisations and sectors.
- We connect local action into national conversations and movements, with the aim of influencing wider change.

Projects over the course of the year included:

The Jane Hatfield Award

The completion of round two of The Jane Hatfield Award – funded by City Bridge Foundation and Impact on Urban Health; delivered in partnership with Ubele Initiative. The four objectives of this initiative are:

- To provide opportunities for young researchers from Black and minoritised communities to design and deliver research on topics or issues of their choice – related to community, and social action and/or social justice in the UK.
- To support the development (in skills and confidence) of the next generation of researchers and activists, with a focus on young researchers from Black and minoritised communities.
- To provide a platform for the dissemination and promotion of their research findings and outputs.
- To provide support and guidance on their professional development in the field of research and the UK voluntary sector.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The round two projects focused on:

["Let My Candle Shine" – Young Black Women Navigating the UK Voluntary Sector](#)

[Exploring experiences and barriers in seeking mental health support among male asylum seekers in hotel accommodations](#)

Connecting Health Communities

The completion of round two of Connecting Health Communities projects to support local residents, community-based organisations, local authority and health sector staff to tackle health inequalities – captured in [Not just ticking boxes](#). Recruitment of four new areas:

- **Barnet & Enfield:** to enhance access for disabled patients through collaboration among disabled people's organisations, the voluntary sector, the NHS, and local public health.
- **Birmingham:** to strengthen partnerships to address health disparities affecting sex workers, ensuring their voices drive improved healthcare access.
- **Leicester & Leicestershire:** to develop a comprehensive homeless health package, bringing together diverse voices and key organisations to explore strategies for effective healthcare delivery.
- **Somerset:** to develop a scalable approach to improve discharge experiences for people with dementia, informed by patient, family, caregiver, and health system perspectives.

Leading in Uncertainty

Continuing to provide free, online support sessions for charity leaders, providing space to offload and publish briefings ('Stop changing the goal posts'; 'Don't keep asking us to change', 'Doing more with less') for funders on what is front of mind – to inform what to prioritise in making and managing grants.

Funding for systems change

Supporting better understanding of the mindset, conditions and relationships required for effective funding for 'systems change' – captured in [The story of Barrow Cadbury Trust's Transition to Adulthood](#) campaign; and through our ongoing work with the London-wide Propel initiative – using listening conversations, facilitation skills and critical challenge (including connecting funders and funded organisations through dialogue for the co-design of Propel's funding strategy) to support practice and impact in relation to an overall goal of prioritising equity, inclusion and social justice to address structural inequalities for Londoners.

One Southwark

Completing two years as the learning partner to One Southwark, a programme for underrepresented young people in the borough that aims '*to help open doors and remove barriers*' through a combination of financial support, mentoring and learning and development opportunities.

One of the highlights was training up a group of five young people as researchers to carry out and analyse the data from interviews with local stakeholders involved in supporting the programme delivery, e.g. local employers and businesses, culminating in a final share and build workshop where they were able to hear how the One Southwark programme was acting on their recommendations for adaptations to the programme.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

B. Communications

Our audiences are continuing to engage with IVAR content:

- Over 3,100 LinkedIn followers
- Over 7,000 newsletter subscribers (up from c. 6,000 in the previous year)
- Over 102,000 website views (up from 33k users)

Over the course of the year, we published:

- 7 blogs
- 6 briefings
- 15 reports

There continues to be strong engagement in our work:

- 6,300 report downloads
- Average newsletter opens of c. 37% (up to c. 52%), which is similar to the average for the voluntary sector of 40%
- Average click rate of c. 8% (up to c. 36%), which compares very favourably with the average for the voluntary sector of c. 3%
- Over 1,230 people registered for 44 IVAR events, including webinars and workshops
- We have presented at over 70 external events, to approximately 700 people

The most popular themes this year have been:

- [Open and Trusting Grant-making](#), including:
 - The 2022 blog [Get the basics right: 10 actions to improve charities' funding experience](#) which once again proved to be a popular read
 - [Delivering better funding for black-led organisations and racial justice](#)
 - [Time to end the dominance of short-term grants: The evidence for multi-year funding](#)
 - [Accepting the risk in funding practice](#)
 - Unrestricted funding – particularly [five approaches to assessing the impact of unrestricted funding](#) and [Nick Addington's blog](#) sharing two practical ideas
- [Grant reporting](#)
- [Connecting Health Communities](#)
- [Leading in Uncertainty](#)
- Resources on [youth volunteering in hospital](#)

C. Open and Trusting Grant-making/Evaluation Roundtable

By the end of March 2025, 152 funders had joined the Open and Trusting community. We continued to provide opportunities for staff committed to Open and Trusting Grant-making to share ideas and challenges – in particular about risk, reporting and maintaining momentum with O&T practices – through both our Community of Practice and a series of thematic sessions and webinars. Through a rolling programme of research, publications, direct contact with members of the community and wider collaboration, we generated useful and usable insights about Open and Trusting practice and in direct response to growing calls from charities for a 'whole system approach' to the transformation of their funding experience, and, in recognition of the significance of local authority and health sector grants for smaller organisations, we continued to explore how the O&T commitments could apply to public agency grant-making.

The 24/25 update on Open and Trusting Grant-making and plans for 25/26 can be read [here](#).

The 24/25 update on Evaluation Roundtable and plans for 25/26 can be read [here](#).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

PLANS FOR 2025/2026

1. Introduction

At IVAR, our primary purpose is to strengthen charities, enabling them to have the greatest possible impact on the communities and causes they serve. We believe that influencing and transforming the funding system represents the most significant and scalable contribution we can make towards this purpose, as improved funding practices enable charities across the sector to do their best work and maximise their impact.

Influencing and shaping the funding system and charities' funding experience and the funding system is the most significant contribution we can make to our charitable mission. Our contribution to this change is achieved through the full range of Open & Trusting (O&T) and Evaluation Roundtable (ERT) research and communications, as well as other direct and indirect work with, for and about funders and funding.

It is directly informed by, and gains its legitimacy (and IVAR its credibility), through the full breadth of IVAR's other projects that generate evidence and learning about:

- The value, distinctive features, role and contribution of the voluntary sector
- The 'state' of the voluntary sector
- The conditions required for charities to do their best work and make their best contribution.

These various projects are essential because they:

- Have merit (and learning) in their own right
- Directly contribute to strengthening the voluntary sector
- Feed into our primary purpose of influencing and shaping the funding system and charities' funding experiences.

2. Goals

Goal 1: To strengthen charities

Enable smaller, local charities to flourish, thrive and grow their impact

Priorities

- Strengthen and expand our peer support and learning offer for charity leaders to include themed/targeted sessions (in response to need, research material and opportunities for place-based work) alongside the open drop-in sessions, in collaboration with partners.
- Support charities to improve their confidence in and use of MEL practices and to build dialogue with foundations and public agencies and develop shared, practical solutions to pressing challenges.
- Generate useful, usable resources for charities through high quality research, using strategic communication to maximise reach and impact.
- Expand our network of smaller charities connected to IVAR, through collaboration with other infrastructure bodies, and introduce a clearer identity and 'benefit package' for the network.

Goal 2: To transform the funding system

Ensure more flexible and equitable funding and learning practices

Priorities

- Capitalise on the progress of Open and Trusting Grant-making, by increasing the number of trusts and foundations who are adopting the actions charities tell us would make the most difference.
- Leverage insights generated through IVAR's research portfolio, alongside close collaboration with charities and other relevant partners, to create and promote evidence-based calls for change to funders' grant-making and learning practices, and work directly with funders to support implementation of these changes.
- Work with partners to build an open and trusting approach to public agency grant-making.
- Build IVAR's profile and influence as a trusted voice on funders' grant-making and learning practices through strategic communications and thought leadership.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Goal 3: To be a healthy and fit for purpose organisation

Maintain a staff team, operating systems and flow of funding required to work in complexity and deliver high quality research and communications

Priorities

- Maintain a healthy pipeline of funding and a diverse portfolio of research work to ensure organisational sustainability and maintain the breadth of expertise needed for credible and useful work across the charity sector.
- Continue to ensure that equity is embedded across our work, mindset and culture.
- Attend to staff wellbeing and organisational culture through investment in team development and an annual Staff Experience Survey.
- Regularly review and optimise the skills, processes and systems required for high quality work – including introducing targeted use of generated AI across our research and communications.
- Develop and implement a system, for setting and monitoring individual objectives, alongside a staff-wide training programme, to ensure staff development and maintenance of quality.
- Develop and implement a communications strategy that ensures all IVAR's communications reflect and amplify our work, and extend our reach and influence across the sector.
- Continue to support new social researchers from black and minoritised communities through an annual internship and the Jane Hatfield Award.

FINANCIAL REVIEW

The results of the year's activity are set out in the attached financial statements. The income less total expenses of the Charity produced a net surplus for the year of £54,946 (2024: deficit of £35,080). Total reserves at the year-end increased to £226,815 (2024: £171,869). The charity operates from rented premises and accordingly the total of reserves designated and held in the form of fixed assets at the year-end stood at £4,572 (2024: £548). Total designated funds at the year-end were £4,572 (2024: £548).

The Charity generates income from grants, and, to a lesser and minor extent, fees charged for research and education projects and consultancy work respectively. The Charity is supported by key core funders who provide typically renewable annual grants to support core expenditure, as detailed in note 3 to the accounts.

Individual projects are funded by grants, as disclosed in note 5 to the accounts, and may be undertaken by charity employees or external researchers. Projects are usually relatively small in terms of the funding received.

The work undertaken by the Charity does not always coincide with the accounting year and accordingly income relating to projects that are part completed at the balance sheet date is deferred to the following year to match with the work required to complete the project, as detailed in note 17 to the accounts.

Reserves policy

The Board of Trustees maintains a reserves policy to protect the organisation and the sustainability and independence of its charitable programme by providing time to adjust to changing financial circumstances. This limits the risk of disruption to the programme in the event of a downturn in some of IVAR's various sources of income, or an unexpected need for additional expenditure. The policy also provides parameters for future strategic plans and contributes towards decision-making.

The Board has established a target range of core reserves of between two and four months' budgeted core expenditure for the level of general reserves. This is based on a risk assessment of the probability and likely impact on IVAR's charitable programme that might be caused by a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the immediate short-term. The policy ensures a balance between spending the maximum amount of income raised as soon as possible after receipt, while maintaining a level of reserves to ensure uninterrupted operation. The core reserves policy and the target range are reviewed annually to reassess the risks and reflect changes in IVAR's income, financial obligations and expenditure.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

This policy would equate to a target for 'free' reserves – unrestricted reserves not matched by fixed assets or other designations – of between approximately £141,000 and £281,300 at 31 March 2025 (2024: approximately £133,000 to £267,000) while the 'free' reserves held at that date were £222,243 (2024: £171,321).

Alongside the establishment of core reserves, the Board is also committed to reinvesting surplus funds into the active pursuit of its charitable objectives and organisational mission. To this end, the reserves policy also allows funds to be set aside for the Research Development Fund, to provide a small working fund to support activities that may require specific investment by IVAR (e.g. work with smaller, less well-resourced organisations; supplementary work to disseminate research findings; exploratory work in new areas).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Institute for Voluntary Action Research (IVAR) is a charitable company limited by guarantee and was formally registered on 2nd February 2006 and as a charity on 30th May 2006. IVAR is governed by its Memorandum and Articles of Association as amended by a special resolution on 3rd February 2011. In the event of winding up, members' liabilities are limited to £10 each.

The trustees are responsible for the management of the Charity, which they delegate to the Chief Executive on a day-to-day basis. IVAR's Board includes senior practitioners and funders from the VCSE sector.

The Board meets four times a year, or more often if required. It currently has two formal sub-committees: Remuneration Committee and a Personnel and Recruitment Committee. Ben Cairns has served as Chief Executive of the Charity since his appointment on 1st July 2006.

Risks

The trustees confirm that the major risks to which the Charity is exposed have been reviewed, and systems and procedures have been established to manage those risks.

The risk register is maintained and reviewed regularly, including action points to address any significant concerns. The review takes account of changes to IVAR's strategic goals and objectives as they arise.

The principal current risks being addressed include staff wellbeing (including hybrid working and delivering an ambitious strategy and busy project portfolio); continued close monitoring of project income due to the uncertainty and fragility of IVAR's operating environment; loss of key people and associated pressures on capacity; and developing communications further (both the platform, e.g. website and different methods for disseminating IVAR's work) partly to ensure we remain relevant and responsive to the people and causes we want to serve.

Appointments to the Board

Trustees are inducted by the Board Chair and are provided with a copy of the Charity Commission guidance, The essential trustee: what you need to know, what you need to do. New trustees also receive access to relevant training, minutes of recent Board meetings, recent IVAR reports, meet IVAR staff and, where appropriate, attend events organised by IVAR.

Arrangements for setting the pay and remuneration of key management personnel

The Board has a Remuneration Committee, which reviews the pay of staff on an annual basis. Where appropriate, the Committee will establish benchmarks on the basis of available data from partner or related charities.

Fundraising

IVAR fully complies with The Charities (Protection and Social Investment) Act 2016. We do not fundraise from the general public, nor do we employ fundraisers or use fundraising agents. We have not received any complaints during the year related to fundraising.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

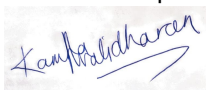
PUBLIC BENEFIT STATEMENT

The trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The public benefit of the Charity's activities in supporting VCSE organisations is outlined under 'Objectives and Activities' and 'Additional Information' above.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Kamna Muralidharan (Chair)

Trustee

Dated: 12 November 2025.....

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of Institute For Voluntary Action Research for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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 operation.

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

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Opinion

We have audited the financial statements of Institute For Voluntary Action Research (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity 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 charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 trustees' 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 trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise 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.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Extent to which the audit was capable of detecting irregularities, including fraud

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

- Agreement of the financial statement disclosures to underlying supporting documentation to assess compliance with those laws and regulations having an impact on the financial statements;
- Enquiries and confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- Review of minutes of Board meetings throughout the period;
- incorporating unpredictability into the nature, timing and/or extent of testing.
- Evaluation of the selection and application of the accounting policies chosen by the company.
- In relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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.



Katherine Dee FCA (Senior Statutory Auditor)

For and on behalf of Begbies, Statutory Auditor

Chartered Accountants

9 Bonhill Street

London

EC2A 4DJ

Date: 17/11/25.....

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Current financial year

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
<u>Income and endowments from:</u>					
Core grants	3	301,102	68,820	369,922	331,000
Charitable activities	5	276,803	356,209	633,012	562,432
Investment income	4	15,643	-	15,643	11,241
Other income	6	4,335	-	4,335	-
Total income		597,883	425,029	1,022,912	904,673
<u>Expenditure on:</u>					
Raising funds	7	30,915	-	30,915	25,309
Charitable activities	8	527,022	410,029	937,051	914,444
Total resources expended		557,937	410,029	967,966	939,753
Net incoming/(outgoing) resources before transfers		39,946	15,000	54,946	(35,080)
Gross transfers between funds		15,000	(15,000)	-	-
Net income/(expenditure) for the year/ Net movement in funds		54,946	-	54,946	(35,080)
Fund balances at the start of the financial year		171,869	-	171,869	206,949
Fund balances at the end of the financial year		226,815	-	226,815	171,869

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Prior financial year

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes			
<u>Income and endowments from:</u>				
Core grants	3	276,000	55,000	331,000
Charitable activities	5	288,522	273,910	562,432
Investment income	4	11,241	-	11,241
Total income		575,763	328,910	904,673
<u>Expenditure on:</u>				
Raising funds	7	25,309	-	25,309
Charitable activities	8	585,534	328,910	914,444
Total resources expended		610,843	328,910	939,753
Net incoming/(outgoing) resources before transfers		(35,080)	-	(35,080)
Net income/(expenditure) for the year/ Net movement in funds		(35,080)	-	(35,080)
Fund balances at the start of the financial year		206,949	-	206,949
Fund balances at the end of the financial year		171,869	-	171,869

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	14		4,572		548
Current assets					
Debtors	15	41,961		35,202	
Investments - notice account	16	211,246		163,636	
Cash at bank and in hand		256,814		210,756	
		510,021		409,594	
Creditors: amounts falling due within one year	17	(287,778)		(238,273)	
Net current assets			222,243		171,321
Total assets less current liabilities			226,815		171,869
Income funds					
<u>Unrestricted funds</u>					
Designated funds	21	4,572		548	
General unrestricted funds		222,243		171,321	
			226,815		171,869
			226,815		171,869

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on ..12 November 2025.....



**Kamna Muralidharan (Chair)
Trustee**

Company Registration No. 05695711

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	26		84,050		88,506
Investing activities					
Purchase of tangible fixed assets		(6,026)		-	
Withdrawal from / (investment in) term deposit accounts		(47,610)		(57,368)	
Interest received		15,643		11,241	
Net cash used in investing activities			(37,993)		(46,127)
Net increase in cash and cash equivalents			46,057		42,379
Cash and cash equivalents at beginning of year			210,756		168,377
Cash and cash equivalents at end of year			256,814		210,756
Relating to:					
Bank balances and short term deposits			256,814		210,756

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Institute For Voluntary Action Research is a private company limited by guarantee incorporated in England and Wales. The registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grants are recognised in line with the charity's entitlement to the grant. Grants which are received for specific time periods are allocated to those time periods. And any sums to which the charity is not yet entitled, but have already received are deferred and not recognised in the year.

Income relating to commissioned projects is recognised in line with the performance of that project. Where income is received in advance of work having been performed the income is deferred to the extent that the work is yet to be undertaken.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Resources expended

All expenditure is accounted for on an accruals basis.

Expenses incurred in undertaking activities for the fulfilment of the charity's objects are shown as direct charitable expenditure. The charity operates two types of charitable activity - charitable research projects and grant-making to Build an Equitable Workforce.

Fundraising costs are the costs of application and reporting on the charity's income.

Support and governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to salary costs and allocated to charitable activities and fundraising cost. No material costs are thought to be applicable to grant-making to Build an Equitable Workforce.

The charity is not registered for VAT and expenditure categories include their irrecoverable VAT elements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Furniture & equipment	50% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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 ongoing 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.

The key area of estimation in the current and previous year is the deferral of project income where income is received in advance of the work performed. The deferral is calculated with reference to the estimated percentage of the project performed at the balance sheet date with reference to key project stages and deliverables.

3 Grants

	Total	Total
	2025	2024
	£	£
Donations and gifts	424,102	325,000
Add/(less) net movements on deferred income	(54,180)	6,000
	<u>369,922</u>	<u>331,000</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

3	Grants	(Continued)	
	Core grants		
	Esmée Fairbairn Foundation	60,000	60,000
	Tudor Trust	60,000	60,000
	Pears Foundation	75,000	50,000
	Paul Hamlyn Foundation	105,000	55,000
	National Lottery Community Fund	45,000	55,000
	Garfield Weston Foundation	45,000	45,000
		390,000	325,000
	Other grants		
	The City Bridge Foundation	19,000	-
	Impact on Urban Health	15,000	-
	Other	102	-
		34,102	-
		424,102	325,000
4	Investment income		
		Unrestricted funds	Unrestricted funds
		2025	2024
		£	£
	Bank interest receivable	15,643	11,241
5	Charitable activities		
		2025	2024
		£	£
	Consultancy	9,699	7,550
	Project income	623,313	554,882
		633,012	562,432
	Analysis by fund		
	Unrestricted funds	276,803	288,522
	Restricted funds	356,209	273,910
		633,012	562,432

Where projects are undertaken jointly, funds received on behalf of third party charities are not included in the above totals.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Charitable activities

(Continued)

	2025	2024
	£	£
Grant project funders of £5,000 and above - funding received		
Atlantic Institute	-	47,205
Bank of Scotland	-	24,368
Barrow Cadbury Trust	-	29,225
Carnegie UK Trust	5,000	-
City Bridge Trust	50,000	36,250
Clothworkers Foundation	5,000	5,500
Comic Relief	-	12,975
Community Foundation Northern Ireland	-	5,000
Co-Op Foundation	70,010	54,973
Corra Foundation	10,160	5,000
Disrupt Foundation	7,095	-
Economic, Social, and Cultural Rights UK	-	6,295
Foundation Scotland	-	15,000
GSR Foundation	5,000	-
Health Education England	41,276	10,000
Help on Your Doorstep	6,000	6,000
Henry Smith Charity	5,000	-
Hyde Charitable Trust	8,960	-
John Lyon's Charity	5,000	5,000
Just Ideas	-	21,838
Lloyds Banking Group Foundation	20,000	27,500
London Funders	39,825	54,050
London Legal Support Trust	10,360	-
Maudsley Charity	17,266	-
National Lottery Community Fund - The Big Lottery	66,400	172,700
Paul Hamlyn Foundation	6,000	5,000
Pears Foundation	50,860	-
Postcode Lottery	5,000	-
Robertson Trust	30,615	7,500
Scottish Community Development Centre	32,551	-
SUFRA	6,405	-
The Cabrach Trust	10,000	10,000
The Orr Mackintosh Foundation	-	5,000
The Trussell Trust	-	37,500
Trust for London	6,000	-
UK Youth	-	19,870
United St Saviour's	13,900	17,000
William Grant Foundation	10,000	5,000
Grant project funders below £5,000	61,644	39,730
Add/(less) net movements on deferred income	17,987	(130,597)
	<u>623,313</u>	<u>554,882</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

6 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income - rental income	4,335	-

The Charity shares its office space with a third party to which it charges rent.

7 Raising funds

	2025 £	2024 £
<u>Fundraising and publicity</u>		
Staff costs	21,358	18,405
Governance costs	521	314
Support costs	9,036	6,590
	<u>30,915</u>	<u>25,309</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Expenditure on charitable activities

	Research Project Costs	Grant- making to Build an Equitable Workforce	Total	Research Project Costs	Grant- making to Build an Equitable Workforce	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Direct costs						
Staff costs	461,048	8,820	469,868	509,222	-	509,222
Research associate fees	125,787	-	125,787	89,705	-	89,705
Other direct costs including publications and conferences	131,134	-	131,134	109,508	5,000	114,508
	<u>717,969</u>	<u>8,820</u>	<u>726,789</u>	<u>708,435</u>	<u>5,000</u>	<u>713,435</u>
Grant funding of activities (see note 10)	-	-	-	-	10,000	10,000
Share of support and governance costs (see note 11)						
Support	198,794	-	198,794	182,333	-	182,333
Governance	11,468	-	11,468	8,676	-	8,676
	<u>928,231</u>	<u>8,820</u>	<u>937,051</u>	<u>899,444</u>	<u>15,000</u>	<u>914,444</u>
Analysis by fund						
Unrestricted funds	527,022	-	527,022	570,534	15,000	585,534
Restricted funds	401,209	8,820	410,029	328,910	-	328,910
	<u>928,231</u>	<u>8,820</u>	<u>937,051</u>	<u>899,444</u>	<u>15,000</u>	<u>914,444</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9 Description of charitable activities

Research Project Costs

IVAR's main activity is carrying out research projects, dissemination of the results of those projects and other educational activities within the voluntary and community sector. The Trustees' Report contains further details of the range of projects undertaken.

Grant-making to Build an Equitable Workforce

Grant-making to support young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector.

10 Grants payable

	Grant- making to Build an Equitable Workforce 2025 £	Grant- making to Build an Equitable Workforce 2024 £
Grants to institutions:		
The Ubele Initiative	-	10,000

Grant-making to Build an Equitable Workforce

Grant-making to support young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector. One grant was paid during 2024.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

11 Support costs

	Support costs	Governance costs	2025	2024
	£	£	£	£
Staff costs	63,603	-	63,603	62,932
Depreciation	2,002	-	2,002	2,498
Rent, insurance and service charges	46,103	-	46,103	41,745
Payroll administration and recruitment	15,318	-	15,318	14,621
IT costs and website	19,973	-	19,973	15,435
Bookkeeping and accountancy fees	19,950	-	19,950	17,425
Printing, postage, stationery and telephone	24,707	-	24,707	20,109
Publishing materials, events, marketing, subscriptions and publications	1,674	-	1,674	1,570
Travel and subsistence (non project)	12,903	-	12,903	11,863
Sundry	1,597	-	1,597	725
Audit fees	-	6,230	6,230	5,400
Legal and professional	-	5,202	5,202	2,807
Trustee expenses	-	-	-	236
Trustees insurance	-	557	557	547
	<u>207,830</u>	<u>11,989</u>	<u>219,819</u>	<u>197,913</u>
Analysed between				
Fundraising	9,036	521	9,557	6,904
Charitable activities	198,794	11,468	210,262	191,009
	<u>207,830</u>	<u>11,989</u>	<u>219,819</u>	<u>197,913</u>

Support and governance cost have been allocated across fundraising and research using a ratio based on salary costs.

Governance costs includes payments accrued to the auditors of £5,750 including VAT (2024- £5,400) for audit fees and, only in 2025, £480 including VAT for the preparation of a corporation tax return.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Generating funds	0.2	0.2
Research projects	10.6	10.6
Support and administration	1.2	1.2
	<u>12</u>	<u>12</u>

Employment costs

	2025 £	2024 £
Wages and salaries	487,689	519,108
Social security costs	50,443	53,132
Other pension costs	16,697	18,319
	<u>554,829</u>	<u>590,559</u>

The number of employees whose annual remuneration, excluding employer's pension contributions, was £60,000 or more were:

	2025 Number	2024 Number
£60,001-£70,000	1	1
£90,001-£100,000	1	1

The above members of staff were enrolled in the defined contribution pension scheme, with employer contributions paid of £4,403 (2024: £4,398).

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 Tangible fixed assets

	Furniture & equipment £
Cost	
At 1 April 2024	9,451
Additions	6,026
Disposals	(4,257)
At 31 March 2025	11,220
Depreciation and impairment	
At 1 April 2024	8,903
Depreciation charged in the year	2,002
Eliminated in respect of disposals	(4,257)
At 31 March 2025	6,648
Carrying amount	
At 31 March 2025	4,572
At 31 March 2024	548

15 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	31,884	29,836
Other debtors	7,911	3,811
Prepayments	2,166	1,555
	41,961	35,202

16 Current asset investments

	2025 £	2024 £
Bank notice accounts	211,246	163,636

The notice account is subject to 125 days notice before withdrawals can be made.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		13,118	12,498
Deferred income	18	216,490	180,297
Trade creditors		33,898	15,859
Accruals		24,272	29,619
		<u>287,778</u>	<u>238,273</u>

18 Deferred income

	2025 £	2024 £
Arising from grants and project income	<u>216,490</u>	<u>180,297</u>
	2025 £	2024 £
Balance as at start of year	180,297	55,700
Released in year	(180,297)	(55,700)
Deferred in year	<u>216,490</u>	<u>180,297</u>
Balance as at end of year	<u>216,490</u>	<u>180,297</u>

Grants from statutory sources

During the year IVAR received £375 from Guy's and St. Thomas's Foundation, £2,750 from Southwark Council, £104,000 from the National Lottery Community Fund, £32,551 from the Scottish Community Development Centre and £41,276 from Health Education England for project income and £45,000 of core grants from the National Lottery Community Fund. (2024: £400 Hammersmith United Charities, £172,700 from the National Lottery Community Fund and £10,000 from Health Education England for project income and £55,000 of core grants from the National Lottery Community Fund).

There is no outstanding work in respect of amounts recognised as income during the year. Deferred income contains £36,295 from the above sources for contracts yet to be completed (2024: £113,700)

19 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>16,697</u>	<u>18,319</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund for each employee.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Movement in funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£	£
UK Evaluation Roundtable	-	32,550	(32,550)	-	44,500	(44,500)	-	-
Learning Review	-	-	-	-	150,609	(150,609)	-	-
The Jane Hatfield Awards	-	-	-	-	23,820	(8,820)	(15,000)	-
Connecting Health Communities	-	88,000	(88,000)	-	161,100	(161,100)	-	-
National Lottery Community Fund	-	55,000	(55,000)	-	45,000	(45,000)	-	-
Covid-19 Learning Review	-	152,885	(152,885)	-	-	-	-	-
Tech for Good Evaluation	-	475	(475)	-	-	-	-	-
	<u>-</u>	<u>328,910</u>	<u>(328,910)</u>	<u>-</u>	<u>425,029</u>	<u>(410,029)</u>	<u>(15,000)</u>	<u>-</u>

UK Evaluation Roundtable

The Evaluation Roundtable is a network of foundation leaders in the UK, the US and Canada. The Roundtable aims to improve evaluative practice in foundations by infusing it with cutting-edge ideas, and by providing foundation staff with an opportunity to refine and deepen their thinking and practice. It is a public resource for information on what other foundations are doing on evaluation, as well as for ideas about where and how foundations might develop their practice.

The Jane Hatfield Awards

Funding for grant-making to support for young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector. The transfer between funds has arisen as the funding was agreed after the award was paid.

Connecting Health Communities

A three year project to build health partnerships funded by The National Lottery Community Fund.

National Lottery Community Fund - Partnerships England Wide

Restricted core funding.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Restricted funds

(Continued)

Covid-19 Emergency Support

Grants towards initiating peer support sessions for voluntary, community and social enterprise (VCSE) leaders.

Covid-19 Learning Review

A project to capture the key features of funder responses to the Covid-19 crisis.

Learning in Uncertainty

Project funded by the Tudor Trust.

Tech For Good Evaluation

Learning Coordination project funded by Comic Relief.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

21 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 April 2023 £	Resources expended £	Balance at 1 April 2024 £	Movement in funds		Balance at 31 March 2025 £
				Incoming resources £	Resources expended £	
Fixed Asset Fund	3,046	(2,498)	548	6,026	(2,002)	4,572
Core Expenditure Contribution	53,333	(53,333)	-	-	-	-
	<u>56,379</u>	<u>(55,831)</u>	<u>548</u>	<u>6,026</u>	<u>(2,002)</u>	<u>4,572</u>

Fixed Asset Fund

The fixed assets are considered to be not easily realisable and accordingly are not represented in the general reserve. The balance carried forward is equal to the year-end net book value of fixed assets.

Core Expenditure Contribution

The designation of £160,000 as a contribution to core expenditure arose from funding from Atlantic Philanthropies in the 2021 financial year. Trustees released this amount over the three years ending 31 March 2024.

22 Analysis of net assets between funds

	Designated Fund 2025 £	Unrestricted Fund 2025 £	Total 2025 £	Designated Fund 2024 £	Unrestricted Fund 2024 £	Total 2024 £
Fund balances are represented by:						
Tangible assets	4,572	-	4,572	548	-	548
Current assets/(liabilities)	-	222,243	222,243	-	171,321	171,321
	<u>4,572</u>	<u>222,243</u>	<u>226,815</u>	<u>548</u>	<u>171,321</u>	<u>171,869</u>

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	<u>13,077</u>	<u>13,077</u>

In October 2020, the charity relocated and signed a five year lease with a four month break clause. The 2024 and 2025 figures for lease commitments within one year includes four months of rent and agreed service charges at the prevailing rate including VAT.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

24 Trustees and Related party transactions

Remuneration of key management personnel

The remuneration of the two key management personnel for the full year, and one partial year, (2024: two key management personnel) is as follows.

	2025 £	2024 £
Aggregate compensation including employer's pension and national insurance contributions	223,421	176,738

No trustees or related parties were in receipt of remuneration for their services as trustees. No trustees or related parties received fees in a capacity as research associate (2024: nil) or any other benefit.

IVAR has authority to make payments to trustees for consultancy work contained in its governing document. Any payments have been made in accordance with the trustees remuneration policy and approved by the trustees.

No trustees received reimbursement of travel expenses during the year (2024: two: £282).

The charity purchases trustee insurance as identified in note 11.

The charity has participated in the cycle to work scheme. During the 2024 year Ben Cairns, the Chief Executive, drew a scheme loan of £1,080 and at the balance sheet date £180 was still outstanding.

The charity is in receipt of grants totalling £20,000 from Lloyds Bank Foundation in the year, to which one of the trustees, Andre Clarke, is the Director of Charity Development at the entity.

25 Limited by guarantee status

The charitable company's legal structure is that of a company limited by guarantee. In the event of the company winding-up, each member is liable to contribute to any deficit to a maximum of £10 per member.

26 Cash generated from operations	2025 £	2024 £
Surplus/(deficit) for the year	54,946	(35,080)
Adjustments for:		
Investment income recognised in statement of financial activities	(15,643)	(11,241)
Depreciation and impairment of tangible fixed assets	2,002	2,498
Movements in working capital:		
(Increase) in debtors	(6,759)	(4,885)
Increase in creditors	13,312	12,617
Increase in deferred income	36,193	124,597
Cash generated from operations	84,051	88,506

27 Analysis of changes in net funds

The charity had no debt during the year.

Accounts

Charity registration number 1114403

Company registration number 05695711 (England and Wales)

**INSTITUTE FOR VOLUNTARY ACTION RESEARCH
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Kamna Muralidharan (Chair) Sam Brier (Deputy Chair) Timothy Jones (Treasurer) André Clarke John Hailey Anneessa Mahmood Michael Pitchford Rosa Powloski Ruth Stephens Palmela Witter	(Until 18 July 2023)
Company secretary	Ben Cairns	
Chief Executive	Ben Cairns	
Charity number	1114403	
Company number	05695711	
Principal address	The Foundry 17 Oval Way London SE11 5RR	
Auditor	Begbies 9 Bonhill Street London EC2A 4DJ	
Bankers	CAF Bank 25 Kings Hill Avenue Kent ME19 4JQ	
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE	

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

CONTENTS

	Page
Trustees' report	1 - 12
Statement of trustees' responsibilities	13
Independent auditor's report	14 - 16
Statement of financial activities	17 - 18
Balance sheet	19
Statement of cash flows	20
Notes to the financial statements	21 - 35

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019).

OVERVIEW

Over the past year IVAR has continued to deliver an exceptional portfolio of action research projects to support the voluntary sector, which continues to face a number of cascading and connected crises.

IVAR's work has provided direct support to charities by creating spaces for charity leaders to reflect, share challenges and identify opportunities. We have challenged funders to implement changes to evaluation practices to ensure their processes are not just proportionate but can meaningfully tell a story of change. And we have reinforced the need for change in funder practice and galvanised action through the growing Opening & Trusting grant-making community. Across these strands, IVAR has continued to work hard to ensure that the results of this work and the benefits they can bring are in the public domain, through a rigorous programme of communication and dissemination.

IVAR has been able to serve the VCSE (voluntary, community, social enterprise and not-for-profit) sector by being both responsive to need and identifying areas urgently requiring change through the flexibility core funding has provided. With that in mind, this year, IVAR also began a process of fundraising, articulating with clarity the benefit our work provides to the VCSE sector.

The team have demonstrated thoughtfulness and curiosity in leading a strategy development/refresh process that ensures IVAR continues to remain flexible and fit for purpose while leaning into using our voice and credibility to add value at the interface of public spending, trusts & foundations and the over-stretched and under-resourced VCSE sector.

We have continued to experience real value from our core, unrestricted funding – creating the space for us to respond to voluntary sector need, to build learning communities of charities and funders, to respond flexibly, to build connections, to profile voices, and to share useful and usable insights more widely.

'Being the best that we can be' continues to guide and drive all of our work – from how we attend to staff wellbeing, to how we apply action research principles to ensure partners and participants feel heard and respected, through to how we communicate with our different audiences. Against a backdrop of sustained turbulence and uncertainty, we remain committed to balancing wellbeing with impact, and responsiveness with urgency. In doing so, we are paying attention to three particular challenges and opportunities.

1. The power and relevance of Action Research

IVAR operates at the interface between sectors, where other sources of support and representation are slowly disappearing. Our action research provides opportunities for those furthest from power to have their voices heard and responded to; and we believe that, in these challenging times, the core features of the IVAR approach can deliver both hope and confidence. For us to be relevant and useful, we exercise great care in everything we do, striving to act with integrity and authenticity, using our assets for public benefit. So, in the current operating environment, staying true to our action research principles – collaborative, problem-solving, practical, useful for all – feels vital.

Through action research, and with unrestricted funding, we can directly support small charities and work to improve the systems in which they operate – enhancing everyone's ability to do their best work. This role is ever more important as we move from one emergency to another – from Covid to the cost-of-living crisis, to significant changes in the availability of local authority funding: the 'new normal' for charities is meeting increased demand with fewer resources.

IVAR has an important contribution to make here – using our assets to support and champion the sector during a period of extreme difficulty, working with small charities both to identify solutions that funders and public agencies can adopt, and to identify ways to work better together in the context of new challenges.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

2. The importance and potential of Open and Trusting Grant-making

Every day we work with charities and funders ambitious for change – not soon, but now. It's clear that both know what would make a difference to their funding experience. Although some are looking for more radical transformation, the top priority for most is 'making better use of everyone's precious time'. This is important. It tells us that bringing meaningful change is possible – but won't happen without people who hold more power taking the lead.

However, it's working together – not for or against each other – which has enduring value, both for funded organisations and the funders committed to supporting their work. This is what our colleagues and friends in the [Trust-Based Philanthropy Project](#) in the US describe as being '*partners in a spirit of service, leading with trust, respect, and humility*'. Those are the values that we believe can help to shape and drive changes to grant-makers' practices to enable more flexibility and independence for funded organisations to focus on responding directly to changing needs.

3. The continued need to balance pragmatism with ambition

A year ago, we reflected on the set of (familiar) operational challenges faced by IVAR, including blended and hybrid working; sustaining organisational values and culture; diversifying income sources; the transaction costs of fundraising. To these, we can add: staff turnover (three maternity leaves in the space of five months); difficulties with recruitment; increasingly complex work. We also noted that 'we have established a reputation and profile – at the interface between voluntary action and funding – that affords us real opportunities to influence and shape, for the common good. So, whilst we remain preoccupied with and committed to prudence and living within our means, we continue to feel a responsibility to think expansively about how best to develop and deploy our assets. For some, the moment calls for IVAR to 'speak truth to power' with greater conviction. For others, the need to remain firmly rooted in lived and direct experience is paramount. Finding the most useful path for the organisation – in service of our charitable objects and the voluntary sector – remains a high priority for us.

OBJECTIVES and ACTIVITIES

Introduction

The Institute for Voluntary Action Research (IVAR) is an independent, charitable research institute. IVAR's charitable objects are to 'support the development and sustainability of charities and other voluntary, community, social enterprise and not-for-profit (VCSE) organisations through research, education and training'.

Our main interest is voluntary action and social change – activities, services, community development or campaigns that aim to improve the quality of life and opportunity of individuals, groups and communities. We work collaboratively; we concentrate on problem-solving; and we want our work to be relevant and practically useful to the voluntary and community sector, as well as funders, policymakers and other sectors.

Our research approach – collaborative, problem-solving and practically useful – is made possible by our team of staff, trustees and experienced freelance research associates, all of whom have worked in and around the voluntary and community sector as volunteers, paid staff, leaders, trustees, teachers and researchers. Our team understands and cares about the distinctiveness and independence of VCSE organisations and their contributions to social change.

Clients and Partners

Research clients and partners included: AB Charitable Trust, Atlantic Institute, Bank of Scotland, Barnwood Trust, Barrow Cadbury Trust, Bolton CVS, City Bridge Trust, Clothworkers Foundation, Comic Relief, Community Foundation for NI, Community Foundation for Surrey, Co-Op Foundation, Corra Foundation, County Durham Community Foundation, Cripplegate, Economic Cultural and Social Rights UK (Just Fair), Esmée Fairbairn Foundation, Foundation Scotland, Friends Provident, Garfield Weston, Gloucestershire Community Foundation, Gower Street, Hammersmith United Charities, Health Education England, Help on Your Doorstep, Hilden Charitable Fund, Hyde Charitable Trust, Jerwood Arts Foundation, John Ellerman, John Lyon's Charity, Lankelly Chase, Leeds Community Foundation, Lloyds Banking Group Foundation, Local Trust, London Funders, Maitri Trust, Mercers' Company, National Lottery Communities Fund – The Big Lottery, Nationwide Foundation, Paul Hamlyn Foundation, Pears Foundation, Peter Minet Trust, Robertson Trust, Shears Foundation, Sir George Martin Trust, Smallwood Trust, Sufra NW, Texel Foundation, The Bromley Trust, The Cabrach Trust, The Legal Education Foundation, The Nisbet Trust, The Orr Mackintosh Foundation (ShareGift), The Pilgrim Trust, The Postlethwaite Music Foundation, The Rayne Foundation, The Tudor Trust, Trussell Trust, Trust for London, UK Youth, United St Saviour's, Virgin Money Foundation, William Grant Foundation, and Youth Music.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Strategic priorities

In line with emerging practice within the Open and Trusting (O&T) community, we have adapted our existing internal trustees reports and our annual report for core funders to provide a progress update on activity over and above 'business as usual' in relation to our key priorities for 23/24.

Goal 1: Healthy and fit for purpose

Maintain the health and wellbeing of the organisation by ensuring that our people have the support, resources and systems they need to delivery high quality research and communications.

Priorities for FY 23/24

- A. Meet our fundraising and new income targets and maintain a healthy pipeline for new work.
- B. Develop a vision for 2030.
- C. Embed thinking about climate change and sustainability into our work – both operationally and through delivering an exploratory Research Development Fund project.
- D. Develop our writing style, with attention to how it changes for different formats (e.g. tenders, short-form content).
- E. Deliver a programme of professional development that develops a culture of feedback and improves people's confidence for public speaking and facilitating difficult conversations.
- F. Improve internal communications, ensuring everyone feels connected to each other and the organisation as we continue to work in a hybrid way.
- G. Embed our new CRM – keeping it up-to-date and making it a core part of project and communications delivery.

End of year Progress – Headlines

- A. Exceeded, allowing us to build our reserves in line with our reserves policy.
- B. Process completed, with active engagement of trustees, staff and core funders.
- C. We have taken baby steps this year to understand our carbon footprint and the connections between social and climate justice. However, we have not made as much progress as we had planned to – due to pivoting focus to funded commitments during a period of high staff turnover.
- D. Good progress with producing short-form content for charities – including a briefing on [applying for unrestricted funding](#) in partnership with Cranfield Trust; summary of findings on [strategic use of reserves](#); a blog on [reporting](#).
- E. Good progress through mentoring and training programme over the autumn. Focus now on practicing and introducing new staff to this culture.
- F. On track through monthly Team Days and programme of wellbeing support.
- G. On track.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Goal 2: Inclusive

Advance our Equity, Diversity and Inclusion (EDI) thinking and practice.

Our priority in looking at EDI is understanding what it will take to do our best work for the communities and causes we serve. As a small organisation with limited resources, we have focused on racial equity – while also acknowledging the importance of intersectionality. We used a two-pronged approach to begin to embed racial equity – taking direct action, and making time for considered reflection about IVAR's role, responsibility and culture. Action has included:

- . Putting equity at the heart of recruitment – significantly diversifying our Board and staff team, with 55.5% of our Board and 61.5% of our staff identifying as White, compared to 80.7% of working age people in the UK¹.
- . Exploring IVAR's role/position and developing our approach to inclusion (codified on pages 7-12 of our [Research Practice Guide](#)). We ran an exploratory [Community-led Social Justice project](#) supporting groups in three local areas; analysed projects across our portfolio to explore [how power is being redistributed](#); reviewed funding for [Black-led organisations and racial justice](#), and created a platform for people with lived experience to speak directly to funders on this; and introduced participation costs to ensure that the time and contribution of charity staff and people with lived experience is properly remunerated.
- . We have secured funding for The Jane Hatfield Award from City Bridge Foundation and Impact on Urban Health. These grants will cover the full costs of three phases of the Award – award grants; IVAR and Ubele support and oversight; administration and communications. The four objectives of this initiative are:
 - . To provide opportunities for young researchers from Black and minoritised communities to design and deliver research on topics or issues of their choice – related to community, and social action and/or social justice in the UK.
 - . To support the development (in skills and confidence) of the next generation of researchers and activists, with a focus on young researchers from Black and minoritised communities.
 - . To provide a platform for the dissemination and promotion of their research findings and outputs.
 - . To provide support and guidance on their professional development in the field of research and the UK voluntary sector.
- . Building our confidence – both as individuals and a collective – to talk about EDI. This has included coaching 1-2-1s and two workshops with *Guildhall Insights*, beginning with the question 'What does it take to feel confident in spaces where issues of race and equity are live, and our role is to facilitate/reach a consensus?', and exploring useful [concepts and tools](#), including: *The cycle of socialisation*; *Reality to liberation*; and *Liberatory Consciousness Framework*.

1. <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/working-age-population/latest/>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Goal 3: Visible and connected

Increase the use of our work by our core audiences.

Priorities for FY 23/24

- A. Introduce an approach to regularly distilling insights from across the portfolio, and sharing them with relevant audiences
- B. Focus on deepening engagement with our existing audiences and equipping them to share our work more widely.
- C. Ensure that we are providing some form of direct support to charities on a quarterly basis.
- D. Maximise opportunities to engage people in IVAR's wider work at the start and end of projects.

End of year Progress – Headlines

- A. We developed a new approach to cross-portfolio analysis, taking the theme of power. Insights were summarised at the annual VSSN conference.
- B. On track – including through monthly bulletin to O&T community.
- C. On track through Leading in Uncertainty drop-ins and sharing short-form content.
- D. On track (See 'Additional Information' below).

Goal 4: Changemaker

Improve the day-to-day experience of small charities and community groups by leading a movement for UK grant-making to be more open and trusting.

Priorities for FY 23/24

- A. Introduce an evolved offer that feels community-owned
- B. Ensure we are pushing funding practice, informed and shaped by charities' needs, and that we will be able to demonstrate this/identify success.
- C. Recruit 40 new grantmakers, building to a community of 150 organisations.

End of year Progress – Headlines

- A. On track. (See Additional information below)
- B. On track – progress and plans for FY24/25 developed and tested with Steering Group in February. (See Additional information below)
- C. Significant efforts made to increase the community to 130. Decision to shift focus to engaging with existing community, while also making the most of opportunities to grow membership (e.g. regular presentations to funder networks, linked to new research).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Additional Information

A. *Project portfolio*

Guiding principles

- Our starting point is understanding what those working in and with communities need to do the best possible job, as their context changes.
- We seek to balance deep work that uncovers useful insights and models that enable individual organisations/partnerships to make progress, while reaching as many people as possible.
- We build dialogue and understanding between different people, organisations and sectors.
- We connect local action into national conversations and movements, with the aim of influencing wider change.

Projects of significance over the course of the year include:

- Providing direct support for the 13 organisations funded by the Co-op Foundation's new [Future Communities Fund](#) – organisations with charitable aims working to help diverse young people across the UK become leaders and activists.
- Developing the work of Connecting Health Communities (CHC) to support local residents, community-based organisations, local authority and health sector staff to tackle health inequalities – captured in [Not just ticking boxes](#).
- Continuing to provide free, online support to charity leaders, providing space to offload as well as highlight priorities for changes to funder practice – captured in [Spinning plates in hard times](#) and [Just put your faith in us](#).
- Supporting better understanding of the mindset, conditions and relationships required for effective funding for 'systems change' – captured in [The story of Barrow Cadbury Trust's Transition to Adulthood campaign](#).
- Working across different interest groups and actors (funders, equity partners and funded organisations) involved in the London-wide [Propel](#) initiative – using listening conversations, facilitation skills and critical challenge (included connecting funders and funded organisations through dialogue for the co-design of Propel's funding strategy) – to support practice and impact in relation to an overall goal of prioritising equity, inclusion and social justice to address structural inequalities for Londoners for transformational change.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

B. Communications

Our audience is growing:

- 2,501 LinkedIn followers
- 4,714 X/Twitter followers
- 6,229 newsletter subscribers
- 104k website views from 35k users in FY 23/24

Over the course of the year, we published:

- 18 blogs
- 15 briefings
- 7 reports

There continues to be strong engagement in our work:

- 6,800 report downloads
- Average newsletter opens of 41% (up to 77.9%), which is similar to the average for the voluntary sector of 40.03%
- Average click rate of 13.3% (up to 48.8%), which compares very favourably with the average for the voluntary sector of 3.27%
- 1,250 people registered for 50 IVAR events, including webinars and workshops

Responses to our recent work on social media have included:

Fizza Qureshi, who spoke at our webinar in December where we pre-released the findings of *Funding for Black-led organisations and racial justice* to the O&T Community:

Congratulations to Institute for Voluntary Action Research for publishing their report on "Better funding for Black-led organisations and racial justice". I had the honour of speaking at their webinar and sharing my lived experience of engaging with funders over the years. Unfortunately, my experience is not unique, as many racialised people and organisations have experienced covert/overt racism, and in my case Islamophobia too.

This report is an important step towards understanding how funders comprehend and reinforce [#racism](#) and microaggressions. There is still much work to be done. I hope funders will heed the actions in the report and start to implement anti-racism strategies in their funding practices, rather than just talking about them.

Please take the time to read the report and join me in advocating for change.

Co-op Foundation on our celebration of three years of Open and Trusting:

By managing expectations of whether a charity should apply for funding, it helps save time for both the applicant and the funder. Accepting risk can bring exciting new possibilities and improve diversity, like working with grassroots organisations and new movements.

Nick Addington, William Grant Foundation, on our new Researcher, Alex's blog summarising work on reporting for a charity audience – ["Taking control: reporting for, by and with charities"](#):

Good advice here for charities to get on the front foot and engage with their funders about how to make reporting work better for both parties

We have presented at over 60 external events, to 650 people – including at The King's Fund annual conference.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

The most popular themes this year have been:

- [Open and Trusting Grant-making](#)
 - Unrestricted funding – particularly in the [summary of our research](#) and in [Nick Addington's blog](#) sharing two practical ideas
 - Our [evidence review of multi-year funding](#), which called for an end to the dominance of short-term grants
 - Grant reporting, including a [short blog](#) for charities
- Involving communities in the design of health services – particularly the learning from [Not just ticking boxes, the story of facilitating partnership work to:](#)
 - Increase cancer screening for Black and minoritised communities in Eastbourne
 - Reduce smoking in Hackenthorpe, Sheffield
 - Improve access to healthcare in rural North Yorkshire
 - Ask older people what works for them in the Wirral
- Findings from the first two teams to receive our [Jane Hatfield Award](#) for emerging researchers
- Resources on [youth volunteering in hospitals](#)

C. Open and Trusting Grant-making/Evaluation Roundtable

The 23/24 update on Open and Trusting Grant-making and plans for 24/25 can be read [here](#).

The 23/24 update on Evaluation Roundtable and plans for 24/25 can be read [here](#).

PLANS FOR 2024/2025

The priorities outlined describe activity over and above 'business as usual'.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Goal

Priorities for FY 24/25

Healthy and fit for purpose

Maintain the health and wellbeing of the organisation by ensuring that our people have the support, resources and systems they need to deliver high quality research and communications.

- A. Secure core funding for 2025 onwards.
- B. Meet our project fundraising and new income targets, and maintain a healthy pipeline for new work.
- C. Introduce a flexible structure for how we decide to initiate/take on unfunded work (supported by our core funding); and make this visible across the team so that all staff can contribute and develop ideas.
- D. Continue to develop a culture of feedback and inviting a wide range of views, with a focus on putting our learning (from FY 23/24) into practice.
- E. Maintain staff engagement and a positive working environment, in a context of transition; tested through the annual Staff Experience Survey.
- F. Finalise review of leadership arrangements and consider wider implications, with a focus on developing the skills and experience of our team.
- G. Continue to embed the CRM – making it the default place to manage project contacts.
- H. Strengthen the skills of the research team across a range of areas, to ensure that there is a consistent base of core abilities.

Inclusive

Advance our Equity, Diversity and Inclusion (EDI) thinking and practice.

- A. Use Dr. Barbara Love's Liberatory Consciousness Framework to further embed EDI at IVAR, aligning the two aspects of our approach to date – direct action and ongoing reflection. This will include engaging the Board in discussions with staff.
- B. Update what we say on the website about our approach to EDI.
- C. Continue to profile diverse voices and experiences through our communications.
- D. Continue to support new social researchers through an annual internship and the Jane Hatfield Award.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Goal

Visible and connected

Increase the use of our work by our core audiences.

Priorities for FY 24/25

- A. Continue to develop our approach to cross-portfolio analysis, building on learning from FY 23/24 to distil insights from across the portfolio, and share them with relevant audiences.
- B. Provide direct support to charities, including through online support for leaders; bespoke resources to use in funding relationships; opportunities to take part in learning activities.
- C. Build staff use of LinkedIn to share our work with relevant audiences – as it is a growing platform that lends itself to individuals posting rather than organisational updates.
- D. Build dialogue between our two learning communities of Open and Trusting grantmakers and charities.

Changemaker

Improve the day-to-day experience of small charities and community groups by leading a movement for UK grant-making to be more open and trusting.

- A. Train and resource charities to hold funders accountable for their Open and Trusting commitments – two years on from the first exercise – pushing them all to go further.
- B. Launch a community of practice for public agencies.
- C. Ensure we are pushing funding practice and culture change, informed and shaped by charities' needs and IVAR research; and that we will be able to develop ways of demonstrating progress and change.
- D. Continue to share relevant research and learning with wider funder networks.

FINANCIAL REVIEW

The results of the year's activity are set out in the attached financial statements. The income less total expenses of the Charity produced a net deficit for the year of £35,080 (2023: deficit of £61,737). Total reserves at the year-end decreased to £171,869 (2023: £206,949). The charity operates from rented premises and accordingly the total of reserves designated and held in the form of fixed assets at the year-end stood at £548 (2023: £3,046). Total designated funds at the year-end were £548 (2023: £56,379).

The Charity generates income from grants, and, to a lesser and minor extent, fees charged for research and education projects and consultancy work respectively. The Charity is supported by key core funders who provide annual grants to support core expenditure, as detailed in note 3 to the accounts.

Individual projects are funded by grants, as disclosed in note 5 to the accounts, and may be undertaken by charity employees or external researchers. Projects are usually relatively small in terms of the funding received.

The work undertaken by the Charity does not always coincide with the accounting year and accordingly income relating to projects that are part completed at the balance sheet date is deferred to the following year to match with the work required to complete the project, as detailed in note 17 to the accounts.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Reserves policy

The Board of Trustees maintains a reserves policy to protect the organisation and the sustainability and independence of its charitable programme by providing time to adjust to changing financial circumstances. This limits the risk of disruption to the programme in the event of a downturn in some of IVAR's various sources of income, or an unexpected need for additional expenditure. The policy also provides parameters for future strategic plans and contributes towards decision-making.

The Board has established a target range of core reserves of between two and four months' budgeted core expenditure for the level of general reserves. This is based on a risk assessment of the probability and likely impact on IVAR's charitable programme that might be caused by a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the immediate short-term. The policy ensures a balance between spending the maximum amount of income raised as soon as possible after receipt, while maintaining a level of reserves to ensure uninterrupted operation. The core reserves policy and the target range are reviewed annually to reassess the risks and reflect changes in IVAR's income, financial obligations and expenditure.

This policy would equate to a target for 'free' reserves – unrestricted reserves not matched by fixed assets or other designations – of between approximately £133,000 and £267,000 at 31 March 2024 (2023: approximately £132,000 to £264,000) while the 'free' reserves held at that date were £171,321 (2023: £150,569).

Alongside the establishment of core reserves, the Board is also committed to reinvesting surplus funds into the active pursuit of its charitable objectives and organisational mission. To this end, the reserves policy also allows funds to be set aside for the Research Development Fund, to provide a small working fund to support activities that may require specific investment by IVAR (e.g. work with smaller, less well-resourced organisations; supplementary work to disseminate research findings; exploratory work in new areas).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Institute for Voluntary Action Research (IVAR) is a charitable company limited by guarantee and was formally registered on 2nd February 2006 and as a charity on 30th May 2006. IVAR is governed by its Memorandum and Articles of Association as amended by a special resolution on 3rd February 2011. In the event of winding up, members' liabilities are limited to £1 each.

The trustees are responsible for the management of the Charity, which they delegate to the Director on a day-to-day basis. IVAR's Board includes senior practitioners and funders from the VCSE sector.

The Board meets four times a year, or more often if required. It currently has two formal sub-committees: Finance and Remuneration Committee and a Personnel and Recruitment Committee. Ben Cairns has served as Director of the Charity since his appointment on 1st July 2006.

Risks

The trustees confirm that the major risks to which the Charity is exposed have been reviewed, and systems and procedures have been established to manage those risks.

The risk register is maintained and reviewed regularly, including action points to address any significant concerns. The review takes account of changes to IVAR's strategic goals and objectives as they arise.

The principal current risks being addressed include staff wellbeing (including hybrid working and delivering an ambitious strategy and busy project portfolio); continued close monitoring of project income due to the uncertainty and fragility of IVAR's operating environment; loss of key people and associated pressures on capacity; and developing communications further (both the platform, e.g. website and different methods for disseminating IVAR's work) partly to ensure we remain relevant and responsive to the people and causes we want to serve.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Appointments to the Board

During the year, the Board continued the integration of new trustees.

Trustees are inducted by the Board Chair and are provided with a copy of the Charity Commission guidance, The essential trustee: what you need to know, what you need to do. New trustees also receive access to relevant training, minutes of recent Board meetings, recent IVAR reports, meet IVAR staff and, where appropriate, attend events organised by IVAR.

Arrangements for setting the pay and remuneration of key management personnel

The Board has a Finance and Remuneration Committee, which reviews the pay of staff on an annual basis. Where appropriate, the Committee will establish benchmarks on the basis of available data from partner or related charities.

Fundraising

IVAR fully complies with The Charities (Protection and Social Investment) Act 2016. We do not fundraise from the general public, nor do we employ fundraisers or use fundraising agents. We have not received any complaints during the year related to fundraising.

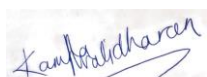
PUBLIC BENEFIT STATEMENT

The trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The public benefit of the Charity's activities in supporting VCSE organisations is outlined under 'Objectives and Activities' and 'Additional Information' above.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Kamna Muralidharan (Chair)

Trustee

Dated: 13 November 2024.....

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Institute for Voluntary Action Research for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Opinion

We have audited the financial statements of Institute for Voluntary Action Research (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity 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 charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 trustees' 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 trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise 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.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Extent to which the audit was capable of detecting irregularities, including fraud

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

- Agreement of the financial statement disclosures to underlying supporting documentation to assess compliance with those laws and regulations having an impact on the financial statements;
- Enquiries and confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- Review of minutes of Board meetings throughout the period;
- Incorporating unpredictability into the nature, timing and/or extent of testing;
- Evaluation of the selection and application of the accounting policies chosen by the company.
- In relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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.



Katherine Dee FCA (Senior Statutory Auditor)
for and on behalf of Begbies

...18/11/24.....

Chartered Accountants
Statutory Auditor

9 Bonhill Street
London
EC2A 4DJ

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Current financial year

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
	Notes				
<u>Income from:</u>					
Core grants	3	276,000	55,000	331,000	325,000
Charitable activities	5	288,522	273,910	562,432	503,458
Investment income	4	11,241	-	11,241	4,290
Total income		575,763	328,910	904,673	832,748
<u>Expenditure on:</u>					
Raising funds	6	25,309	-	25,309	26,760
Charitable activities	7	585,534	328,910	914,444	867,725
Total resources expended		610,843	328,910	939,753	894,485
Net expenditure for the year/ Net movement in funds		(35,080)	-	(35,080)	(61,737)
Fund balances at 1 April 2023		206,949	-	206,949	268,686
Fund balances at 31 March 2024		171,869	-	171,869	206,949

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Prior financial year

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes			
<u>Income from:</u>				
Core grants	3	290,000	35,000	325,000
Charitable activities	5	179,619	323,839	503,458
Investment income	4	4,290	-	4,290
Total income		473,909	358,839	832,748
<u>Expenditure on:</u>				
Raising funds	6	26,760	-	26,760
Charitable activities	7	508,886	358,839	867,725
Total resources expended		535,646	358,839	894,485
Net expenditure for the year/ Net movement in funds		(61,737)	-	(61,737)
Fund balances at 1 April 2022		268,686	-	268,686
Fund balances at 31 March 2023		206,949	-	206,949

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

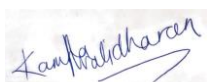
BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	14		548		3,046
Current assets					
Debtors	15	35,202		30,317	
Investments - notice account	16	163,636		106,268	
Cash at bank and in hand		210,756		168,377	
		409,594		304,962	
Creditors: amounts falling due within one year	17	(238,273)		(101,059)	
Net current assets			171,321		203,903
Total assets less current liabilities			171,869		206,949
Income funds					
<u>Unrestricted funds</u>					
Designated funds	21	548		56,380	
General unrestricted funds		171,321		150,569	
			171,869		206,949
			171,869		206,949

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved by the Trustees on 13 November 2024.....



Kamna Muralidharan (Chair).....
Trustee

Company Registration No. 05695711

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	26		88,505		(117,499)
Investing activities					
Purchase of tangible fixed assets		-		(3,032)	
Withdrawal from/(investment in) term deposit accounts		(57,368)		46,520	
Interest received		11,241		4,290	
Net cash (used in)/generated from investing activities			(46,127)		47,778
Net increase/(decrease) in cash and cash equivalents			42,378		(69,721)
Cash and cash equivalents at beginning of year			168,377		238,098
Cash and cash equivalents at end of year			210,756		168,377
Relating to:					
Bank balances and short-term deposits			210,756		168,377

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Institute for Voluntary Action Research is a private company limited by guarantee incorporated in England and Wales. The registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grants are recognised in line with the charity's entitlement to the grant. Grants which are received for specific time periods are allocated to those time periods. And any sums to which the charity is not yet entitled, but have already received are deferred and not recognised in the year.

Income relating to commissioned projects is recognised in line with the performance of that project. Where income is received in advance of work having been performed the income is deferred to the extent that the work is yet to be undertaken.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Resources expended

All expenditure is accounted for on an accruals basis.

Expenses incurred in undertaking activities for the fulfilment of the charity's objects are shown as direct charitable expenditure. The charity operates two types of charitable activity - charitable research projects and grant-making to Build an Equitable Workforce.

Fundraising costs are the costs of application and reporting on the charity's income.

Support and governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to salary costs and allocated to charitable activities and fundraising cost. No material costs are thought to be applicable to grant-making to Build an Equitable Workforce.

The charity is not registered for VAT and expenditure categories include their irrecoverable VAT elements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Furniture & equipment 50% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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 ongoing 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.

The key area of estimation in the current and previous year is the deferral of project income where income is received in advance of the work performed. The deferral is calculated with reference to the estimated percentage of the project performed at the balance sheet date with reference to key project stages and deliverables.

3 Core grants

	Total	Total
	2024	2023
	£	£
Donations and gifts	325,000	277,000
Add/(less) net movements on deferred income	6,000	48,000
	<u>331,000</u>	<u>325,000</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Core grants (Continued)

Grants

Esmée Fairbairn Foundation	60,000	78,000
Tudor Trust	60,000	62,000
Pears Foundation	50,000	50,000
Paul Hamlyn Foundation	55,000	50,000
National Lottery Community Fund	55,000	35,000
Garfield Weston Foundation	45,000	-
Other	-	2,000
	<u>325,000</u>	<u>277,000</u>

4 Investment income

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Bank interest receivable	<u>11,241</u>	<u>4,290</u>

5 Charitable activities

	2024	2023
	£	£
Consultancy	7,550	2,366
Project income	554,882	501,092
	<u>562,432</u>	<u>503,458</u>
Analysis by fund		
Unrestricted funds	288,522	179,619
Restricted funds	273,910	323,839
	<u>562,432</u>	<u>503,458</u>

Where projects are undertaken jointly, funds received on behalf of third party charities are not included in the above totals.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Charitable activities

(Continued)

	2024	2023
	£	£
Grant project funders of £5,000 and above - funding received		
Atlantic Institute	47,205	10,550
Bank of Scotland	24,368	-
Barrow Cadbury Trust	29,225	14,000
City Bridge Trust	36,250	8,750
Clothworkers Foundation	5,500	5,000
Comic Relief	12,975	45,000
Community Foundation Northern Ireland	5,000	-
Co-Op Foundation	54,973	-
Corra Foundation	5,000	16,000
Economic, Social, and Cultural Rights UK	6,295	-
Foundation Scotland	15,000	5,000
Health Education England	10,000	10,000
Help on Your Doorstep	6,000	-
John Lyon's Charity	5,000	5,000
Joseph Rowntree Foundation	-	5,000
Just Ideas	21,838	-
Lloyds Banking Group Foundation	27,500	25,000
Local Trust	-	49,725
London Funders	54,050	30,949
National Lottery Community Fund - The Big Lottery	172,700	152,100
Paul Hamlyn Foundation	5,000	-
Robertson Trust	7,500	5,000
The Blue Thread	-	5,000
The Cabrach Trust	10,000	10,000
The Orr Mackintosh Foundation	5,000	-
The Trussell Trust	37,500	-
Trust for London	-	10,000
UK Youth	19,870	20,870
United St Saviour's	17,000	17,000
William Grant Foundation	5,000	-
Grant project funders below £5,000	39,730	58,548
Add/(less) net movements on deferred income	(130,597)	(7,400)

554,882 501,092

6 Raising funds

	2024	2023
	£	£
<u>Fundraising and publicity</u>		
Staff costs	18,405	19,859
Governance costs	314	468
Support costs	6,590	6,433
	25,309	26,760

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities

	Research Project Costs	Grant- making to Build an Equitable Workforce	Total	Research Project Costs	Grant- making to Build an Equitable Workforce	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Direct costs						
Staff costs	509,222	-	509,222	507,622	-	507,622
Research associate fees	89,705	-	89,705	95,413	-	95,413
Other direct costs including publications and conferences	109,508	5,000	114,508	82,292	1,000	83,292
	<u>708,435</u>	<u>5,000</u>	<u>713,435</u>	<u>685,327</u>	<u>1,000</u>	<u>686,327</u>
Grant funding of activities (See note 9)	-	10,000	10,000	-	5,000	5,000
Share of support and governance costs (See note 10)						
Support	182,333	-	182,333	164,437	-	164,437
Governance	8,676	-	8,676	11,961	-	11,961
	<u>899,444</u>	<u>15,000</u>	<u>914,444</u>	<u>861,725</u>	<u>6,000</u>	<u>867,725</u>
Analysis by fund						
Unrestricted funds	570,534	15,000	585,534	502,886	6,000	508,886
Restricted funds	328,910	-	328,910	358,839	-	358,839
	<u>899,444</u>	<u>15,000</u>	<u>914,444</u>	<u>861,725</u>	<u>6,000</u>	<u>867,725</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Description of charitable activities

Research Project Costs

IVAR's main activity is carrying out research projects, dissemination of the results of those projects and other educational activities within the voluntary and community sector. The Trustees' Report contains further details of the range of projects undertaken.

Grant-making to Build an Equitable Workforce

Grant-making to support young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector.

9 Grants payable

	Grant- making to Build an Equitable Workforce 2024 £	Grant- making to Build an Equitable Workforce 2023 £
Grants to institutions:		
The Ubele Initiative	10,000	5,000

Grant-making to Build an Equitable Workforce

Grant-making to support young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector. One grant was paid during 2024 (2023: One)

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

10 Support costs

	Support costs £	Governance costs £	2024 £	2023 £
Staff costs	62,932	-	62,932	62,003
Depreciation	2,498	-	2,498	3,580
Rent, insurance and service charges	41,745	-	41,745	35,630
Payroll administration and recruitment	14,621	-	14,621	4,585
IT costs and website	15,435	-	15,435	15,249
Bookkeeping and accountancy fees	17,425	-	17,425	16,775
Printing, postage, stationery and telephone	20,109	-	20,109	17,537
Publishing materials, events, marketing, subscriptions and publications	1,570	-	1,570	1,902
Travel and subsistence (non-project)	11,863	-	11,863	12,312
Sundry	725	-	725	1,297
Audit fees	-	5,400	5,400	5,024
Legal and professional	-	2,807	2,807	1,078
Trustee expenses	-	236	236	-
Trustees insurance	-	547	547	507
Trustee recruitment	-	-	-	5,820
	<u>188,923</u>	<u>8,990</u>	<u>197,913</u>	<u>183,299</u>
Analysed between				
Fundraising	6,590	314	6,904	6,901
Charitable activities	182,333	8,676	191,009	176,398
	<u>188,923</u>	<u>8,990</u>	<u>197,913</u>	<u>183,299</u>

Support and governance cost have been allocated across fundraising and research using a ratio based on salary costs.

Governance costs include payments accrued to the auditors of £5,024 including VAT (2023: £5,024) for audit fees.

11 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	5,400	5,024
Depreciation of owned tangible fixed assets	2,498	3,579
	<u>7,898</u>	<u>8,603</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Generating funds	0.2	0.2
Research projects	10.6	10.6
Support and administration	1.2	1.2
	<u>12</u>	<u>12</u>

Employment costs

	2024 £	2023 £
Wages and salaries	519,108	518,390
Social security costs	53,132	54,076
Other pension costs	18,319	17,018
	<u>590,559</u>	<u>589,484</u>

The number of employees whose annual remuneration, excluding employer's pension contributions, was £60,000 or more were:

	2024 Number	2023 Number
£60,001-£70,000	1	1
£90,001-£100,000	1	1
	<u>2</u>	<u>2</u>

The above members of staff were enrolled in the defined contribution pension scheme, with employer contributions paid of £4,398 (2023: £4,402).

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

14 Tangible fixed assets

	Furniture & equipment £
Cost	
At 1 April 2023	9,451
At 31 March 2024	9,451
Depreciation and impairment	
At 1 April 2023	6,405
Depreciation charged in the year	2,498
At 31 March 2024	8,903
Carrying amount	
At 31 March 2024	548
At 31 March 2023	3,046

15 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	29,836	23,849
Other debtors	3,811	2,731
Prepayments	1,555	3,737
	35,202	30,317

16 Current asset investments

	2024 £	2023 £
Bank notice accounts	163,636	106,268

The notice account is subject to 125 days notice before withdrawals can be made.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		12,498	14,832
Deferred income	18	180,297	55,700
Trade creditors		15,859	17,895
Accruals		29,619	12,632
		<u>238,273</u>	<u>101,059</u>

18 Deferred income

	2024 £	2023 £
Arising from grants and project income	<u>180,297</u>	<u>55,700</u>
	2024 £	2023 £
Balance as at start of year	55,700	96,300
Released in year	(55,700)	(96,300)
Deferred in year	<u>180,297</u>	<u>55,700</u>
Balance as at end of year	<u>180,297</u>	<u>55,700</u>

During the year, IVAR received £nil (2023: £nil) from statutory sources other than grants from the National Lottery Community Fund and Health Education England. There is no outstanding work in respect of amounts recognised as income during the year.

19 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>18,319</u>	<u>17,018</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund for each employee.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£	£	£	£
UK Evaluation Roundtable	-	32,105	(32,105)	-	32,550	(32,550)	-
Connecting Health Communities	-	132,100	(132,100)	-	88,000	(88,000)	-
National Lottery Community Fund	-	35,000	(35,000)	-	55,000	(55,000)	-
Open & Trusting Grant-making	-	135,134	(135,134)	-	152,885	(152,885)	-
Learning in Uncertainty	-	10,000	(10,000)	-	-	-	-
Tech for Good Evaluation	-	14,500	(14,500)	-	475	(475)	-
	-	358,839	(358,839)	-	328,910	(328,910)	-

UK Evaluation Roundtable

The Evaluation Roundtable is a network of foundation leaders in the UK, the US and Canada. The Roundtable aims to improve evaluative practice in foundations by infusing it with cutting-edge ideas, and by providing foundation staff with an opportunity to refine and deepen their thinking and practice. It is a public resource for information on what other foundations are doing on evaluation, as well as for ideas about where and how foundations might develop their practice.

Connecting Health Communities

A three year project to build health partnerships funded by The National Lottery Community Fund.

National Lottery Community Fund - Partnerships England Wide

Restricted core funding.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

20 Restricted funds

(Continued)

Open & Trusting Grant-making

A project that started to capture the key features of funder responses to the Covid-19 crisis but which has evolved to become a call for funders to adopt open and trusting practices for grantees.

Learning in Uncertainty

Project funded by the Tudor Trust.

Tech For Good Evaluation

Learning Coordination project funded by Comic Relief.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Movement in funds					
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 1 April 2023	Resources expended	Balance at 31 March 2024
	£	£	£	£	£	£
Fixed Asset Fund	3,593	3,032	(3,579)	3,046	(2,498)	548
Core Expenditure Contribution	106,667	-	(53,333)	53,333	(53,333)	-
	<u>110,260</u>	<u>3,032</u>	<u>(56,912)</u>	<u>56,379</u>	<u>(55,831)</u>	<u>548</u>

Fixed Asset Fund

The fixed assets are considered to be not easily realisable and accordingly are not represented in the general reserve. The balance carried forward is equal to the year-end net book value of fixed assets.

Core Expenditure Contribution

The designation of £160,000 as a contribution to core expenditure arose from funding from Atlantic Philanthropies in the 2021 financial year. Trustees have, in accordance with their intention at the outset, released this amount in full, evenly over the three years ending 31 March 2024.

22 Analysis of net assets between funds

	Designated Fund 2024 £	Unrestricted Fund 2024 £	Total 2024 £	Designated Fund 2023 £	Unrestricted Fund 2023 £	Total 2023 £
Fund balances are represented by:						
Tangible assets	548	-	548	3,046	-	3,046
Current assets/(liabilities)	<u>171,321</u>	<u>-</u>	<u>171,321</u>	<u>53,334</u>	<u>150,569</u>	<u>203,903</u>
	<u>171,869</u>	<u>-</u>	<u>171,869</u>	<u>56,380</u>	<u>150,569</u>	<u>206,949</u>

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	<u>13,077</u>	<u>11,449</u>

In October 2020, the charity relocated and signed a five year lease with a four month break clause. The 2023 and 2024 figures for lease commitments within one year include four months of rent and agreed service charges at the prevailing rate including VAT.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

24 Trustees and Related party transactions

Remuneration of key management personnel

The remuneration of the two key management personnel for the full year, (2023: Two key management personnel, one for the full year) is as follows.

	2024 £	2023 £
Aggregate compensation including employer's pension and national insurance contributions	176,738	177,823

No trustees were in receipt of remuneration for their services as trustees. No trustees received associate fees (2023: Richard Hopgood, fees and expenses of £4,200).

IVAR has authority to make payments to trustees for consultancy work contained in its governing document. Any payments have been made in accordance with the trustees remuneration policy and approved by the trustees.

Two trustees received £282 of reimbursement of travel expenses during the year (2023: Two: £248).

The charity purchases trustee insurance as identified in note 10.

The charity has participated in the Cycle to Work scheme. During the year Ben Cairns, the Chief Executive, drew a scheme loan of £1,080 and the repayments had yet to start at the balance sheet date.

25 Limited by guarantee status

The charitable company's legal structure is that of a company limited by guarantee. In the event of the company winding-up, each member is liable to contribute to any deficit to a maximum of £10 per member.

26 Cash generated from operations	2024 £	2023 £
Deficit for the year	(35,080)	(61,737)
<u>Adjustments for:</u>		
Investment income recognised in statement of financial activities	(11,241)	(4,290)
Depreciation and impairment of tangible fixed assets	2,498	3,580
<u>Movements in working capital:</u>		
(Increase) in debtors	(4,885)	(15,678)
Increase in creditors	12,617	1,226
Increase/(decrease) in deferred income	124,597	(40,600)
Cash generated from/(absorbed by) operations	88,506	(117,499)

27 Analysis of changes in net funds

The charity had no material debt during the year.

Accounts

Charity registration number 1114403

Company registration number 05695711 (England and Wales)

INSTITUTE FOR VOLUNTARY ACTION RESEARCH
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Kamna Muralidharan (Chair)	
	Sam Brier (Deputy Chair)	
	Timothy Jones (Treasurer)	
	André Clarke	(Appointed 19 July 2022)
	John Hailey	(Until 18 July 2023)
	Richard Hopgood	(Until 9 November 2022)
	Anneessa Mahmood	
	Michael Pitchford	(Appointed 19 July 2022)
	Rosa Powloski	
	Ruth Stephens	(Appointed 19 July 2022)
	Palmela Witter	
Company secretary	Ben Cairns	
Chief Executive	Ben Cairns	
Charity number	1114403	
Company number	05695711	
Principal address	The Foundry 17 Oval Way London SE11 5RR	
Auditor	Begbies 9 Bonhill Street London EC2A 4DJ	
Bankers	CAF Bank 25 Kings Hill Avenue Kent ME19 4JQ	
Solicitors	Bates Wells Braithwaite Cheapside House 138 Cheapside London EC2V 6BB	

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

CONTENTS

	Page
Trustees' report	1 - 10
Statement of trustees' responsibilities	11
Independent auditor's report	12 - 14
Statement of financial activities	15 - 16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 34

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019).

OVERVIEW

Over the past year, IVAR has continued to hold space for, and balance, the rigour of action research with a focus on equity and empowerment, initiating a number of new initiatives that support the development and sustainability of the voluntary and community sector (VCSE). A key area of focus has been ensuring that how the work is done is inclusive, responsive and recognises the agency and strengths of the people participating in research. This principle lies at the heart of action research and has been IVAR's methodology since it was established.

The Board has been impressed with the range and depth of projects the team delivered including developing partnerships with '10,000 Black Interns' and the grant-making initiative with Ubele, to help Build an Equitable Workforce. These new partnerships support IVAR's ambition to contribute to the diversification of the research sector; enabling action research techniques to support the social change VCSE organisations are calling for.

There is however no one route to change, and we recognise that there are a plurality of views and strategies in how to approach change. This year IVAR embraced this plurality, recognising that there are multiple entry points to, and levers for, change. The team have demonstrated a thoughtfulness and care in considering its relevance and use, acting with integrity and authenticity and continuing to use the organisation's assets for public benefit.

To that end, IVAR has spent time this year building on the role it played in supporting the voluntary sector throughout the pandemic and beyond, by sustaining and developing the Open & Trusting Grant-making community. Key to this initiative has been the need to recognise and build on the trust, agility and common purpose that brought funders and charities together through the pandemic in order to put people and communities at the heart of the change they wish to see.

Alongside delivering on an ambitious portfolio of projects with quality and rigour, the Board have been particularly mindful of the need to centre staff wellbeing alongside organisational impact while driving a commitment to diversity, equity and inclusion – both internally and in the work IVAR does externally. In doing so, we are paying attention to three particular challenges and opportunities:

1. Power and equity

We see a plurality of views and strategies about power in our sector. Perspectives about what matters most vary within and across organisations and communities. At IVAR, our approach is to embrace this plurality, recognising that there are multiple entry points to, and levers for, change. For us to be relevant and useful, we exercise great care in everything we do, striving to act with integrity and authenticity, using our assets for public benefit. This involves working in ways that feel aligned with our charitable objects, our diverse experiences, the potential of research to be useful, and the responsibility we feel to the communities and causes we serve. Going forward, we need to be vigilant about resisting and countering the notion that we might somehow be 'best-placed' to prescribe solutions to problems that are not ours. Our primary contribution is to open, and then hold open, channels and opportunities for the voices and experiences of people furthest from power to be heard – and to become influential. That is the essence of our approach to action research.

2. Open and Trusting

The Open and Trusting (O&T) Grant-making initiative is at a critical inflection point. There is real willingness across a growing community of funders to engage in the open and trusting conversation – both with each other and with funded organisations – and to go further with adaptations and improvements to grant-making practice. We are confident in this, following the peer reviews completed by 70 funders late last year, and the second anniversary event in March attended by over 70 people.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

At the same time, there is widespread acknowledgement that embedding meaningful, long-term change is an arduous and complicated task. Not least because of a growing acceptance that tactical changes in the grant-making process are only one step towards a far more transformative change. Open & Trusting Grant-making is not simply about reducing burden and time pressure on busy charities. It is also about changing funder/charity relationships, so that funded organisations have the agility and agency to represent the interest and needs of the communities they serve. An open and trusting relationship between funder and charity is, ultimately, about changing culture. Engaging seriously, meaningfully and productively with that challenge must be a priority for us.

3. Pragmatic and ambitious

In common with many of the charities with whom we collaborate, IVAR faces familiar operational challenges, including: hybrid working; sustaining organisational values and culture; diversifying income sources; the costs of fundraising. At the same time, we recognise that we have established a reputation and profile – at the interface between voluntary action and funding – that affords us real opportunities to influence and shape, for the common good. So, whilst we remain committed to prudence and living within our means, we also feel a responsibility to think expansively about how best to develop and deploy our assets. How can IVAR help to facilitate meaningful and lasting changes that directly affect and benefit the work and wellbeing of small charities? What can IVAR do, now and in the future, to facilitate a serious and sustained shift to a culture of mutuality in relationships across sectoral and status divides? These, and other questions, need to remain live and in circulation.

OBJECTIVES and ACTIVITIES

Introduction

The Institute for Voluntary Action Research (IVAR) is an independent, charitable research institute. IVAR's charitable objects are to 'support the development and sustainability of charities and other voluntary, community, social enterprise and not-for-profit (VCSE) organisations through research, education and training'.

Our main interest is voluntary action and social change – activities, services, community development or campaigns that aim to improve the quality of life and opportunity of individuals, groups and communities. We work collaboratively; we concentrate on problem-solving; and we want our work to be relevant and practically useful to the voluntary and community sector, as well as funders, policymakers and other sectors.

Our research approach – collaborative, problem-solving and practically useful – is made possible by our team of staff, trustees and experienced freelance research associates, all of whom have worked in and around the voluntary and community sector as volunteers, paid staff, leaders, trustees, teachers and researchers. Our team understands and cares about the distinctiveness and independence of VCSE organisations and their contributions to social change.

Our work starts in different ways: a funder calls us to discuss a problem; we develop a project in response to needs we hear about from VCSE organisations; we receive commissions; and, occasionally, we submit tenders. We operate at a national, regional and local level; most of our work is funded by charitable trusts and foundations.

Core Offer

Throughout our work – literature reviews, interviews, benchmarking, surveys, focus groups, workshops, training – three things never change about what we offer:

1. Our work begins with a 'problem' or challenge; this becomes our 'research question'. As part of trying to answer that question, we draw on earlier work – our own and others' – that can shed light and provide pointers to solutions.
2. We provide space for reflection and debate to help people find their own responses to the challenges they face.
3. We draw on findings from our work to deliver public benefit (in line with Charity Commission guidance), through actively communicating and sharing lessons and evidence, to change practice, inform policy, develop theory and promote understanding of the voluntary and community sector.

At a high level, we think the contribution we can make is:

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

1. A responsive, relevant and useful capacity-building research institute that strengthens the UK voluntary sector and its social change work through regularly sharing practical insights with smaller voluntary organisations and their funders.
2. A body of evidence that has been shaped by those delivering and funding social change that supports the development of voluntary sector practice and influences funders and public agencies across the UK.
3. A platform for thought leadership from our team and the wider sector to shape a better operating environment for smaller charities.

Priorities

For the period 2020-2025, we set four overarching strategic commitments which we shared in last year's annual report. The core of what we committed to hasn't changed, but we have reviewed and updated our goals in light of events during 2021:

1. **Healthy and fit for purpose:** Maintain the health and wellbeing of IVAR by ensuring that our people have the support, resources and systems they need to deliver high quality research and communications.
2. **Inclusive:** Continue to work towards greater diversity of our staff, associates and trustees; embed Equity, Diversity and Inclusion (EDI) thinking into our project selection and design; and extend our network of partners.
3. **Visible and connected:** Increase the use of our work by our core audiences – charities, foundations and public agencies.
4. **Changemaker:** Lead a movement for UK grant-making to be more open and trusting.

Clients and Partners

Research clients and partners included: Action with Communities in Rural England (ACRE), Andrews Charitable Trust, Atlantic Institute, Barrow Cadbury Trust, Carnegie UK Trust, City Bridge Trust, Clothworkers Foundation, Comic Relief, Co-Op Foundation, Corra Foundation, Esmée Fairbairn Foundation, Foundation Scotland, Health Education England, Help on Your Doorstep, John Lyon's Charity, Joseph Rowntree Foundation, Lancashire and South Cumbria NHS Trust, Lloyds Banking Group Foundation, Local Trust, London Funders, National Lottery Communities Fund – The Big Lottery, Paul Hamlyn Foundation, Pears Foundation, Robertson Trust, The Blue Thread, The Cabrach Trust, The Tudor Trust, Trust for London, UK Youth, United St Saviour's, Walcot Foundation.

ACHIEVEMENTS AND PERFORMANCE

1. Healthy and fit for purpose

Goal: Maintain the health and wellbeing of IVAR by ensuring that our people have the support, resources and systems they need to deliver high quality research and communications.

Our latest round of staff appraisals in January confirmed that we have a really talented and committed team. People seek out and benefit from 'stretch opportunities'; feedback is frank and constructive; and our values are being applied across every working day and throughout every working week. We see curiosity, as the question of IVAR's involvement in climate justice work is explored. We see a commitment to being grounded, as people eschew an easy soundbite for observations that feel rooted in the lived and learned experience of the organisations we are here to serve. We see hope as, despite the chaos and madness of economic and political upheaval, staff seek out opportunities to strengthen and enhance the incredible work of local charities. And, always, we see people bringing simple human qualities to their work: empathy, compassion and respect.

We continually attend to the wellbeing of our team through making space for reflective conversations; regularly reviewing our approach to hybrid working and ensuring there are strong connection points across the team; offering a range of flexible working arrangements; and by providing professional development opportunities. This year, we have also introduced a Customer Relationship Management (CRM) system to enable us to better understand, track and manage our relationships with research participants and partners.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

This has enabled us to:

Deliver 23 research projects, including:

- [Residents in control: Community Grants in Big Local Areas](#). This research explored the conditions for successful community grant-making and the benefits community grants bring to Big Local areas. While it was primarily written for Local Trust, it provides learning for other funders and local voluntary and community groups who run or support community grant programmes.
- [Working together in community support: Evaluation of the Connecting for Change programme from Help on your Doorstep](#). We explored how Help on Your Doorstep's model of person-centred care is strengthening the community for both individuals and the organisations that exist to support them.
- [Listening to grantees: An independent survey of the Walcot Foundation's grantees' views](#). We carried out a listening exercise for the Walcot Foundation, an endowed Lambeth-based foundation that gives c.£2 million a year in grants to organisations, schools, and individuals. The Foundation wanted to know how grantees experience its grant-making processes and were prepared to make changes in response to what they heard.

Produce 47 outputs to disseminate research findings (30 blogs, 9 briefings and 8 reports), including:

- [Evidence review: Why restrict grants?](#) This review explores contrasting rationales for restricted and unrestricted funding – and whether they are substantiated by evidence.
- [The power of Youth Volunteering](#). A report with insights from 32 NHS Trusts and their respective charities which have been welcoming young volunteers into their hospitals since 2018. We share how youth volunteering programmes were developed and the meaningful contribution that young volunteers made; with practical advice on how to embed and sustain youth volunteering programmes.
- [In the face of overwhelming need](#). During November 2022, charity leaders from across the UK came together to talk about the impact of the Cost of Living crisis on their work. This briefing shares what has been keeping them up at night, how charities can approach funding relationships, and what funders can do to better support charities at this time.

Deliver over 50 events, including webinars, focus groups, peer support sessions, community of practice meetings and learning workshops. Feedback from our partners included:

- *'It's been good to see funders taking on board what we fed back before.'*
- *'Really appreciated these spaces and have resonated with me in gaining support but also to support other people. Thank you for allowing us to have this space and time.'*
- *'It is events like yours which really do provide a bit of respite from the workload and the stress. Knowing that there are others in the same boat and being able to engage with people from all over is great. Covid took away all my networking abilities and our funding deficit and the cost of living crisis I'm now in means that I can't afford the expenses or time to travel to networking events.'*

2. Inclusive

Goal: Continue to work towards greater diversity of our staff, associates and trustees; embed Equity, Diversity and Inclusion (EDI) thinking into our project selection and design; and extend our network of partners.

Across all of our work, we aim to ensure that people's voices are heard in a way that reflects their experiences. This principle lies at the heart of action research, where the emphasis is always on privileging the perspectives of people directly affected and implicated by the focus of the research. That has been the IVAR methodology since our establishment in 2000.

We have made steady progress on EDI in recent years, as explored in our recently published [power and equity](#): continuing to maintain a focus on racial equity, while also broadening our perspective – is a priority. Our approach is twofold: to pursue action which has a direct impact and can continue to inform our thinking; and to create space and build our capacity to explore deeper questions.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Specific examples from our ongoing efforts to draw people from our communities into our work to embed EDI thinking into our practice include:

- **Introducing a proactive policy** to recognise participant contributions in some form across every project for those taking part as individuals or from charities. At the heart of this approach are principles of reciprocity and respect.
- **Narrowing the remit of our Connecting Health Communities (CHC)** programme to ensure that local area work is focused on tackling health inequalities experienced by people furthest from power and opportunities to influence the design of the services that they most need. Currently, this includes projects to: increase the take-up of tuberculosis (TB) screening for the East Timorese population in Cheshire; reduce childhood obesity in Dudley (Brockmoor and Pensnett Ward); address social isolation in St Helens; and increase cervical screening in Wandsworth among various communities such as LGBTQ+, people with learning disabilities, and victims of sexual violence (including female genital mutilation (FGM)).
- **Creating spaces in local areas and facilitating opportunities for people furthest from power to have a stake in the design of health and care services through CHC:** Over the last year, more than 350 people with lived experience have taken part in cross-sector relationship building and action planning sessions in East Sussex, North Yorkshire, Sheffield and Wirral.
- **Creating opportunities for charities to hold funders to account through the Open and Trusting Grant-making initiative:** First, through The Funding Experience Survey (completed by 1200 charities in May 2022; findings published in September 2022); second, through the recruitment and training of 30 charity leaders to facilitate peer reviews of funders who are part of the O&T community.
- **Facilitating opportunities for young people to have their voices heard and responded to through involvement** as Young Assessors of progress in the implementation of the [Power of Youth Charter](#).
- **Hosting an intern through the 10,000 Black Interns scheme**, who reflected on her experience with us in a blog - [Communities are amazing](#).
- **Supporting two teams of emerging researchers and activists from Black and minoritised communities** to engage in social research through the [Jane Hatfield Award](#), in partnership with the Ubele Initiative.
- **Initiating the Community-led Social Justice project (CLSJ)** to 'support community-led solutions to social justice issues that privilege the voice of individuals from Black or minoritised communities'. Through this project, we worked with three organisations that are led by and support people from Black or minoritised communities, developing community-led solutions to a social justice issue in their local area. We have published our learning in two blogs: [What is IVAR's role in supporting Black and minoritised communities](#) and [Rebalancing power in community settings](#).

3. Visible and connected

Goal: Increase the use of our work by our core audiences – charities, foundations and public agencies.

Our communications analytics show that we are becoming more visible and connected. During this year, we secured more than 650 new Twitter followers and 2350 new newsletter subscribers, as well as achieving more than 450 monthly report downloads (Monthly website views at 7,141 in FY22/23, up from 6,871 in FY21/22. Monthly report downloads at 467 in FY22/23, up from 307 in FY21/22).

The Funding Experience Survey

A gamechanger for our reach this year was the Funding Experience Survey.

What we did:

Six-week social media campaign with weekly videos from funders/charities talking about why [#HowYouFundMatters](#). We shared a communications pack with all Open and Trusting Grantmakers (to share with their grantees and recent applicants); sent emails and reminders to funder and charity networks, past research participants and our newsletter lists; sent out a press release; published guest blogs (on other platforms); and had some paid advertising.

We had over 1,200 responses to the survey, exceeding our target of 1,000 and lending significant credibility to the Open and Trusting accountability process. For comparison, the well-established Charity Digital Skills survey received around 450 responses and was open two weeks longer (with the same incentives, of £100 prizes). Having a target really focused our minds. There were 2,546 link clicks to the survey (which doesn't count people who went direct to SurveyMonkey), and 3,341 video shares across all the clips. Through this, we recruited 30 charity reviewers who we trained and resourced to lead peer review conversations with funders.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

We were also able to add over 900 charities to our mailing list through this alone – which has significantly increased the reach of useful, usable insights from across our work and the number of charities that are able to access our peer support offer.

When we published the findings of the Funding Experience Survey, we took the opportunity to do three things differently:

- Designed newsletters and tailored them to each of our audiences: [Charities](#), [Open and Trusting grantmakers](#), and [others in our network](#)
- Produced an infographic sharing the 10 actions charities felt would make a difference to their funding experience (focusing design energy on this rather than the full report)
- Introduced a soft launch to Open and Trusting grantmakers and our networks, including a communications pack, a week in advance of the public launch

Page view and download numbers:

- 1,444 [blog views](#) (which is the main place we pointed people)
- 1,243 views of the [download page](#)
- 473 downloads of the report

There was some positive reaction on social media, particularly from charities:

- *'These 10 things funders can do to reduce the time charities spend on (unsuccessful) funding apps, from @IVAR_UK, is spot on in my view. A funding system that did these things = a more effective charity sector 🧐💡' (Datakind CEO)*
- *'Brilliant infographics from @IVAR_UK. During the regional roadshows recently we heard all these points time and again from VCS organisations. The funding landscape is challenging & time-consuming. We need to make the process more inclusive & efficient for charities already struggling.'* (National Youth Agency)
- *'Hoping that these very sensible actions are really helpful for funders. In my experience they would 100% make the work of applying for funding so much nicer. #HowYouFundMatters.'* (Watershed)

Charity reserves

Our [Charity Reserves report](#) was commissioned by a really engaged group from the Scottish Funders' Forum 'to understand how charity reserves can contribute to a dynamic and resilient third sector' and explore 'how charities can manage reserves for stability, but also how they can make reserves work harder'. The funder group were central to dissemination, and the topic links to the Cost of Living crisis – to which many funders were (and still are) considering their response.

What we did:

- Produced a communications pack for the Scottish Funders' Forum and funder networks
- Wrote a press release which IVAR sent to UK-wide networks, and partners shared within Scotland
- Published a blog written by Elaine Wilson, Corra Foundation (from the Scottish Funders' Forum)

How it went:

- Five news pieces published: [UK Fundraising](#), [Third Sector](#), [TFN Scotland](#), [OSCR \(Scottish Charity Regulator\)](#), [ICAS](#)
- 206 [blog views](#) (which is the main place we pointed people)
- 660 views of the [download page](#)
- 386 downloads of the report

There was also really positive Twitter reaction:

- *'Interesting piece of work carried out by @IVAR_UK on charity reserves ... I would encourage other CEOs and trustees to read this and then think about their own charity reserves policy and practices. Thanks @N_Addington @elaine_corra @lynnhendry' (Rob Murray, CEO of Cancer Support Scotland)*

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

This work also resulted in the Scottish Regulator reviewing and updating their guidance around Charity Reserves.

4. Changemaker

Goal: Lead a movement for UK grant-making to be more open and trusting.

We have built a community of 100 grantmakers committed to managing grants in a way that reflects their confidence in the organisations they fund. Key achievements this year include:

- 105 Open and Trusting Grantmakers signed up to the 8 Open and Trusting commitments:
 1. Don't waste time
 2. Ask relevant questions
 3. Accept risk
 4. Act with urgency
 5. Be open
 6. Enable flexibility
 7. Communicate with purpose
 8. Be proportionate
- 1,200+ charities shared what matters most to them through our Funding Experience Survey
- 70 funders took part in peer reviews
- We published three reports and 10 blogs in FY22/23 with over 4,300 downloads/views
- 1,800 downloads/views of previously published Open and Trusting materials
- 500+ people attended Open and Trusting-related events

A full update of progress and plans for Open and Trusting Grant-making is available [here](#).

PLANS FOR 2023/2024

We developed our strategic priorities for FY23/24 following a staff/Board meeting in November 2022, to build on activity over the last year in relation to delivering our four goals agreed with Core Funders. The priorities outlined describe activity over and above 'business as usual'.

	Goal	Priorities for FY23/24
1	Healthy and fit for purpose Maintain the health and wellbeing of the organisation by ensuring that our people have the support, resources and systems they need to delivery high quality research and communications.	• Meet our fundraising and new income targets, and maintain a healthy pipeline for new work. • Develop a vision for 2030. • Embed thinking about climate change and sustainability into our work – both operationally and through delivering an exploratory IVAR-funded project. • Develop our writing style, with attention to how it changes for different formats (e.g. tenders, short form). • Deliver a programme of professional development that develops a culture of feedback and improves people's confidence for public speaking and facilitating difficult conversations. • Improve internal communications, ensuring everyone feels connected to each other and the organisation as we continue to work in a hybrid way. • Embed our new CRM – keeping it up-to-date and making it a core part of project and communications delivery.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

2	Inclusive Advance our EDI thinking and practice.	· Continue to talk and learn about Equity, Diversity and Inclusion (EDI), pushing ourselves through creating opportunities for discussion and bringing in different perspectives. · Ensure there is an internal system to review EDI priorities, plan and push ourselves: What are the opportunities to broaden the focus beyond racial equity? How might we build on projects from FY22/23? What kind of projects might we look for/initiate? · Continue to profile diverse voices and experiences through our communications. · Continue to support new social researchers through an internship and the Jane Hatfield Award, in partnership with the Ubele Initiative.
3	Visible and connected Increase the use of our work by our core audiences.	· Introduce an approach to regularly distilling insights from across the portfolio and sharing them with relevant audiences. · Focus on deepening engagement with our existing audiences and equipping them to share our work more widely. · Ensure that we are providing some form of direct support to charities on a quarterly basis. · Maximise opportunities to engage people in IVAR's wider work at the start and end of projects.
4	Changemaker Improve the day-to-day experience of small charities and community groups by leading a movement for UK grant-making to be more open and trusting (O&T).	· Introduce an evolved offer that feels community-owned. · Ensure we are pushing funding practice, informed and shaped by charities' needs, and that we will be able to demonstrate this/identify success – working in partnership with 360 Giving, Trust-based Philanthropy Project, UK funder networks and Grant Givers' Movement. · Recruit 40 new grantmakers, building to a community of 150 organisations.

FINANCIAL REVIEW

The results of the year's activity are set out in the attached financial statements. The income less total expenses of the Charity produced a net deficit for the year of £61,737 (2022: deficit of £59,681). Total reserves at the year-end decreased to £206,949 (2022: £268,686). The charity operates from rented premises and accordingly the total of reserves designated and held in the form of fixed assets at the year-end stood at £3,046 (2022: £3,594). A further £53,334 (2022: £106,667) of designated funds have been set aside from the Atlantic Philanthropies donation to fund core expenditure over the next (2022: two years) year.

The Charity generates income from grants, and, to a lesser and minor extent, fees charged for research and education projects and consultancy work respectively. The Charity is supported by key core funders who provide annual grants to support core expenditure, as detailed in note 3 to the accounts.

Individual projects are funded by grants, as disclosed in note 5 to the accounts, and may be undertaken by charity employees or external researchers. Projects are usually relatively small in terms of the funding received.

The work undertaken by the Charity does not always coincide with the accounting year and accordingly income relating to projects that are part completed at the balance sheet date is deferred to the following year to match with the work required to complete the project, as detailed in note 17 to the accounts.

Reserves policy

The Board of Trustees maintains a reserves policy to protect the organisation and the sustainability and independence of its charitable programme by providing time to adjust to changing financial circumstances. This limits the risk of disruption to the programme in the event of a downturn in some of IVAR's various sources of income, or an unexpected need for additional expenditure. The policy also provides parameters for future strategic plans and contributes towards decision-making.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The Board has established a target range of core reserves of between two and four months' budgeted core expenditure for the level of general reserves. This is based on a risk assessment of the probability and likely impact on IVAR's charitable programme that might be caused by a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the immediate short-term. The policy ensures a balance between spending the maximum amount of income raised as soon as possible after receipt, while maintaining a level of reserves to ensure uninterrupted operation. The core reserves policy and the target range are reviewed annually to reassess the risks and reflect changes in IVAR's income, financial obligations and expenditure.

This policy would equate to a target for 'free' reserves – unrestricted reserves not matched by fixed assets or other designations – of between approximately £132,000 and £264,000 at 31 March 2023 (2022: approximately £124,000 to £248,000) while the 'free' reserves held at that date were £150,569 (2022: £158,426).

Alongside the establishment of core reserves, the Board of Trustees is also committed to reinvesting surplus funds into the active pursuit of its charitable objectives and organisational mission. To this end, the reserves policy also allows funds to be set aside for the Research Development Fund, to provide a small working fund to support activities that may require specific investment by IVAR (e.g. work with smaller, less well-resourced organisations; supplementary work to disseminate research findings; exploratory work in new areas).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Institute for Voluntary Action Research (IVAR) is a charitable company limited by guarantee and was formally registered on 2nd February 2006 and as a charity on 30th May 2006. IVAR is governed by its Memorandum and Articles of Association as amended by a special resolution on 3rd February 2011. In the event of winding up, members' liabilities are limited to £1 each.

The Trustees are responsible for the management of the Charity, which they delegate to the Director on a day-to-day basis. IVAR's Board of Trustees includes senior practitioners and funders from the VCSE sector.

The Board meets four times a year, or more often if required. It currently has two formal sub-committees: Finance and Remuneration Committee and a Personnel and Recruitment Committee. Ben Cairns has served as Director of the Charity since his appointment on 1st July 2006.

Risks

The Trustees confirm that the major risks to which the Charity is exposed have been reviewed, and systems and procedures have been established to manage those risks.

The risk register is maintained and reviewed regularly, including action points to address any significant concerns. The review takes account of changes to IVAR's strategic goals and objectives as they arise.

The principal current risks being addressed include staff wellbeing (including the move to hybrid working and delivering an ambitious strategy and busy project portfolio); being an insufficiently diverse organisation; continued close monitoring of project income due to the uncertainty of the landscape post Covid-19; developing communications further (both the platform, e.g. website and different methods for disseminating IVAR's work) partly to ensure we remain relevant and responsive to the people and causes we want to serve.

Appointments to the Board

During the year, the Board completed an open recruitment process as part of organisation-wide efforts to better reflect the diversity of the communities we work with and support across the UK. In July 2022, three new trustees were appointed.

Trustees are inducted by the Board Chair and are provided with a copy of the Charity Commission guidance, The essential trustee: what you need to know, what you need to do. New trustees also receive access to relevant training, minutes of recent Board meetings, recent IVAR reports, meet IVAR staff and, where appropriate, attend events organised by IVAR.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Arrangements for setting the pay and remuneration of key management personnel

The Board has a Finance and Remuneration Committee, which reviews the pay of staff on an annual basis. Where appropriate, the Committee will establish benchmarks on the basis of available data from partner or related charities.

Fundraising

IVAR fully complies with The Charities (Protection and Social Investment) Act 2016. We do not fundraise from the general public, nor do we employ fundraisers or use fundraising agents. We have not received any complaints during the year related to fundraising.

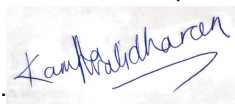
PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The public benefit of the Charity's activities in supporting VCSE organisations is outlined under 'Objectives and Activities' and 'Achievements and Performance' above.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



Kamna Muralidharan (Chair)

Trustee

Dated: 8 November 2023.....

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Institute For Voluntary Action Research for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Opinion

We have audited the financial statements of Institute For Voluntary Action Research (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 March 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 for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity 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 charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 trustees' 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 trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise 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.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Extent to which the audit was capable of detecting irregularities, including fraud

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

- Agreement of the financial statement disclosures to underlying supporting documentation to assess compliance with those laws and regulations having an impact on the financial statements;
- Enquiries and confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- Review of minutes of Board meetings throughout the period;
- Incorporating unpredictability into the nature, timing and/or extent of testing.
- Evaluation of the selection and application of the accounting policies chosen by the company.
- In relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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.



Katherine Dee FCA (Senior Statutory Auditor)
for and on behalf of Begbies

...09/11/23..

Chartered Accountants
Statutory Auditor

9 Bonhill Street
London
EC2A 4DJ

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
	Notes				
<u>Income from:</u>					
Core grants	3	290,000	35,000	325,000	322,493
Charitable activities	5	179,619	323,839	503,458	481,746
Investment income	4	4,290	-	4,290	1,186
Total income		473,909	358,839	832,748	805,425
<u>Expenditure on:</u>					
Raising funds	6	26,760	-	26,760	25,907
Charitable activities	7	508,886	358,839	867,725	839,199
Total resources expended		535,646	358,839	894,485	865,106
Net expenditure for the year/ Net movement in funds		(61,737)	-	(61,737)	(59,681)
Fund balances at 1 April 2022		268,686	-	268,686	328,367
Fund balances at 31 March 2023		206,949	-	206,949	268,686

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes			
<u>Income from:</u>				
Core grants	3	287,493	35,000	322,493
Charitable activities	5	202,896	278,850	481,746
Investment income	4	1,186	-	1,186
Total income		491,575	313,850	805,425
<u>Expenditure on:</u>				
Raising funds	6	25,907	-	25,907
Charitable activities	7	525,349	313,850	839,199
Total resources expended		551,256	313,850	865,106
Net expenditure for the year/ Net movement in funds		(59,681)	-	(59,681)
Fund balances at 1 April 2021		328,367	-	328,367
Fund balances at 31 March 2022		268,686	-	268,686

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

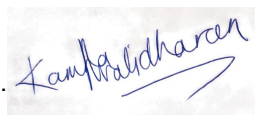
BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	13		3,046		3,594
Current assets					
Debtors	14	30,317		14,639	
Investments - notice account	15	106,268		152,788	
Cash at bank and in hand		168,377		238,098	
		<u>304,962</u>		<u>405,525</u>	
Creditors: amounts falling due within one year	16	<u>(101,059)</u>		<u>(140,433)</u>	
Net current assets			203,903		265,092
Total assets less current liabilities			<u>206,949</u>		<u>268,686</u>
Income funds					
<u>Unrestricted funds</u>					
Designated funds	20	56,380		110,260	
General unrestricted funds		<u>150,569</u>		<u>158,426</u>	
			206,949		268,686
			<u>206,949</u>		<u>268,686</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on .8 November 2023.....



**Kamna Muralidharan (Chair)
Trustee**

Company Registration No. 05695711

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash absorbed by operations	25		(117,500)		(97,769)
Investing activities					
Purchase of tangible fixed assets		(3,032)		(4,257)	
Withdrawal from / (investment in) term deposit accounts		46,520		(1,073)	
Interest received		4,290		1,186	
Net cash generated from/(used in) investing activities			47,778		(4,144)
Net decrease in cash and cash equivalents			(69,722)		(101,913)
Cash and cash equivalents at beginning of year			238,098		340,012
Cash and cash equivalents at end of year			168,377		238,098
Relating to:					
Bank balances and short term deposits			168,377		238,098

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Institute For Voluntary Action Research is a private company limited by guarantee incorporated in England and Wales. The registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grants are recognised in line with the charity's entitlement to the grant. Grants which are received for specific time periods are allocated to those time periods. And any sums to which the charity is not yet entitled, but have already received are deferred and not recognised in the year.

Income relating to commissioned projects is recognised in line with the performance of that project. Where income is received in advance of work having been performed the income is deferred to the extent that the work is yet to be undertaken.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Resources expended

All expenditure is accounted for on an accruals basis.

Expenses incurred in undertaking activities for the fulfilment of the charity's objects are shown as direct charitable expenditure. The charity operates two types of charitable activity - charitable research projects and grant-making to Build an Equitable Workforce.

Fundraising costs are the costs of application and reporting on the charity's income.

Support and governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to salary costs and allocated to charitable activities and fundraising cost. No material costs are thought to be applicable to grant-making to Build an Equitable Workforce.

The charity is not registered for VAT and expenditure categories include their irrecoverable VAT elements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Furniture & equipment	50% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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 ongoing 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.

The key area of estimation in the current and previous year is the deferral of project income where income is received in advance of the work performed. The deferral is calculated with reference to the estimated percentage of the project performed at the balance sheet date with reference to key project stages and deliverables.

3 Core grants

	Total	Total
	2023	2022
	£	£
Donations and gifts	277,000	285,000
Add/(less) net movements on deferred income	48,000	37,493
	<u>325,000</u>	<u>322,493</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3 Core grants (Continued)

Grants

Esmée Fairbairn Foundation	78,000	60,000
Porticus	-	40,000
Tudor Trust	62,000	60,000
Pears Foundation	50,000	50,000
Paul Hamlyn Foundation	50,000	-
National Lottery Community Fund	35,000	35,000
Garfield Weston Foundation	-	40,000
Other	2,000	-
	<u>277,000</u>	<u>285,000</u>

4 Investment income

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Bank interest receivable	<u>4,290</u>	<u>1,186</u>

5 Charitable activities

	2023	2022
	£	£
Consultancy	2,366	23,910
Project income	<u>501,092</u>	<u>457,836</u>
	<u>503,458</u>	<u>481,746</u>
Analysis by fund		
Unrestricted funds	179,619	202,896
Restricted funds	<u>323,839</u>	<u>278,850</u>
	<u>503,458</u>	<u>481,746</u>

Where projects are undertaken jointly, funds received on behalf of third party charities are not included in the above totals.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Charitable activities

(Continued)

	2023	2022
	£	£
Grant project funders of £5,000 and above- funding received		
Action with Communities in Rural England (ACRE)	-	5,000
Andrews Charitable Trust	-	12,750
Atlantic Institute	10,550	-
Barrow Cadbury Trust	14,000	-
Carnegie UK Trust	-	6,500
City Bridge Trust	8,750	-
Clothworkers Foundation	5,000	-
Comic Relief	45,000	45,000
Co-Op Foundation	-	5,000
Corra Foundation	16,000	-
Esmée Fairbairn Foundation	-	21,500
Foundation Scotland	5,000	-
Health Education England	10,000	-
Help on Your Doorstep	-	9,575
John Lyon's Charity	5,000	-
Joseph Rowntree Foundation	5,000	-
Lancs and S. Cumbria NHS Trust	-	9,100
Lloyds Banking Group Foundation	25,000	5,000
Local Trust	49,725	62,800
London Funders	30,949	-
National Lottery Communities Fund - The Big Lottery	152,100	110,000
Paul Hamlyn Foundation	-	48,450
Pears Foundation	-	5,000
Robertson Trust	5,000	-
The Blue Thread	5,000	-
The Cabrach Trust	10,000	-
The Tudor Trust	-	60,800
Trust for London	10,000	-
UK Youth	20,870	-
United St Saviour's	17,000	-
Walcot Foundation	-	10,211
Grant project funders below £5,000	58,548	32,050
Add/(less) net movements on deferred income	(7,400)	600
	<u>501,092</u>	<u>457,836</u>

6 Raising funds

	2023	2022
	£	£
<u>Fundraising and publicity</u>		
Staff costs	19,859	18,979
Governance costs	468	213
Support costs	6,433	6,715
	<u>26,760</u>	<u>25,907</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Charitable activities expenditure

	Research Project Costs	Grant- making to Build an Equitable Workforce	Total 2023	Total 2022
	£	£	£	£
Staff costs	507,622	-	507,622	480,210
Research associate fees	95,413	-	95,413	149,937
Other direct costs including publications and conferences	82,292	1,000	83,292	33,771
	<u>685,327</u>	<u>1,000</u>	<u>686,327</u>	<u>663,918</u>
Grant funding of activities (see note 9)	-	5,000	5,000	-
Share of support costs (see note 10)	164,437	-	164,437	169,894
Share of governance costs (see note 10)	11,961	-	11,961	5,387
	<u>861,725</u>	<u>6,000</u>	<u>867,725</u>	<u>839,199</u>
Analysis by fund				
Unrestricted funds	502,886	6,000	508,886	
Restricted funds	358,839	-	358,839	
	<u>861,725</u>	<u>6,000</u>	<u>867,725</u>	
For the year ended 31 March 2022				
Unrestricted funds	525,349	-		525,349
Restricted funds	313,850	-		313,850
	<u>839,199</u>	<u>-</u>		<u>839,199</u>

8 Description of charitable activities

Research Project Costs

IVAR's main activity is carrying out research projects, dissemination of the results of those projects and other educational activities within the voluntary and community sector. The Trustees' Report contains further details of the range of projects undertaken.

Grant-making to Build an Equitable Workforce

Grant-making to support for young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9 Grants payable

	Grant-making to Build an Equitable Workforce 2023 £	2022 £
Grants to institutions:		
The Ubele Initiative	5,000	-
	<u>5,000</u>	<u>-</u>

Grant-making to Build an Equitable Workforce

Grant-making to support for young people from Black and Minoritised communities to improve their access to work in social research and the voluntary sector.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

10 Support costs

	Support costs	Governance costs	2023	2022
	£	£	£	£
Staff costs	62,003	-	62,003	60,473
Depreciation	3,580	-	3,580	3,136
Rent, insurance and service charges	35,630	-	35,630	35,868
Equipment rental	-	-	-	755
Payroll administration and recruitment	4,585	-	4,585	5,717
IT costs and website	15,249	-	15,249	25,151
Bookkeeping and accountancy fees	16,775	-	16,775	17,475
Printing, postage, stationery and telephone	17,537	-	17,537	10,865
Publishing materials, events, marketing, subscriptions and publications	1,902	-	1,902	1,990
Travel and subsistence (non project)	12,312	-	12,312	11,564
Sundry	1,297	-	1,297	3,615
Audit fees	-	5,024	5,024	5,040
Legal and professional	-	1,078	1,078	53
Trustees insurance	-	507	507	507
Trustee recruitment	-	5,820	5,820	-
	<u>170,870</u>	<u>12,429</u>	<u>183,299</u>	<u>182,209</u>
Analysed between				
Fundraising	6,433	468	6,901	6,928
Charitable activities	164,437	11,961	176,398	175,281
	<u>170,870</u>	<u>12,429</u>	<u>183,299</u>	<u>182,209</u>

Support and governance cost have been allocated across fundraising and research using a ratio based on salary costs.

Governance costs includes payments accrued to the auditors of £5,024 including VAT (2022- £5,040) for audit fees.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Generating funds	0.2	0.2
Research projects	10.6	10.6
Support and administration	1.2	1.2
	<u>12</u>	<u>12</u>

Employment costs

	2023 £	2022 £
Wages and salaries	518,390	494,364
Social security costs	54,076	49,512
Other pension costs	17,018	15,786
	<u>589,484</u>	<u>559,662</u>

The number of employees whose annual remuneration, excluding employer's pension contributions, was £60,000 or more were:

	2023 Number	2022 Number
£60,001-£70,000	1	-
£80,001-£90,000	-	1
£90,001-£100,000	1	-
	<u>1</u>	<u>1</u>

The above members of staff were enrolled in the defined contribution pension scheme, with employer contributions paid of £4,402 (2022: £2,201).

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Tangible fixed assets

	Furniture & equipment £
Cost	
At 1 April 2022	8,862
Additions	3,032
Disposals	(2,443)
At 31 March 2023	9,451
Depreciation and impairment	
At 1 April 2022	5,269
Depreciation charged in the year	3,579
Eliminated in respect of disposals	(2,443)
At 31 March 2023	6,405
Carrying amount	
At 31 March 2023	3,046
At 31 March 2022	3,594

14 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	23,849	9,880
Other debtors	2,731	3,267
Prepayments	3,737	1,492
	30,317	14,639

15 Current asset investments

	2023 £	2022 £
Bank notice accounts	106,268	152,788

The notice account is subject to 125 days notice before withdrawals can be made.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		14,832	14,379
Deferred income	17	55,700	96,300
Trade creditors		17,895	16,108
Accruals		12,632	13,646
		<u>101,059</u>	<u>140,433</u>

17 Deferred income

	2023 £	2022 £
Arising from grants and project income	<u>55,700</u>	<u>96,300</u>
	2023 £	2022 £
Balance as at start of year	96,300	153,018
Released in year	(96,300)	(153,018)
Deferred in year	<u>55,700</u>	<u>96,300</u>
Balance as at end of year	<u>55,700</u>	<u>96,300</u>

During the year IVAR received £nil (2022: £9,100) from statutory sources.

18 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund for each employee.

The charge to profit or loss in respect of defined contribution schemes was £17,018 (2022 - £15,786).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£
UK Evaluation Roundtable	-	12,000	(12,000)	-	32,105	(32,105)	-
Learning Review	-	12,750	(12,750)	-	-	-	-
Progressing Partnerships	-	110,000	(110,000)	-	132,100	(132,100)	-
BHP Self Care	-	55,000	(55,000)	-	-	-	-
Small Charities Tech Study	-	1,000	(1,000)	-	-	-	-
National Lottery Community Fund	-	35,000	(35,000)	-	35,000	(35,000)	-
Covid-19 Emergency Support	-	25,000	(25,000)	-	-	-	-
Covid-19 Learning Review	-	7,500	(7,500)	-	135,134	(135,134)	-
Learning in Uncertainty	-	-	-	-	10,000	(10,000)	-
Tech for Good Evaluation	-	25,000	(25,000)	-	14,500	(14,500)	-
Small projects	-	30,600	(30,600)	-	-	-	-
	-	313,850	(313,850)	-	358,839	(358,839)	-

UK Evaluation Roundtable

The Evaluation Roundtable is a network of foundation leaders in the UK, the US and Canada. The Roundtable aims to improve evaluative practice in foundations by infusing it with cutting-edge ideas, and by providing foundation staff with an opportunity to refine and deepen their thinking and practice. It is a public resource for information on what other foundations are doing on evaluation, as well as for ideas about where and how foundations might develop their practice.

Learning Review

A one year learning and development project with Andrews Charitable Trust.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Restricted funds

(Continued)

Progressing Partnerships

A three year project to build health partnerships funded by The National Lottery Community Fund.

BHP Self Care

A two year Big Lottery Fund grant for building relationships between the NHS, local government, citizens and voluntary, community and social enterprise organisations.

Small Charities Tech Study

Funding for an exploratory study into making technology imaginable and usable for small voluntary organisations.

National Lottery Community Fund - Partnerships England Wide

Restricted core funding.

Covid-19 Emergency Support

Grants towards initiating peer support sessions for voluntary, community and social enterprise (VCSE) leaders.

Covid-19 Learning Review

A project to capture the key features of funder responses to the Covid-19 crisis.

Learning in Uncertainty

Project funded by the Tudor Trust.

Tech For Good Evaluation

Learning Coordination project funded by Comic Relief.

Small Projects

A variety of projects with income £5,000 and under.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£	£
Fixed Asset Fund	2,472	4,257	(3,136)	-	3,593	3,032	(3,579)	3,046
Core Expenditure Contribution	160,000	-	-	(53,333)	106,667	-	(53,333)	53,334
	<u>162,472</u>	<u>4,257</u>	<u>(3,136)</u>	<u>(53,333)</u>	<u>110,260</u>	<u>3,032</u>	<u>(56,912)</u>	<u>56,380</u>

Fixed Asset Fund

The fixed assets are considered to be not easily realisable and accordingly are not represented in the general reserve. The balance carried forward is equal to the year-end net book value of fixed assets.

Core Expenditure Contribution

The designation of £160,000 as a contribution to core expenditure arose from funding from Atlantic Philanthropies in the 2021 financial year. Trustees intend to release this amount over the three years ending 31 March 2024.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

21 Analysis of net assets between funds

	Designated Fund 2023 £	Unrestricted Fund 2023 £	Total 2023 £	Designated Fund 2022 £	Unrestricted Fund 2022 £	Total 2022 £
Fund balances are represented by:						
Tangible assets	3,046	-	3,046	3,594	-	3,594
Current assets/(liabilities)	53,334	150,569	203,903	106,666	158,426	265,092
	<u>56,380</u>	<u>150,569</u>	<u>206,949</u>	<u>110,260</u>	<u>158,426</u>	<u>268,686</u>

22 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	<u>11,449</u>	<u>10,925</u>

In October 2020, the charity relocated and signed a five year lease with a four month break clause. The 2022 and 2023 figures for lease commitments within one year includes four months of rent and agreed service charges at the prevailing rate including VAT.

23 Trustees and Related party transactions

Remuneration of key management personnel

The remuneration of the two key management personnel for the full year, (2022: two key management personnel, one for the full year, and one for five months) is as follows.

	2023 £	2022 £
Aggregate compensation including employer's pension and national insurance contributions	<u>177,823</u>	<u>128,592</u>

No trustees were in receipt of remuneration for their services as trustees. During the year trustees received associate fees as follows: Richard Hopgood, fees and expenses of £4,200 (2022: £3,150).

IVAR has authority to make payments to trustees for consultancy work contained in its governing document. Payments have been made in accordance with the trustees remuneration policy and approved by the trustees.

Two trustees received £248 of reimbursement of travel expenses during the year (2022: one: £63).

The charity purchases trustee insurance as identified in note 10.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

24 Limited by guarantee status

The charitable company's legal structure is that of a company limited by guarantee. In the event of the company winding-up, each member is liable to contribute to any deficit to a maximum of £10 per member.

25 Cash generated from operations	2023 £	2022 £
Deficit for the year	(61,737)	(59,681)
Adjustments for:		
Investment income recognised in statement of financial activities	(4,290)	(1,186)
Depreciation and impairment of tangible fixed assets	3,580	3,136
Movements in working capital:		
(Increase)/decrease in debtors	(15,678)	24,954
Increase/(decrease) in creditors	1,226	(7,324)
(Decrease) in deferred income	(40,600)	(57,668)
Cash absorbed by operations	(117,499)	(97,769)

26 Analysis of changes in net funds

The charity had no debt during the year.

Accounts

Charity registration number 1114403

Company registration number 05695711 (England and Wales)

**INSTITUTE FOR VOLUNTARY ACTION RESEARCH
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Sam Brier (Chair from 11 Nov 2020)	
	Kamna Muralidharan (Deputy Chair from 18 Nov 2021)	
	Timothy Jones (Treasurer)	
	André Clarke	(Appointed 19 July 2022)
	John Hailey	
	Richard Hopgood	
	Anneessa Mahmood	
	Michael Pitchford	(Appointed 19 July 2022)
	Rosa Powloski	
	Ruth Stephens	(Appointed 19 July 2022)
Company secretary	Palmela Witter	
	Jane Hatfield	(Until 24th May 2021)
	Nicola Steuer (Vice Chair)	(Until 17th November 2021)
Chief Executive	Ben Cairns	
Charity number	1114403	
Company number	05695711	
Principal address	The Foundry 17 Oval Way London SE11 5RR	
Auditor	Begbies 9 Bonhill Street London EC2A 4DJ	
Bankers	CAF Bank 25 Kings Hill Avenue Kent ME19 4JQ	
Solicitors	Bates Wells Braithwaite Cheapside House 138 Cheapside London EC2V 6BB	

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

CONTENTS

	Page
Trustees' report	1 - 7
Statement of trustees' responsibilities	8
Independent auditor's report	9 - 11
Statement of financial activities	12 - 13
Balance sheet	14
Statement of cash flows	15
Notes to the financial statements	16 - 30

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019).

OBJECTIVES AND ACTIVITIES

Introduction

The Institute for Voluntary Action Research (IVAR) is an independent, charitable research institute. IVAR's charitable objects are to '*support the development and sustainability of charities and other voluntary, community, social enterprise and not-for-profit (VCSE) organisations through research, education and training*'.

Our main interest is voluntary action – activities, services, community development or campaigns that aim to improve the quality of life and opportunity of individuals, groups and communities. We work collaboratively; we concentrate on problem-solving; and we want our work to be relevant and practically useful to the voluntary and community sector, as well as funders, policy-makers and other sectors.

Our research approach – collaborative, problem-solving and practically useful – is made possible by our team of staff, trustees and experienced freelance research associates, all of whom have worked in and around the voluntary and community sector as volunteers, paid staff, leaders, trustees, teachers and researchers. Our team understands and cares about the distinctiveness and independence of VCSE organisations.

Our work starts in different ways: a funder calls us to discuss a problem; we develop a project in response to needs we hear about from VCSE organisations; we receive commissions; and, occasionally, we submit tenders. We operate at a national, regional and local level; most of our work is funded by charitable trusts and foundations.

Throughout our work – literature reviews, interviews, benchmarking, surveys, focus groups, workshops, training – three things never change about what we offer:

1. Our work begins with a 'problem' or challenge; this becomes our 'research question'. As part of trying to answer that question, we draw on earlier work – our own and others' – that can shed light and provide pointers to solutions.
2. We provide space for reflection and debate to help people find their own responses to the challenges they face.
3. We draw on findings from our work to deliver public benefit (in line with Charity Commission guidance), through actively communicating and sharing lessons and evidence, to change practice, inform policy, develop theory and promote understanding of the voluntary and community sector.

Priorities

At a high level, we think the contribution we can make is:

1. A responsive, relevant and useful capacity-building research institute that strengthens the UK voluntary sector through regularly sharing practical insights with smaller voluntary organisations and their funders.
2. A body of evidence that has been shaped by those delivering and funding social change that supports the development of voluntary sector practice and influences funders and public agencies across the UK.
3. A platform for thought leadership from our team and the wider sector to shape a better operating environment for smaller charities.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

For the period 2020-2025, we set four overarching strategic commitments which we shared in last year's annual report. The core of what we committed to hasn't changed, but we have reviewed and updated our goals in light of events during 2021:

1. **Healthy and fit for purpose:** Maintain the health and wellbeing of IVAR by ensuring that our people have the support, resources and systems they need to deliver high quality research and communications.
2. **Inclusive:** Continue to work towards greater diversity of our staff, associates and trustees; embed Equity, Diversity and Inclusion (EDI) thinking into our project selection and design; and extend our network of partners.
3. **Visible and connected:** Increase the use of our work by our core audiences – charities, foundations and public agencies.
4. **Changemaker:** Lead a movement for UK grant-making to be more open and trusting.

Clients and Partners

Research clients and partners included: The ACRE Network (Action with Communities in Rural England), Andrews Charitable Trust, Atlantic Philanthropies, Carnegie UK Trust, City Bridge Trust, Comic Relief, Co-Op Foundation, Corra Foundation, Esmée Fairbairn Foundation, Help on Your Doorstep, Lancashire and South Cumbria NHS, Lloyds Bank Foundation for England and Wales, Local Trust, National Lottery Communities Fund, Paul Hamlyn Foundation, Pears Foundation, Porticus UK, Robertson Trust, Sheffield Hallam University, Shift Design, The Tudor Trust and Walcot Foundation.

ACHIEVEMENTS AND PERFORMANCE

1. Healthy and fit for purpose

During 2021-22 we worked on 32 research projects¹, including:

- [Human Learning Systems: Public Service for the real world](#). We worked with partners to continue exploring new and different approaches to commissioning and funding relationships for charities; and to provide practical insights on how commissioners and charities can work more productively together.
- [Tracking the voluntary sector's experience of the probation reform programme](#). We worked with Clinks, Sheffield Hallam and the University of Wolverhampton to understand the experience and role of the voluntary sector in the recent changes to the probation reform programme.

We produced 68 outputs² between January 2021 and March 2022, publishing just over weekly – more than doubling our pre-Covid activity. Our most popular pieces included:

- [The holy grail of funding: How and why foundations give unrestricted funding](#). *Through the voices of trustees and senior staff from 12 trusts and foundations, we argue that whatever your constraints, and however far along the journey you are, it is worth asking: can we go further in offering unrestricted funding?*
- [Response to change: How small voluntary organisations are using tech](#). *We worked with the Centre for Acceleration of Social Technology (CAST) to explore how small voluntary organisations responded to change and embraced tech through the upheaval and uncertainty of 2020.*

We have also delivered over 90 events including webinars, focus groups, peer support sessions, community of practice meetings and learning workshops.

Feedback from our partners:

'Thanks for another really helpful and insightful session. My only question now is what are we going to do when this stops?! It's been so hugely beneficial to be able to talk so openly with colleagues experiencing the same pain as one is oneself. Having you guiding our discussions is also helpful, as it prevents too much disappearing down rabbit holes.'

'Enabled us to look at the whole process, we have moved from being quite ambitious, to focus on what, why and how.'

¹ 21 now completed and 11 ongoing

² 43 blogs, 12 briefings and 13 reports

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

'As someone who has been in grantmaking for 20 years, I am so pleased that finally there is growing impetus to reset, influence and change the way grant-making has been conducted.'

2. Inclusive

We have worked hard to draw people from our communities into our work, through recruitment of new trustees and associates; proactively reaching out to and resourcing new partners to participate in project design and steering groups; and recognising participant contributions in some form across every project for those taking part as individuals or from charities.

In addition to this, we have set up a series of experimental projects focused on inclusion and drawing people from our communities into our work during 2022/23:

- **Jane Hatfield Award:** In memory of our long-standing Chair Jane Hatfield, who sadly passed away in 2021, we have worked in partnership with *The Ubele Initiative* to set up an annual £5,000 grant to support a piece of research on topics or issues related to community, and social action and/or social justice. This year, *The Ubele Initiative's* network of around 20 young researchers will be eligible to apply for the Award, and the successful team of researchers will be offered support and guidance by both IVAR and *The Ubele Initiative*.
- **Internship:** We have recruited an intern who we will host for a paid six-week internship at IVAR during September-October 2022. We did this through the 10,000 Black Interns programme which seeks to transform the horizons and prospects of young black people in the UK by offering paid work experience.
- **Community-led social justice:** We have been working with three organisations that are led by and support people from Black or minoritised communities, developing community-led solutions to a social justice issue in their local area. Each organisation has been offered up to four days of tailored pro-bono support from the IVAR team.
- **Leading in uncertainty:** In March 2020, we began offering facilitated peer support sessions for voluntary sector leaders – simultaneously providing them with a reflective space and building a picture of the live challenges they were facing. In 2021, we trialed resourcing partners and local infrastructure bodies to promote our drop-in sessions to diverse communities, but this did not have a material impact on sign-ups. We then took a more holistic approach, and sought organisations³ to partner with to offer drop-in sessions specifically for their members.

3. Visible and connected

Our communications analytics show that we are becoming more visible and connected. During this year, we secured 815 new Twitter followers, 770 new newsletter subscribers, 920 more monthly website views, and 82 more monthly report downloads.

Evolved website: In November 2021, we launched [our updated website](#) which aims to make it easier to find and use relevant content; and to bring us and our work to life through introducing a new look and feel – particularly photography. All early indications suggest that we have been successful: *'informative, clear and easy to navigate'* and *'visually high quality'*. There have been more people visiting the site⁴; and engaging with it.⁵

Providing a platform: Some of our most popular research has profiled the voices of those we work with. We have taken a range of approaches from sharing frank, anonymised, experiences; to profiling individuals and organisations from our core audiences. Examples include blog series from [long-term leaders](#) and [foundation learning and evaluation staff](#).

Using our voice: We continue to use our voices to speak out about things where there is a strong evidence base and need, like unrestricted funding. We are also increasingly sharing our thinking about things that we are working on – modelling the way that we're asking foundations to work. Examples include [a blog](#) about moving to a strategic learning approach with our Board, and joint pieces with the US *Trust-based Philanthropy* initiative: [A Power Reckoning on Trust in Philanthropy, From Both Sides of the Pond](#).

³ We are working with ACRE, Centre for Youth Impact, Community First Yorkshire, Getting on Board, Maudsley Charity, VONNE and Women Acting in Today's Society and offering three themed drop-in sessions on wellbeing, partnership working and using tech.

⁴ 16,140 webpage views from 11 Nov to 31 Dec 21, compared to 11,916 for the same period in 2020.

⁵ 42% bounce rate (when people load a page and then immediately leave) compared to 68% in 2020.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

4. Changemaker

We have built a community of 100 grantmakers committed to managing grants in a way that reflects their confidence in the organisations they fund.

- **Developed the eight commitments:** Drawing on past research and a November 2020 survey of 118 people from 89 UK-based foundations, we brought charities and funders together to explore how to sustain positive changes to grant-making practice experienced in response to Covid-19. This group helped to design a set of eight commitments to open and trusting grant-making:
 1. Don't waste time
 2. Ask relevant questions
 3. Accept risk
 4. Act with urgency
 5. Be open
 6. Enable flexibility
 7. Communicate with purpose
 8. Be proportionate
- **Built a community:** Following the publication of these eight commitments in February 2021 with 50 funders already signed up, we have grown the community to over 100 and facilitate regular space for reflection and learning. We have also designed a process for charities to hold funders to account for their adoption of/adherence to these commitments which we will deliver during 2022/23 leading into the second anniversary of the initiative.
- **Published research:** In support of implementing the eight commitments, we published research including [The holy grail of funding: Why and how foundations give unrestricted](#) and [Let charities shine: Six principles for open and trusting application and assessment processes](#).
- **Profiled voices:** We regularly profile the voices of charities – sharing why open and trusting funding matters; and the voices of funders – sharing examples of how they are putting open and trusting grant-making into practice. Blogs have included [This is what applying for funding feels like](#) and [Trusting funders are not letting go of impact](#).

Challenges and future priorities

Our recent work has been characterised by ongoing uncertainty – both for us and the charities, foundations and public agencies we work with. Throughout, we have put significant focus on the wellbeing of our team; and together we have made great strides. The challenges that we continue to work on include:

- **Understanding the scale and potential of Open and Trusting Grant-making.** This project began with a simple question: *How can we hold onto the positive funder processes, practices and behaviours that emerged in response to Covid-19?* Since its public launch in February 2021, Open and Trusting has grown into a complex programme with multiple strands. This will extend further over the next 12 months as we hold funders to account for their commitments, for the first time.
- **Embedding Equity, Diversity and Inclusion (EDI) across all we do.** Our approach has been to experiment in small ways, while also engaging with the bigger question of our role in spaces where identity and power are central. We will continue to prioritise action related to: diversifying our people; investing in our own practice and learning; extending our project reach; developing our partners' network; engaging more directly with questions and debates about power.
- **Our core offer to charities.** In response to Covid-19 we offered regular drop-in sessions to charity leaders; towards the end of 2021, sign-ups for this began to dwindle and we decided to take a more targeted approach, working with partners. We now need to be proactive about our direct support offer to charities facing multiple pressures associated with the cost-of-living crisis.
- **Hybrid working.** We are exploring the right balance between remote and in-person working for our team; and what kind of office space we need.

'Being the best that we can be' continues to guide and drive all of our work – from how we attend to staff

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

wellbeing, to how we apply action research principles to ensure partners and participants feel heard and respected, through to how we communicate in ways that are useful and usable.

As the unpredictability and uncertainty of Covid become more familiar, we are faced with a fifth challenge: how to avoid the risk of reverting to a pre-Covid mindset and culture, and ensuring that we maintain momentum. In responding to this, we are balancing wellbeing with impact, and responsiveness with urgency.

FINANCIAL REVIEW

The results of the year's activity are set out in the attached financial statements. The income less total expenses of the Charity produced a net deficit for the year of £59,681 (2021: surplus of £192,216). Total reserves at the year-end decreased to £268,686 (2021: £328,367). The charity operates from rented premises and accordingly the total of reserves designated and held in the form of fixed assets at the year-end stood at £3,593 (2021: £2,472). A further £106,667 (2021: £160,000) of designated funds have been set aside from the Atlantic Philanthropies donation to fund core expenditure over the next two (2021: three) years.

The Charity generates income from grants, and, to a lesser and minor extent, fees charged for research and education projects and consultancy work respectively. The Charity is supported by key core funders who provide annual grants to support core expenditure, as detailed in note 3 to the accounts.

Individual projects are funded by grants, as disclosed in note 5 to the accounts, and may be undertaken by charity employees or external researchers. Projects are usually relatively small in terms of the funding received.

The work undertaken by the Charity does not always coincide with the accounting year and accordingly income relating to projects that are part completed at the balance sheet date is deferred to the following year to match with the work required to complete the project, as detailed in note 14 to the accounts.

Reserves policy

The Board of Trustees maintains a reserves policy to protect the organisation and the sustainability and independence of its charitable programme by providing time to adjust to changing financial circumstances. This limits the risk of disruption to the programme in the event of a downturn in some of IVAR's various sources of income, or an unexpected need for additional expenditure. The policy also provides parameters for future strategic plans and contributes towards decision-making.

The Board has established a target range of core reserves of between two and four months' budgeted core expenditure for the level of general reserves. This is based on a risk assessment of the probability and likely impact on IVAR's charitable programme that might be caused by a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the immediate short-term. The policy ensures a balance between spending the maximum amount of income raised as soon as possible after receipt, while maintaining a level of reserves to ensure uninterrupted operation. The core reserves policy and the target range are reviewed annually to reassess the risks and reflect changes in IVAR's income, financial obligations and expenditure.

This policy would equate to a target for 'free' reserves – unrestricted reserves not matched by fixed assets or other designations – of between approximately £124,000 and £248,000 at 31 March 2022 (2021: approximately £120,000 to £240,000) while the 'free' reserves held at that date were £158,426 (2021: £165,895).

Alongside the establishment of core reserves, the Board of Trustees is also committed to reinvesting surplus funds into the active pursuit of its charitable objectives and organisational mission. To this end, the reserves policy also allows funds to be set aside for the Research Development Fund, to provide a small working fund to support activities that may require specific investment (e.g. work with smaller, less well-resourced organisations; supplementary work to disseminate research findings; exploratory work in new areas).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Institute for Voluntary Action Research (IVAR) is a charitable company limited by guarantee and was formally registered on 2nd February 2006 and as a charity on 30th May 2006. IVAR is governed by its Memorandum and Articles of Association as amended by a special resolution on 3rd February 2011. In the event of winding up, members' liabilities are limited to £1 each.

The Trustees are responsible for the management of the Charity, which they delegate to the Director on a day-to-day basis. IVAR's Board of Trustees includes senior practitioners, scholars and funders from the VCSE sector.

The Board meets four times a year, or more often if required. It currently has two formal sub-committees: Finance and Remuneration Committee and a Personnel and Recruitment Committee. Ben Cairns has served as Director of the Charity since his appointment on 1st July 2006.

Risks

The Trustees confirm that the major risks to which the Charity is exposed have been reviewed, and systems and procedures have been established to manage those risks.

The risk register is maintained and reviewed regularly, including action points to address any significant concerns. The review takes account of changes to IVAR's strategic goals and objectives as they arise.

The principal current risks being addressed include staff wellbeing (including the move to hybrid working and delivering an ambitious strategy and busy project portfolio); being an insufficiently diverse organisation; continued close monitoring of project income due to the uncertainty of the landscape post Covid-19; developing communications further (both the platform, e.g. website and different methods for disseminating IVAR's work) partly to ensure we remain relevant and responsive to the people and causes we want to serve.

Appointments to the Board

The Board has recently completed an open recruitment process as part of organisation-wide efforts to better reflect the diversity of the communities we work with and support across the UK, with a particular emphasis on appointing to the Board experienced leaders from the voluntary sector or trusts/foundations with strong networks; and people with deep roots in voluntary sector research. In July 2022, three new trustees were appointed.

Trustees are inducted by the Board Chair and are provided with a copy of the Charity Commission guidance, The essential trustee: what you need to know, what you need to do. New trustees also receive access to relevant training, minutes of recent Board meetings, recent IVAR reports, meet IVAR staff and, where appropriate, attend events organised by IVAR.

Arrangements for setting the pay and remuneration of key management personnel

The Board has a Finance and Remuneration Committee, which reviews the pay of staff on an annual basis. Where appropriate, the Committee will establish benchmarks on the basis of available data from partner or related charities.

Fundraising

IVAR fully complies with The Charities (Protection and Social Investment) Act 2016. We do not fundraise from the general public, nor do we employ fundraisers or use fundraising agents.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED) (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The public benefit of the Charity's activities in supporting VCSE organisations is outlined under 'Objectives and Activities' and 'Achievements and Performance' above.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

S. Brier

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Sam Brier (Chair from 11 Nov 2020)

Trustee

Dated: 9 November 2022.....

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of Institute For Voluntary Action Research for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Opinion

We have audited the financial statements of Institute For Voluntary Action Research (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity 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 charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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 trustees' 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 trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise 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.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Extent to which the audit was capable of detecting irregularities, including fraud

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

- Agreement of the financial statement disclosures to underlying supporting documentation to assess compliance with those laws and regulations having an impact on the financial statements;
- Enquiries and confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- Review of minutes of Board meetings throughout the period;
- Incorporating unpredictability into the nature, timing and/or extent of testing.
- Evaluation of the selection and application of the accounting policies chosen by the company.
- In relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Katherine Dee FCA (Senior Statutory Auditor)
for and on behalf of Begbies

15/11/2022
.....

Chartered Accountants
Statutory Auditor

9 Bonhill Street
London
EC2A 4DJ

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
	Notes				
<u>Income from:</u>					
Core grants	3	287,493	35,000	322,493	472,999
Charitable activities	5	202,896	278,850	481,746	545,894
Investment income	4	1,186	-	1,186	1,112
Total income		491,575	313,850	805,425	1,020,005
<u>Expenditure on:</u>					
Raising funds	6	25,907	-	25,907	18,520
Charitable activities	7	525,349	313,850	839,199	809,269
Total resources expended		551,256	313,850	865,106	827,789
Net (expenditure)/income for the year/ Net movement in funds		(59,681)	-	(59,681)	192,216
Fund balances at 1 April 2021		328,367	-	328,367	136,151
Fund balances at 31 March 2022		268,686	-	268,686	328,367

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Prior financial year

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes			
<u>Income from:</u>				
Core grants	3	437,999	35,000	472,999
Charitable activities	5	251,094	294,800	545,894
Investment income	4	1,112	-	1,112
Total income		690,205	329,800	1,020,005
<u>Expenditure on:</u>				
Raising funds	6	18,520	-	18,520
Charitable activities	7	479,469	329,800	809,269
Total resources expended		497,989	329,800	827,789
Net (expenditure)/income for the year/ Net movement in funds		192,216	-	192,216
Fund balances at 1 April 2020		136,151	-	136,151
Fund balances at 31 March 2021		328,367	-	328,367

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	10		3,594		2,472
Current assets					
Debtors	11	14,639		39,593	
Investments - notice account	12	152,788		151,715	
Cash at bank and in hand		238,098		340,012	
		405,525		531,320	
Creditors: amounts falling due within one year	13	(140,433)		(205,425)	
Net current assets			265,092		325,895
Total assets less current liabilities			268,686		328,367
Income funds					
<u>Unrestricted funds</u>					
Designated funds	17	110,260		162,472	
General unrestricted funds		158,426		165,895	
			268,686		328,367
			268,686		328,367

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on 9 November 2022.....

.... S. Brier

Sam Brier (Chair from 11 Nov 2020)
Trustee

Company Registration No. 05695711

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	21		(97,770)		180,909
Investing activities					
Purchase of tangible fixed assets		(4,257)		(2,162)	
Investment into term deposit accounts		(1,073)		(100,985)	
Interest received		1,186		1,112	
Net cash used in investing activities			(4,144)		(102,035)
Net (decrease)/increase in cash and cash equivalents			(101,914)		78,874
Cash and cash equivalents at beginning of year			340,012		261,138
Cash and cash equivalents at end of year			238,098		340,012
Relating to:					
Bank balances and short term deposits			238,098		340,012

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Institute For Voluntary Action Research is a private company limited by guarantee incorporated in England and Wales. The registered office is The Foundry, 17 Oval Way, London, SE11 5RR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grants are recognised in line with the charities entitlement to the grant. Grants which are received for specific time periods are allocated to those time periods. And any sums to which the charity is not yet entitled, but have already received are deferred and not recognised in the year.

Income relating to commissioned projects is recognised in line with the performance of that project. Where income is received in advance of work having been performed the income is deferred to the extent that the work is yet to be undertaken.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.5 Resources expended

All expenditure is accounted for on an accruals basis.

Expenses incurred in undertaking activities for the fulfilment of the charity's objects are shown as direct charitable expenditure. The charity operates one type of charitable activity - charitable research projects.

Fundraising costs are the costs of application and reporting on the charity's income.

Support and governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to salary costs and allocated to charitable activities and fundraising cost.

The charity is not registered for VAT and expenditure categories include their irrecoverable VAT elements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Furniture & equipment	50% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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 ongoing 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.

The key area of estimation in the current and previous year is the deferral of project income where income is received in advance of the work performed. The deferral is calculated with reference to the estimated percentage of the project performed at the balance sheet date with reference to key project stages and deliverables.

3 Core grants

	Total	Total
	2022	2021
	£	£
Donations and gifts	285,000	472,999
Add/(less) net movements on deferred income	37,493	-
	<u>322,493</u>	<u>472,999</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

3 Core grants (Continued)

Grants

Esmée Fairbairn Foundation	60,000	60,000
Porticus	40,000	60,000
Tudor Trust	60,000	60,000
Pears Foundation	50,000	50,000
Paul Hamlyn Foundation	-	50,000
National Lottery Community Fund	35,000	35,000
Atlantic Philanthropies	-	157,974
Garfield Weston Foundation	40,000	-
Other	-	25
	<u>285,000</u>	<u>472,999</u>

4 Investment income

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Bank interest receivable	<u>1,186</u>	<u>1,112</u>

5 Charitable activities

	2022	2021
	£	£
Consultancy	23,910	66,350
Project income	457,836	479,544
	<u>481,746</u>	<u>545,894</u>
Analysis by fund		
Unrestricted funds	202,896	251,094
Restricted funds	278,850	294,800
	<u>481,746</u>	<u>545,894</u>

Where projects are undertaken jointly, funds received on behalf of third party charities are not included in the above totals.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

5 Charitable activities

(Continued)

	2022	2021
	£	£
Grant project funders above £5,000 - funding received		
Action with Communities in Rural England (ACRE)	5,000	-
Andrews Charitable Trust	12,750	
Atlantic Philanthropies	-	39,493
CCLA Investment Management	-	6,250
Carnegie UK Trust	6,500	-
City Bridge Trust	-	12,500
Comic Relief	45,000	54,000
Co-Op Foundation	5,000	-
Corra Foundation	-	6,500
Esmée Fairbairn Foundation	21,500	38,780
Help on Your Doorstep	9,575	10,000
Lancs and South Cumbria NHS Trust	9,100	18,200
Lloyds Banking Group Foundation	5,000	5,000
Local Trust	62,800	31,000
London Funders	-	5,000
Mercers' Company	-	5,000
National Lottery Communities Fund - The Big Lottery	110,000	13,100
Paul Hamlyn Foundation	48,450	32,280
Pears Foundation	5,000	27,280
Porticus UK	-	25,000
Robertson Trust	-	1,000
Sheffield Hallam University	-	6,600
Shift Design	-	26,400
The Tudor Trust	60,800	42,100
Walcot Foundation	10,211	
Grant project funders below £5,000	32,050	33,310
Add/(less) net movements on deferred income	600	40,751
	<u>457,836</u>	<u>479,544</u>

6 Raising funds

	2022	2021
	£	£
<u>Fundraising and publicity</u>		
Staff costs	18,979	12,678
Governance costs	213	319
Support costs	6,715	5,523
	<u>25,907</u>	<u>18,520</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

7 Charitable activities

	2022 £	2021 £
Research Project Costs		
Staff costs	480,210	405,859
Research associate fees	149,937	173,063
Other direct costs including publications and conferences	33,771	43,783
	<u>663,918</u>	<u>622,705</u>
 Share of support costs (see note 8)	 169,894	 176,363
Share of governance costs (see note 8)	5,387	10,201
	<u>839,199</u>	<u>809,269</u>
 Analysis by fund		
Unrestricted funds	525,349	
Restricted funds	313,850	
	<u>839,199</u>	
 For the year ended 31 March 2021		
Unrestricted funds		479,469
Restricted funds		329,800
		<u>809,269</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

8 Support costs

	Support costs	Governance costs	2022	2021
	£	£	£	£
Staff costs	60,473	-	60,473	52,654
Depreciation	3,136	-	3,136	4,041
Rent, insurance and service charges	35,868	-	35,868	39,105
Equipment rental	755	-	755	1,569
Payroll administration and recruitment	5,717	-	5,717	9,081
Office relocation costs	-	-	-	7,424
IT costs and website	25,151	-	25,151	20,516
Bookkeeping and accountancy fees	17,475	-	17,475	19,480
Printing, postage, stationery and telephone	10,865	-	10,865	12,618
Publishing materials, events, marketing, subscriptions and publications	1,990	-	1,990	1,499
Travel and subsistence (non project)	11,564	-	11,564	5,952
Sundry	3,615	-	3,615	7,947
Audit fees	-	5,040	5,040	4,560
Legal and professional	-	53	53	5,453
Trustees insurance	-	507	507	507
	<u>176,609</u>	<u>5,600</u>	<u>182,209</u>	<u>192,406</u>
Analysed between				
Fundraising	6,715	213	6,928	5,842
Charitable activities	169,894	5,387	175,281	186,564
	<u>176,609</u>	<u>5,600</u>	<u>182,209</u>	<u>192,406</u>

Support and governance cost have been allocated across fundraising and research using a ratio based on salary costs.

Governance costs includes payments accrued to the auditors of £5,070 including VAT (2021- £4,540) for audit fees.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Generating funds	0.2	0.1
Research projects	10.6	9.4
Support and administration	1.2	1.0
	<u>12</u>	<u>10.5</u>

Employment costs

	2022 £	2021 £
Wages and salaries	494,364	417,736
Social security costs	49,512	40,415
Other pension costs	15,786	13,040
	<u>559,662</u>	<u>471,191</u>

The number of employees whose annual remuneration, excluding employer's pension contributions, was £60,000 or more were:

	2022 Number	2021 Number
£80,001-£90,000	<u>1</u>	<u>1</u>

The above member of staff was enrolled in the defined contribution pension scheme, with employer contributions paid of £2,201 (2021: £2,188).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

10 Tangible fixed assets

	Furniture & equipment £
Cost	
At 1 April 2021	9,805
Additions	4,257
Disposals	(5,199)
At 31 March 2022	8,863
Depreciation and impairment	
At 1 April 2021	7,332
Depreciation charged in the year	3,136
Eliminated in respect of disposals	(5,199)
At 31 March 2022	5,269
Carrying amount	
At 31 March 2022	3,594
At 31 March 2021	2,472

11 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	9,880	27,302
Other debtors	3,267	11,097
Prepayments	1,492	1,194
	14,639	39,593

12 Current asset investments

	2022 £	2021 £
Bank notice accounts	152,788	151,715

The notice account is subject to 125 days notice before withdrawals can be made.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

13 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		14,379	14,038
Deferred income	14	96,300	153,968
Trade creditors		16,108	29,177
Accruals and deferred income		13,646	8,242
		<u>140,433</u>	<u>205,425</u>

14 Deferred income

	2022 £	2021 £
Arising from grants and project income	<u>96,300</u>	<u>153,968</u>
	2022 £	2021 £
Balance as at start of year	153,968	185,018
Released in year	(153,968)	(185,018)
Deferred in year	<u>96,300</u>	<u>153,968</u>
Balance as at end of year	<u>96,300</u>	<u>153,968</u>

During the year IVAR received £9,100 (2021: £36,950) from statutory sources. All grant provider requirements had been met at the year end in respect of funds released to income.

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund for each employee.

The charge to profit or loss in respect of defined contribution schemes was £15,786 (2021 - £13,040).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£	£	£	£
UK Evaluation Roundtable	-	53,750	(53,750)	-	12,000	(12,000)	-
Learning Review	-	-	-	-	12,750	(12,750)	-
Progressing Partnerships	-	-	-	-	110,000	(110,000)	-
BHP	-	41,630	(41,630)	-	55,000	(55,000)	-
Aligned Reporting	-	5,570	(5,570)	-	-	-	-
Small Charities Tech Study	-	10,500	(10,500)	-	1,000	(1,000)	-
National Lottery Community Fund	-	35,000	(35,000)	-	35,000	(35,000)	-
Covid 19 Emergency Support	-	105,500	(105,500)	-	25,000	(25,000)	-
Covid 19 Learning Review	-	32,000	(32,000)	-	7,500	(7,500)	-
Youth Infrastructure	-	11,400	(11,400)	-	-	-	-
NCVO Joint Project	-	26,400	(26,400)	-	-	-	-
Tech for Good Evaluation	-	-	-	-	25,000	(25,000)	-
Small projects	-	8,050	(8,050)	-	30,600	(30,600)	-
	-	329,800	(329,800)	-	313,850	(313,850)	-

UK Evaluation Roundtable

The Evaluation Roundtable is a network of foundation leaders in the UK, the US and Canada. The Roundtable aims to improve evaluative practice in foundations by infusing it with cutting-edge ideas, and by providing foundation staff with an opportunity to refine and deepen their thinking and practice. It is a public resource for information on what other foundations are doing on evaluation, as well as for ideas about where and how foundations might develop their practice.

Learning Review

A one year learning and development project with Andrews Charitable Trust.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

16 Restricted funds

(Continued)

Progressing Partnerships

A three year project to build health partnerships funded by The National Lottery Community Fund.

BHP Self Care

A two year Big Lottery Fund grant for building relationships between the NHS, local government, citizens and voluntary, community and social enterprise organisations.

Aligned Reporting

Grants towards a review of the opportunities for aligned reporting across funders.

Small Charities Tech Study

Funding for an exploratory study into making technology imaginable and usable for small voluntary organisations.

National Lottery Community Fund - Partnerships England Wide

Restricted core funding.

Covid 19 Emergency Support

Grants towards initiating peer support sessions for voluntary, community and social enterprise (VCSE) leaders.

Covid 19 Learning Review

A project to capture the key features of funder responses to the Covid 19 crisis.

Youth Infrastructure

Joint funded project into charity infrastructure.

NCVO Joint Project

Collaborative working project for NCVO.

Tech For Good Evaluation

Learning Coordination project funded by Comic Relief.

Small Projects

A variety of projects with income £5,000 and under.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£
Fixed Asset Fund	4,351	2,162	(4,041)	2,472	4,257	(3,136)	-	3,593
Core Expenditure Contribution	-	160,000	-	160,000	-	-	(53,333)	106,667
	<u>4,351</u>	<u>162,162</u>	<u>(4,041)</u>	<u>162,472</u>	<u>4,257</u>	<u>(3,136)</u>	<u>(53,333)</u>	<u>110,260</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

18 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	8,194	8,880

In October 2020, the charity relocated and signed a new lease with a three month break clause. The 2021 and 2022 figures for lease commitments within one year includes three months of rent and agreed service charges at the prevailing rate.

During 2019 the charity entered into a three year operating lease for a photocopier. The total commitment under the lease was £4,118, and none (2021: £686) remained at the balance sheet date.

19 Trustees and Related party transactions

Remuneration of key management personnel

The remuneration of the two key management personnel, one for the full year, and one for five months, (2021: one person, full year) is as follows.

	2022 £	2021 £
Aggregate compensation including employer's pension and national insurance contributions	128,592	100,109

During the year trustees received associate fees as follows: Richard Hopgood, fees and expenses of £3,150 (2021: £0). The charity received research project payments of £0 and £9,575 (2021 £2,000 and £10,000) from United St Saviours Charity and Help On Your Doorstep respectively. Nicola Steuer is a trustee of both these organisations, but not a controlling trustee.

IVAR has authority to make payments to trustees for consultancy work contained in its governing document. Payments have been made in accordance with the trustees remuneration policy and approved by the trustees.

One trustee received £63 of reimbursement of travel expenses during the year (2021: nil).

The charity purchases trustee insurance as identified in note 8.

20 Limited by guarantee status

The charitable company's legal structure is that of a company limited by guarantee. In the event of the company winding-up, each member is liable to contribute to any deficit to a maximum of £10 per member.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

21	Cash generated from operations	2022 £	2021 £
	(Deficit)/surplus for the year	(59,681)	192,216
	Adjustments for:		
	Investment income recognised in statement of financial activities	(1,186)	(1,112)
	Depreciation and impairment of tangible fixed assets	3,136	4,041
	Movements in working capital:		
	Decrease in debtors	24,954	33,938
	(Decrease) in creditors	(7,324)	(17,124)
	(Decrease) in deferred income	(57,668)	(31,050)
	Cash (absorbed by)/generated from operations	(97,769)	180,909

22	Analysis of changes in net funds		
	The charity had no debt during the year.		

Accounts

Charity Registration No. 1114403

Company Registration No. 05695711 (England and Wales)

**INSTITUTE FOR VOLUNTARY ACTION RESEARCH
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Sam Brier (Chair from 11 Nov 2020) Richard Hopgood (Vice Chair) Timothy Jones (Treasurer) John Hailey Anneessa Mahmood (Appointed 14 October 2020) Kamna Muralidharan (Appointed 14 October 2020) Rosa Powloski Nicola Steuer Palmela Witter (Appointed 14 October 2020) Jane Hatfield (Until 24th May 2021)
Company secretary	Ben Cairns
Chief Executive	Ben Cairns
Charity number	1114403
Company number	05695711
Registered office - to 29/09/2020	The Old School Exton Street London SE1 8UE
From 29/09/2020	The Foundry 17 Oval Way London SE11 5RR
Auditor	Begbies 9 Bonhill Street London EC2A 4DJ
Bankers	CAF Bank 25 Kings Hill Avenue Kent ME19 4JQ
Solicitors	Bates Wells Braithwaite 10 Queen Street Place London EC4R 1BE

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

CONTENTS

	Page
Trustees' report	1 - 8
Statement of trustees' responsibilities	9
Independent auditor's report	10 - 12
Statement of financial activities	13 - 14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17 - 32

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's memorandum and articles of association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019).

OBJECTIVES AND ACTIVITIES

Introduction

The Institute for Voluntary Action Research (IVAR) is an independent, charitable research institute. IVAR's charitable objects are to *'support the development and sustainability of charities and other voluntary, community, social enterprise and not-for-profit (VCSE) organisations through research, education and training'*.

Our main interest is voluntary action – activities, services, community development or campaigns that aim to improve the quality of life and opportunity of disadvantaged individuals, groups and communities. We work collaboratively; we concentrate on problem-solving; and we want our work to be relevant and practically useful to the voluntary and community sector, as well as funders, policy-makers and other sectors.

Our research approach – collaborative, problem-solving and practically useful – is made possible by our team of staff, trustees and experienced freelance research associates, all of whom have worked in and around the voluntary and community sector as volunteers, paid staff, leaders, trustees, teachers and researchers. Our team understands and cares about the distinctiveness and independence of VCSE organisations.

Our work starts in different ways: a funder calls us to discuss a problem; we develop a project in response to needs we hear about from VCSE organisations; we receive commissions; and, occasionally, we submit tenders. We operate at a national, regional and local level; most of our work is funded by charitable trusts and foundations.

Throughout our work – literature reviews, interviews, benchmarking, surveys, focus groups, workshops, training – three things never change about what we offer:

1. Our work begins with a 'problem' or challenge; this becomes our 'research question'. As part of trying to answer that question, we draw on earlier work – our own and others' – that can shed light and provide pointers to solutions.
2. We provide space for reflection and debate to help people find their own responses to the challenges they face.
3. We draw on findings from our work to deliver public benefit (in line with Charity Commission guidance), through actively communicating and sharing lessons and evidence, to change practice, inform policy, develop theory and promote understanding of the voluntary and community sector.

Priorities

At a high level, we think the contribution we can make is:

1. A responsive, relevant and useful capacity-building research institute that strengthens the UK voluntary sector through regularly sharing quick, practical insights with smaller voluntary organisations and their funders.
2. A body of evidence that has been shaped by those delivering and funding social change that supports the development of voluntary sector practice and influences funders and public agencies across the UK.
3. A more visible and influential IVAR that contributes to shaping a better operating environment for smaller charities.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

For the period 2020-2025, we set four overarching strategic commitments:

- 1. An organisation that has the culture, skills and resources to be responsive, relevant and useful.** Our judgement is that we are most useful when our time is focused on issues that really matter to our beneficiaries, in a way that is most helpful to them. Financially, that requires a strong and secure base of unrestricted core funding to allow us to be flexible, generous and agile in how we use our time. It also means ensuring that we have more robust arrangements in place to ensure that we are listening and responding to our primary audiences (see point 3 below).
- 2. A commitment to using our platform and our voice,** in two ways. First, by providing a more engaging and accessible platform for stories of what is possible and achievable by smaller charities. Second, where we can add value, using our own voice – for leverage and influence – confident that it has legitimacy and credibility by always being grounded and informed. A more visible and influential IVAR can contribute to shaping a better operating environment for smaller charities.
- 3. Connecting people and ideas.** We need to build on the relationships that we have with local organisations, funders and public agencies across the UK for the generation of project ideas, the distribution of learning and, above all, to enable us to remain relevant and accountable.
- 4. Using our network to reach more small funders and charities.** To support the development of our voice and influence, provide a platform and help our role as a connector, we need to take a more strategic, focused approach. We will be developing campaign-style communications messages to help our audiences connect with our body of research in a more straightforward way. We hope this will enhance our ability to operate as a responsive research institute, connecting funders and charities, focusing on smaller organisations where we can reach individuals who have the power to change their organisations, communities and local systems.

Clients and Partners

Research clients and partners included: Access Foundation, The ACRE Network, Atlantic Philanthropies, BBC Children in Need, Berkeley Group, Brighton and Hove CCG, Carnegie UK Trust, Cattenach, CCLA, Centre for Accelerated Social Technology (CAST), Changing Lives, City Bridge Trust, Comic Relief, Community Foundation for Northern Ireland (CFNI), Co-Op Foundation, Corra Foundation, Cripplegate Foundation, East Sussex County Council, Eden Project Campaigns Ltd, Esmée Fairbairn Foundation, Help on Your Doorstep, Jack Petchey Foundation, John Lyon's Charity, Kisharon, Lancs and South Cumbria NHS Trust, Langdon Charity UK, Lankelly Chase, Lloyds Bank Foundation for England and Wales, Local Trust, London Funders, Mercers Company, National Lottery Communities Fund, Nationwide Foundation, NHS North Cumbria CCG, Norwood Ravenswood, Oak Foundation, Paul Hamlyn Foundation, Pears Foundation, Porticus, Power to Change, Robertson Trust, Sheffield Hallam University, Shift Design, Social Enterprise UK, The Tudor Trust, United St. Saviours Charity and William Grant Foundation.

ACHIEVEMENTS AND PERFORMANCE

Covid-19 Emergency Response Work

In response to the outbreak of the coronavirus pandemic (Covid-19) in March 2020, IVAR set a simple goal for the next 12 months: *to support a strong UK voluntary sector with robust and healthy small charities, voluntary, community and not-for-profit organisations that are supported and resourced to engage with uncertainty and adapt and evolve in order to tackle changing social needs with determination and vision.*

One very direct achievement related to this was our quick response to Covid-19, initiating peer support sessions for voluntary, community and social enterprise (VCSE) leaders and providing regular briefings and presentations on the challenges VCSE leaders were facing, with questions and opportunities for funders to consider. We set this up quickly through our Research Development Fund, as a flexible project that would evolve in response to need. Six funders then came on board to support the work through to March 2021.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Over the course of the 2020/21 financial year, we heard from 465 VCSE leaders from 17 fields, based across the UK. We heard a great deal about the benefit of having space to offload; a sense of solidarity; the useful opportunity to hear ideas about how people were adjusting and managing, and the positive feeling of being part of a community of leaders that were trying to adapt, innovate, and do their best to continue to make progress even through uncharted waters.

From a survey of participants in February 2021, we learned that people particularly valued an open space to talk about what was on their mind at a particular time; and having a useful and safe space to offload concerns and worries – with people who are not from the same field, or geographical area, and therefore not competitors.

Alongside the peer support sessions, we published [fourteen briefings](#) on the challenges VCSE leaders were facing, with our reflections on the questions and opportunities for funders that they raised.

Each briefing was shared with: 13 funder networks – four UK-wide and others more local; 261 funders on our newsletter list; and our Twitter and LinkedIn networks.

We used the ideas, concerns and aspirations expressed in the sessions to shape a UK-wide [call for open and trusting grant-making](#), in partnership with London Funders, a group of eight other funders and eight VCSE organisations.

Other 2020/21 priorities

We have collated further achievements and reflections under three distinct priorities.

1. More funders take a flexible approach to grant-making that helps voluntary organisations deliver responsive and effective services to their beneficiaries within an increasingly complex and uncertain environment.

We provided significant support to funders to enable them to take a flexible approach to grant-making, including:

- Regular blogs, particularly in the weeks following the first national lockdown in March 2020. For example: [Getting money quickly to frontline services](#); [Seeing with an applicant's eye](#); and [Four principles to shape your grant-making today](#).
- Our regular Covid-19 briefings, summarising live challenges facing VCSE leaders, the support they need, and opportunities and questions for funders to consider.
- Increased frequency of our Community of Practice for learning and evaluation staff – attended by 47 people from 30 trusts and foundations. With briefings exploring how foundations are making decisions in uncertainty – combining data with intuition: [Piecing a story together](#); [Acting in uncertainty](#); and [More data is not the answer](#).
- We shared insights from the work described above and facilitated discussions at 10 funder forums, including the Wales Funder Forum, North East Funder Forum and ACF's Collaborative Funding Hub, reaching over 180 funders.
- At our Evaluation Roundtable Convening on 1 December, 45 UK trust and evaluation staff took part in a virtual discussion about how to 'make learning everyday' when people were working remotely in extremely uncertain times.

Feedback on this work included:

'We've been busy planning our impact and learning plans for the next phase and have been finding IVAR's resources really helpful for this.'

'As a recipient of these briefing notes, I just wanted to say how insightful and helpful they are to me in my role as a funder. In the current circumstances, all information is good information and this is good.'

'Thank you VERY much for inviting me to the roundtable yesterday – such a fascinating session that chimed in so many ways – and exactly the right time to be thinking of these things.'

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

2. Small voluntary and community organisations and social enterprises are equipped with practical, timely research insights that help them to support people and their local communities in need.

We published regular blogs synthesising practical, timely research insights, including: [Leading through uncertainty: Lessons from the recession](#); [How can small charities be heard?](#); and [Six ways VCSE leaders are adapting to Covid-19](#).

As noted above, over 450 VCSE leaders joined our peer support sessions – a space for them to share and explore live challenges they were facing. These sessions also contributed to support for other VCSE organisations through our published briefings: *'I would like to offer my thanks to the IVAR team for the briefings they have produced during this time of crisis. I have found the reports to be most helpful and I believe I am better informed to fulfil the responsibilities of my role as a result of this support'*.

Our annual health conference, Transforming Healthcare Together, went virtual in 2020, and was attended by 140 cross-sector leaders: a powerful reminder of the need to support and facilitate cross-sector connections and joint working across local systems. We developed a suite of resources to support leaders from the voluntary and healthcare sectors to build relationships that enable them to work in new ways to improve referral pathways; protect against overwhelming demand on statutory health services; and reach the most isolated and vulnerable members of the community. We built partnerships between 13 local NHS systems and the VCSE sector to address local challenges. We also captured learning from partnerships working together in response to Covid-19 in [We're better together](#).

Feedback on this work included:

'I enjoyed just talking in a non-judgmental way about the challenges and opportunities we face.'

'I really appreciate everything that IVAR is doing to support charity leaders across the UK at this time. I certainly have found [the sessions] useful, helping me to recognise that what is happening to [our organisation] is not unique and that, with your support, we have been able to influence funders.'

'It was a really interesting session, and great to be part of another IVAR initiative. You always manage to combine good use of technology with an informal and relaxed atmosphere that makes everyone feel able to share their views and learning.'

3. Funders change their approach to relationships, processes and risk to make life easier for small voluntary organisations.

At the beginning of 2020/21, we were working on two projects around funders' approaches to relationships, processes and risk:

[Thinking about... risk framework](#): We worked with five funders – of different scales, purposes and ways of working – to better understand the varied approaches grant makers take to risk. Together, we developed a framework that helps funders consider their approach to different elements of risk.

[The power of face-to-face grant-making: Small grants in Hartlepool](#): In this paper, we shared Tudor Trust's pilot approach to paring back bureaucracy and placing relationships and trust at the forefront of their grant-making, including the views of those who took part.

Following the Covid-19 outbreak, funders' approaches changed significantly – and additional challenges around inclusivity and equity were raised in the wake of the killing of George Floyd. In response, we initiated work to understand how simplified funding could be sustained beyond Covid-19, with a particular focus on the needs of VCSE organisations adversely affected by systemic barriers and burdensome practice. Our initial thinking was set out in: [A simple ambition for grant-making](#). Following a survey of 89 funders from across the UK, we developed a 'call to action' for trust and transparency in grant-making. This was launched as the Open and Trusting grant-making initiative, with 50 foundations from across the UK signing up to eight public commitments.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Reach

- Over 1,000 small and medium-sized charities through research interviews, peer support sessions, surveys and conferences.
- Further VCSE organisations through the newsletters and social media channels of infrastructure bodies including ACRE, NAVCA, ACEVO, the Association of Chairs, the Ubele Initiative and Social Enterprise UK.
- Over 280 trusts and foundations through research, communities of practice and conferences.
- Further funders through the 13 funder forums who regularly shared our work including ACF, London Funders and regional networks – such as the North East Funder Forum.
- Over 240 statutory bodies through our research, particularly Building Health Partnerships and our Transforming Healthcare Together virtual conference on partnerships between the voluntary and statutory sectors.
- Over 900 cross-sector professionals interested in working together to improve local health and care systems received learning from our direct work with health partnerships.

Challenges and future priorities

We expect challenges over the next 12 months to centre around the ongoing impact of Covid-19 – both for us and the VCSE organisations and funders with whom we work. In particular:

- How we engage meaningfully and authentically with challenges and opportunities related to diversity, equity and inclusion is a priority for IVAR. This encompasses our people, our processes, our decision-making, and our messaging. It will be imperative for us to use with great care, the privileges of being a charity in receipt of unrestricted funding and with existing routes for influence.
- We are most comfortable communicating face-to-face and through personal relationships. Although this has been difficult in the context of Covid-19 restrictions, we have adapted our working practices and implemented successful remote working. We will need to shift to 'blended' working in keeping with our values and culture, achieving an appropriate and sensitive balance between remote and face-to-face. We need to work out how we can 'extend our reach' in the most meaningful way within our capacity.
- A third key challenge relates to voice and messaging. Over the past year, we have begun to tighten our language and need to continue experimenting with being a live 'opinion former' and developing a more assertive style. We will remain in close communication with longstanding partners – including our core funders – to help us achieve the most appropriate and useful tone.
- Finally, our response to the Covid-19 crisis was organised around three key operating principles: being generous; trying to be useful; and striving to add value. Now, more than ever, IVAR is a practical, useful, 'critical friend'. We have been able to adapt in an agile and responsive way to help support organisations during the crisis, and also begun to look at issues that will arise during the recovery and renewal phases after Covid-19. This spirit of ambition and responsiveness needs to be maintained.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

FINANCIAL REVIEW

The results of the year's activity are set out in the attached financial statements. The income less total expenses of the Charity produced a net surplus for the year of £192,216 (2020: £5,585). Total reserves at the year-end increased to £328,367 (2020: £136,151). The charity operates from rented premises and accordingly the total of reserves designated and held in the form of fixed assets at the year-end stood at £2,472 (2020: £4,351). A further £160,000 of designated funds have been set aside from the Atlantic Philanthropies donation to fund core expenditure over the next three years.

The Charity generates income from grants, and, to a lesser and minor extent, fees charged for research and education projects and consultancy work respectively. The Charity is supported by key core funders who provide annual grants to support core expenditure, as detailed in note 3 to the accounts.

Individual projects are funded by grants, as disclosed in note 5 to the accounts, and may be undertaken by charity employees or external researchers. Projects are usually relatively small in terms of the funding received.

The work undertaken by the Charity does not always coincide with the accounting year and accordingly income relating to projects that are part completed at the balance sheet date is deferred to the following year to match with the work required to complete the project, as detailed in note 14 to the accounts.

Reserves policy

The Board of Trustees maintains a reserves policy to protect the organisation and the sustainability and independence of its charitable programme by providing time to adjust to changing financial circumstances. This limits the risk of disruption to the programme in the event of a downturn in some of IVAR's various sources of income, or an unexpected need for additional expenditure. The policy also provides parameters for future strategic plans and contributes towards decision-making.

Following a review during the year, the Board has amended IVAR's reserves policy and established a target range of core reserves between two and four months' budgeted core expenditure for the level of general reserves. This is based on a risk assessment of the probability and likely impact on IVAR's charitable programme that might be caused by a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the immediate short-term. The policy ensures a balance between spending the maximum amount of income raised as soon as possible after receipt, while maintaining a level of reserves to ensure uninterrupted operation. The core reserves policy and the target range are reviewed annually to reassess the risks and reflect changes in IVAR's income, financial obligations and expenditure.

This policy would equate to a target for 'free' reserves – unrestricted reserves not matched by fixed assets or other designations – of between approximately £120,000 and £240,000 at 31 March 2021 (2020: following the current year amended policy, approximately £103,000 to £206,000) while the 'free' reserves held at that date were £165,895 (2020: £131,800).

Alongside the establishment of core reserves, the Board of Trustees is also committed to reinvesting surplus funds into the active pursuit of its charitable objectives and organisational mission. To this end, the reserves policy also allows funds to be set aside for the Research Development Fund, to provide a small working fund to support activities that may require specific investment (e.g. work with smaller, less well-resourced organisations; supplementary work to disseminate research findings; exploratory work in new areas).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Institute for Voluntary Action Research (IVAR) is a charitable company limited by guarantee and was formally registered on 2nd February 2006 and as a charity on 30th May 2006. IVAR is governed by its Memorandum and Articles of Association as amended by a special resolution on 3rd February 2011. In the event of winding up, members' liabilities are limited to £1 each.

The Trustees are responsible for the management of the Charity, which they delegate to the Director on a day-to-day basis. IVAR's Board of Trustees includes senior practitioners, scholars and funders from the VCSE sector, universities and business.

The Board meets four times a year, or more often if required (a Board Working Group, comprising a selection of trustees, was established in 2019 to meet between Board meetings to help in moving on 2020-2025 strategy work related to staffing, processes and systems, office accommodation and Board succession, replenishment and diversity). It currently has two formal sub-committees: Finance and Remuneration Committee and a Personnel and Recruitment Committee. Ben Cairns has served as Director of the Charity since his appointment on 1st July 2006.

Risks

The Trustees confirm that the major risks to which the Charity is exposed have been reviewed, and systems and procedures have been established to manage those risks.

The risk register is maintained and reviewed regularly, including action points to address any significant concerns. The review takes account of changes to IVAR's strategic goals and objectives as they arise.

The principal current risks being addressed include staff wellbeing (including from working during Covid-19 and working with an ambitious strategy and busy project portfolio); being an insufficiently diverse organisation; continued close monitoring of project income due to the uncertainty of the landscape post Covid-19; developing communications further (both the platform, e.g. website and different methods for disseminating IVAR's work) partly to ensure we remain relevant and responsive to the people and causes we want to serve.

Appointments to the Board

During 2020/21, the Board embarked on an open recruitment process as part of organisation-wide efforts to build a diverse Board that reflects the communities we work with and support across the UK, with a particular emphasis on appointing trustees who are black or people of colour. In October 2020, this process was successfully concluded, and three new trustees were appointed.

Trustees are inducted by the Board Chair and are provided with a copy of the Charity Commission guidance, *The essential trustee: what you need to know, what you need to do*. New trustees also receive access to relevant training, minutes of recent Board meetings, recent IVAR reports, meet IVAR staff and, where appropriate, attend events organised by IVAR.

Arrangements for setting the pay and remuneration of key management personnel

The Board has a Finance and Remuneration Committee, which reviews the pay of staff on an annual basis. Where appropriate, the Committee will establish benchmarks on the basis of available data from partner or related charities.

Fundraising

IVAR fully complies with The Charities (Protection and Social Investment) Act 2016. We do not fundraise from the general public, nor do we employ fundraisers or use fundraising agents.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2021*

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties. The public benefit of the Charity's activities in supporting VCSE organisations is outlined under 'Objectives and Activities' and 'Achievements and Performance' above.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

S. Brier

Sam Brier (Chair from 11 Nov 2020)

Trustee

Dated: 17 November 2021.....

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also the directors of Institute For Voluntary Action Research for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Opinion

We have audited the financial statements of Institute For Voluntary Action Research (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 trustees' 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 trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF INSTITUTE FOR VOLUNTARY ACTION RESEARCH

Extent to which the audit was capable of detecting irregularities, including fraud

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

- Agreement of the financial statement disclosures to underlying supporting documentation to assess compliance with those laws and regulations having an impact on the financial statements;
- Enquiries and confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- Review of minutes of Board meetings throughout the period;
- incorporating unpredictability into the nature, timing and/or extent of testing.
- Evaluation of the selection and application of the accounting policies chosen by the company.
- In relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Katherine Dee FCA (Senior Statutory Auditor)
for and on behalf of Begbies

18/11/2021
.....

Chartered Accountants
Statutory Auditor

9 Bonhill Street
London
EC2A 4DJ

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Current financial year

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
	Notes				
<u>Income from:</u>					
Core grants	3	437,999	35,000	472,999	217,500
Charitable activities	5	251,094	294,800	545,894	644,172
Investment income	4	1,112	-	1,112	1,356
Total income		690,205	329,800	1,020,005	863,028
<u>Expenditure on:</u>					
Raising funds	6	18,520	-	18,520	14,010
Charitable activities	7	479,469	329,800	809,269	843,433
Total resources expended		497,989	329,800	827,789	857,443
Net income for the year/ Net movement in funds		192,216	-	192,216	5,585
Fund balances at 1 April 2020		136,151	-	136,151	130,566
Fund balances at 31 March 2021		328,367	-	328,367	136,151

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Prior financial year

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes			
<u>Income from:</u>				
Core grants	3	217,500	-	217,500
Charitable activities	5	283,696	360,476	644,172
Investment income	4	1,356	-	1,356
Total income		502,552	360,476	863,028
<u>Expenditure on:</u>				
Raising funds	6	14,010	-	14,010
Charitable activities	7	482,957	360,476	843,433
Total resources expended		496,967	360,476	857,443
Net income for the year/ Net movement in funds		5,585	-	5,585
Fund balances at 1 April 2019		130,566	-	130,566
Fund balances at 31 March 2020		136,151	-	136,151

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	10		2,472		4,351
Current assets					
Debtors	11	39,593		73,531	
Investments - notice account	12	151,715		50,730	
Cash at bank and in hand		340,012		261,138	
		531,320		385,399	
Creditors: amounts falling due within one year	13	(205,425)		(253,599)	
Net current assets			325,895		131,800
Total assets less current liabilities			328,367		136,151
Income funds					
<u>Unrestricted funds</u>					
Designated funds	17	162,472		4,351	
General unrestricted funds		165,895		131,800	
			328,367		136,151
			328,367		136,151

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on ..17 November 2021.....

S. Brier

Sam Brier (Chair from 11 Nov 2020)
Trustee

Company Registration No. 05695711

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	22		180,908		(202,713)
Investing activities					
Purchase of tangible fixed assets		(2,162)		(2,443)	
Investment into term deposit accounts		(100,985)		(50,730)	
Interest received		1,112		1,356	
Net cash used in investing activities			(102,035)		(51,817)
Net increase/(decrease) in cash and cash equivalents			78,873		(254,530)
Cash and cash equivalents at beginning of year			261,138		515,669
Cash and cash equivalents at end of year			340,012		261,138
Relating to:					
Bank balances and short term deposits			340,012		261,138

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Institute For Voluntary Action Research is a private company limited by guarantee incorporated in England and Wales. The registered office from 29/09/2020 was The Foundry, 17 Oval Way, London, SE11 5RR, prior to 29/09/2020, the registered office was The Old School, Exton Street, London, SE1 8UE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grants are recognised in line with the charities entitlement to the grant. Grants which are received for specific time periods are allocated to those time periods. And any sums to which the charity is not yet entitled, but have already received are deferred and not recognised in the year.

Income relating to commissioned projects is recognised in line with the performance of that project. Where income is received in advance of work having been performed the income is deferred to the extent that the work is yet to be undertaken.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Resources expended

All expenditure is accounted for on an accruals basis.

Expenses incurred in undertaking activities for the fulfilment of the charity's objects are shown as direct charitable expenditure. The charity operates one type of charitable activity - charitable research projects.

Fundraising costs are the costs of application and reporting on the charity's income.

Support and governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to estimated overheads used and allocated to charitable activities and fundraising cost.

The charity is not registered for VAT and expenditure categories include their irrecoverable VAT elements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	4 years
Furniture & equipment	50% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

Where material the cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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 ongoing 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.

The key area of estimation in the current and previous year is the deferral of project income where income is received in advance of the work performed. The deferral is calculated with reference to the estimated percentage of the project performed at the balance sheet date with reference to key project stages and deliverables.

3 Core grants

	2021 £	2020 £
Grants		
Esmée Fairbairn Foundation	60,000	65,000
Porticus	60,000	60,000
Tudor Trust	60,000	55,000
Pears Foundation	50,000	25,000
Paul Hamlyn Foundation	50,000	12,500
National Lottery Community Fund	35,000	-
Atlantic Philanthropies	157,974	-
Other	25	-
	<u>472,999</u>	<u>217,500</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

3 Core grants

(Continued)

During the year the charity received a \$200,000 grant from The Atlantic Philanthropies for the mixed purposes of unspecified future learning support, with any remaining funds being a core funding grant to enable the charity to fulfil its general objects. The Atlantic Philanthropies organisation closed as planned in September 2020, and no future learning support was requested. Accordingly, the grant has been recorded as unrestricted grant income.

Having regard to the size of other core funding grants received by the charity, the Trustees consider that this funding is most appropriately recognised over a period of three years, and so have designated an amount of reserves to support activity over that period.

4 Investment income

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Bank interest receivable	1,112	1,356

5 Charitable activities

	2021	2020
	£	£
Consultancy	66,350	8,466
Grant funded projects	479,544	635,706
	545,894	644,172
Analysis by fund		
Unrestricted funds	251,094	283,696
Restricted funds	294,800	360,476
	545,894	644,172

Where projects are undertaken jointly, funds received on behalf of third party charities are not included in the above totals.

Funds received for third parties in 2020 included £2,300 as part of a Funding and Commissioning study and £22,544 as part of the BHP Self Care project. No equivalent funds were received in 2021.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Charitable activities

(Continued)

	2021	2020
	£	£
Grant project funders above £5,000- funding received		
Atlantic Philanthropies	39,493	-
Blackpool Teaching Hospital	-	9,100
CCLA Investment Management	6,250	-
CaVCA	-	7,000
City Bridge Trust	12,500	-
Changing Lives	-	10,000
Comic Relief	54,000	42,000
Corra Foundation	6,500	-
Esmée Fairbairn Foundation	38,780	51,980
Help on Your Doorstep	10,000	15,000
John Lyon's Charity	-	25,000
Lancs and S. Cumbria	18,200	-
Lloyds Banking Group Foundation	5,000	25,000
Local Trust	31,000	23,500
London Funders	5,000	-
Mercers' Company	5,000	5,950
National Lottery Communities Fund - The Big Lottery	13,100	89,922
Oak Foundation	-	35,024
Paul Hamlyn Foundation	32,280	26,000
Pears Foundation	27,280	19,375
Porticus UK	25,000	-
Premier League Charity Fund	-	10,000
QE Jubilee Trust	-	11,832
Robertson Trust	1,000	-
Sheffield Hallam University	6,600	6,400
Shift Design	26,400	-
The Tudor Trust	42,100	13,500
United St Saviour	-	12,000
Welcome Trust	-	13,023
Grant project funders below £5,000	33,310	7,560
Add/(less) net movements on deferred income	40,751	176,541
	<u>479,544</u>	<u>635,706</u>

6 Raising funds

	2021	2020
	£	£
<u>Fundraising and publicity</u>		
Staff costs	12,678	9,335
Governance costs	319	270
Support costs	5,523	4,405
	<u>18,520</u>	<u>14,010</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

7 Charitable activities

	2021 £	2020 £
Staff costs	405,859	373,386
Research associate fees	173,063	156,320
Academic advice and consultancy	-	1,109
Other direct costs including publications and conferences	43,783	125,638
	<u>622,705</u>	<u>656,453</u>
Share of support costs (see note 8)	176,363	176,184
Share of governance costs (see note 8)	10,201	10,796
	<u>809,269</u>	<u>843,433</u>
Analysis by fund		
Unrestricted funds	479,469	
Restricted funds	329,800	
	<u>809,269</u>	
For the year ended 31 March 2020		
Unrestricted funds		482,957
Restricted funds		360,476
		<u>843,433</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

8 Support costs

	Support costs £	Governance costs £	2021 £	2020 £
Staff costs	52,654	-	52,654	59,117
Depreciation	4,041	-	4,041	4,701
Rent, insurance and service charges	39,105	-	39,105	41,387
Equipment rental	1,569	-	1,569	2,627
Payroll administration and recruitment	9,081	-	9,081	3,235
Relocation costs	7,424	-	7,424	-
IT costs and website	20,516	-	20,516	14,401
Bookkeeping and accountancy fees	19,480	-	19,480	15,050
Printing, postage, stationery and telephone	12,618	-	12,618	17,532
Publishing materials, events, marketing, subscriptions and publications	1,499	-	1,499	11,625
Travel and subsistence (non project)	5,952	-	5,952	8,698
Sundry	7,947	-	7,947	2,216
Audit fees	-	4,560	4,560	4,440
Legal and professional	-	5,453	5,453	6,119
Trustees insurance	-	507	507	507
	<u>181,886</u>	<u>10,520</u>	<u>192,406</u>	<u>191,655</u>
Analysed between				
Fundraising	5,523	319	5,842	4,675
Charitable activities	176,363	10,201	186,564	186,980
	<u>181,886</u>	<u>10,520</u>	<u>192,406</u>	<u>191,655</u>

Support and governance cost have been allocated across fundraising and the charitable activities using a ratio based on estimated overhead resources used.

Governance costs includes payments accrued to the auditors of £4,560 including VAT (2020- £4,440) for audit fees.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Generating funds	0.1	0.1
Research projects and other direct charitable activities	9.4	9.9
Support and administration	1.0	1.0
	<u>10.5</u>	<u>11</u>

Employment costs

	2021 £	2020 £
Wages and salaries	417,736	389,630
Social security costs	40,415	39,469
Other pension costs	13,040	12,739
	<u>471,191</u>	<u>441,838</u>

The number of employees whose annual remuneration, excluding employer's pension contributions, was £60,000 or more were:

	2021 Number	2020 Number
£80,001-£90,000	<u>1</u>	<u>1</u>

The above member of staff was enrolled in the defined contribution pension scheme, with employer contributions paid of £2,188 (2020: £2,193).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

10 Tangible fixed assets

	Leasehold improvements £	Furniture & equipment £	Total £
Cost			
At 1 April 2020	8,382	15,678	24,060
Additions	-	2,162	2,162
Disposals	(8,382)	(8,036)	(16,418)
At 31 March 2021	-	9,804	9,804
Depreciation and impairment			
At 1 April 2020	8,382	11,327	19,709
Depreciation charged in the year	-	4,041	4,041
Eliminated in respect of disposals	(8,382)	(8,036)	(16,418)
At 31 March 2021	-	7,332	7,332
Carrying amount			
At 31 March 2021	-	2,472	2,472
At 31 March 2020	-	4,351	4,351

11 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	27,302	60,275
Other debtors	11,097	8,296
Prepayments	1,194	4,960
	39,593	73,531

12 Current asset investments

	2021 £	2020 £
Bank notice accounts	151,715	50,730

The notice account is subject to 125 days notice before withdrawals can be made.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

13 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Other taxation and social security		14,038	11,065
Deferred income	14	153,968	185,018
Trade creditors		29,177	22,302
Other creditors		-	25,835
Accruals and deferred income		8,242	9,379
		<u>205,425</u>	<u>253,599</u>

14 Deferred income

	2021 £	2020 £
Arising from performance related grants and projects	153,968	185,018

	2021 £	2020 £
Balance as at start of year	185,018	314,202
Released in year	(185,018)	(314,202)
Deferred in year	153,968	185,018
Balance as at end of year	<u>153,968</u>	<u>185,018</u>

During the year IVAR received £36,950 (2020: £9,700) from statutory sources - East Sussex County Council, Lancashire & South Cumbria NHS, and North Cumbria CCG (2019 Blackpool Teaching Hospitals NHS Foundation Trust). All grant provider requirements had been met at the year end in respect of funds released to income.

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund for each employee.

The charge to profit or loss in respect of defined contribution schemes was £13,040 (2020 - £12,739).

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Balance at 31 March 2021
	Balance at 1 April 2019	Incoming resources	Resources expended	Balance at 1 April 2020	Incoming resources	Resources expended	
	£	£	£	£	£	£	£
UK Evaluation Roundtable	-	41,274	(41,274)	-	53,750	(53,750)	-
Atlantic Philanthropies	-	141,246	(141,246)	-	-	-	-
BHP Self-Care	-	117,391	(117,391)	-	41,630	(41,630)	-
Aligned Reporting	-	24,510	(24,510)	-	5,570	(5,570)	-
Small Charities Advocacy	-	24,555	(24,555)	-	-	-	-
Small Charities Tech Study	-	11,500	(11,500)	-	10,500	(10,500)	-
National Lottery Community Fund	-	-	-	-	35,000	(35,000)	-
Covid 19 Emergency Support	-	-	-	-	105,500	(105,500)	-
Covid 19 Learning Review	-	-	-	-	32,000	(32,000)	-
Youth Infrastructure	-	-	-	-	11,400	(11,400)	-
NCVO joint project	-	-	-	-	26,400	(26,400)	-
Small projects	-	-	-	-	8,050	(8,050)	-
	-	360,476	(360,476)	-	329,800	(329,800)	-

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

16 Restricted funds

(Continued)

UK Evaluation Roundtable

The Evaluation Roundtable is a network of foundation leaders in the UK, the US and Canada. The Roundtable aims to improve evaluative practice in foundations by infusing it with cutting-edge ideas, and by providing foundation staff with an opportunity to refine and deepen their thinking and practice. It is a public resource for information on what other foundations are doing on evaluation, as well as for ideas about where and how foundations might develop their practice.

Atlantic Philanthropies

A four year grant for the Incubation Evaluation of the Atlantic Institute at the Rhodes Trust.

BHP Self Care

A two year grant for Big Lottery Fund grant for building relationships between the NHS, local government, citizens and voluntary, community and social enterprise organisations .

Aligned Reporting

Grants towards a review of the opportunities for aligned reporting across funders.

Small Charities Advocacy

A grant funded project researching place based funding approaches.

Small Charities Tech Study

Funding for an exploratory study into making technology imaginable and usable for small voluntary organisations.

National Lottery Community Fund - Partnerships England Wide

Restricted core funding.

Covid 19 Emergency Support

Grants towards initiating peer support sessions for voluntary, community and social enterprise (VCSE) leaders.

Covid 19 Learning Review

A project to capture the key features of funder responses to the Covid 19 crisis.

Youth Infrastructure

Joint funded project into charity infrastructure.

NCVO Joint Project

Collaborative working project for NCVO.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Fixed Asset Fund	6,609	2,443	(4,701)	4,351	2,162	(4,041)	2,472
Core Expenditure Contribution	-	-	-	-	160,000	-	160,000
	<u>6,609</u>	<u>2,443</u>	<u>(4,701)</u>	<u>4,351</u>	<u>162,162</u>	<u>(4,041)</u>	<u>162,472</u>

Fixed Asset Fund

The fixed assets are considered to be not easily realisable and accordingly are not represented in the general reserve. The balance carried forward is equal to the year-end net book value of fixed assets.

Core Expenditure Contribution

The designation of £160,000 as a contribution to core expenditure arises from funding from Atlantic Philanthropies (see note 3). Trustees intend to release this amount over the three years ending 31 March 2024.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

18 Analysis of net assets between funds

	Designated Fund 2021 £	Restricted Fund 2021 £	Unrestricted Fund 2021 £	Total 2021 £	Designated Fund 2020 £	Unrestricted Fund 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:							
Tangible assets	2,472	-	-	2,472	4,351	-	4,351
Current assets/(liabilities)	160,000	-	165,895	325,895		131,800	131,800
	<u>162,472</u>	<u>-</u>	<u>165,895</u>	<u>328,367</u>	<u>4,351</u>	<u>131,800</u>	<u>136,151</u>

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

19 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	8,880	7,788
Between two and five years	-	694
	<u>8,880</u>	<u>8,482</u>

At the 2020 balance sheet date, the charity operated from rented premises which could be vacated with two months notice at any time. The 2020 figure for lease commitments within one year included two months rent at the year end prevailing rate.

In October 2020, the charity relocated and signed a new lease with a three month break clause. The 2021 figure for lease commitments within one year includes three months of rent and agreed service charges at the prevailing rate.

During 2019 the charity entered into a three year operating lease for a photocopier. The total commitment under the lease was £4,118, and the £694 remained at the balance sheet date.

20 Trustees and Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation including employer's pension and national insurance contributions	100,109	97,732

During the year trustees received associate fees as follows: Richard Hopgood, fees and expenses of £0 (2020: £4,324). The charity received research project payments of £2,000 and £10,000 (2020 £12,000 and £15,000) from United St Saviours Charity and Help On Your Doorstep respectively. Nicola Steuer is a trustee of both these organisations, but not a controlling trustee.

IVAR has authority to make payments to trustees for consultancy work contained in its governing document. Payments have been made in accordance with the trustees remuneration policy and approved by the trustees.

No trustees received reimbursement of travel expenses during the year (2020: 1 trustee : £179).

The charity purchases trustee insurance as identified in note 8.

21 Limited by guarantee status

The charitable company's legal structure is that of a company limited by guarantee. In the event of the company winding-up, each member is liable to contribute to any deficit to a maximum of £1 per member.

INSTITUTE FOR VOLUNTARY ACTION RESEARCH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

22 Cash generated from operations	2021 £	2020 £
Surplus for the year	192,216	5,585
Adjustments for:		
Investment income recognised in statement of financial activities	(1,112)	(1,356)
Depreciation and impairment of tangible fixed assets	4,041	4,701
Movements in working capital:		
Decrease/(increase) in debtors	33,938	(43,627)
(Decrease) in creditors	(17,124)	(38,832)
(Decrease) in deferred income	(31,050)	(129,184)
Cash generated from/(absorbed by) operations	180,909	(202,713)
23 Analysis of changes in net funds		
The charity had no debt during the year.		