

Company Number: 05617302

Charity Number: 1123874

White Ribbon Campaign Ltd

Report and financial statements

For the year ended 31 December 2021

White Ribbon Campaign Ltd

Reference and administrative information

for the year ended 31 December 2021

Company number 05617302

Charity number 1123874

Registered office and operational address Unit 28 The Town Hall, St George's Street,
Hebden Bridge, England, HX7 7BY

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Peter Lassey	Chair
Steven Barnbrook	Vice Chair
Anthony Duerden	Treasurer
Sophie Rymer	Secretary
Dr Stephen Burrell	
Shanaz Yousaf	
John Gilfillan	(resigned 14/07/2021)

Key management personnel Anthea Sully Chief Executive

Bankers The Co-operative Bank PLC
PO Box 101, Balloon Street, Manchester, M60 4EP

Independent examiner Christy Lau FCCA CTA DChA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats Manchester, M4 6JG

White Ribbon Campaign Ltd
Trustees' annual report
for the year ended 31 December 2021

The trustees present their report and the unaudited financial statements for the year ended 31 December 2021. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity's objects

The preservation and protection of life and good health by the prevention of violence, in particular against woman, by educating and raising awareness of the cause effect and methods of preventing violence.

The charity's main activities

White Ribbon UK is a leading charity that engages with men and boys to take a stand to end violence against women and girls. Our mission is for all men to fulfil the White Ribbon Promise to never use, excuse or remain silent about men's violence against women and girls. Our work is preventative, we aim to educate and enable men and boys to individually and collectively end attitudes and behaviours which lead to violence before it starts. We do this through our campaigns and by sharing our expertise both with the public and with a range of public and private sector organisations through our accreditation programme, and a nationwide network of over 3,500 White Ribbon Ambassadors and Champions.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of education.

Achievements and performance

Awareness of the need for all men to be part of the solution to end male violence against women increased significantly during 2021 and White Ribbon was at the heart of calls for change and action to make change happen.

The murder of Sarah Everard brought men's violence to the fore. We brought our expertise and experience to the public debate. We were featured in many media outlets, delivered talks to hundreds of people, and had a high level of engagement on our digital channels. At the same time our White Ribbon Accreditation grew significantly as organisations emerged from the pandemic with a resulting return to workplaces.

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Trustees' annual report
for the year ended 31 December 2021

Our new five year strategy was agreed in September and enabling to us to respond to developing public and governmental understanding of the need for our work. The strategy established our theory of change and supports our growth and reach as the leading organisation working in this field.

We met the significant demand for our work, despite a reduced team caused by the impact of Covid 19. We are grateful for the support we received from individuals and organisations that made a big difference in enabling this to happen. We were able to run two high profile campaigns, #AllMenCan and Safety on the Dancefloor – that were promoted over public noticeboards in April and August. Newcastle City Council hosted a summit, A Safer Night-time Economy, on our behalf, attended by a wide cross-sector of organisations from across England and Wales.

The activity around White Ribbon Day was three times that of, pre pandemic, 2019. More people purchased White Ribbons than ever before. There were 3102 White Ribbon promises made online during November. In November alone we welcomed 165 new White Ribbon Ambassadors and 198 new White Ribbon Champions. By the end of December there were 76 organisations White Ribbon accredited, with 306,412 people working for an accredited organisation. Those in the process of accrediting meant that we would welcome our hundredth accredited organisation early in 2022.

We continued to engage with political and policy debate. This included some significant Government initiatives, specifically the consultation around the Violence Against Women and Girls Strategy. The White Ribbon All Party Parliamentary Group met twice during the year. Submissions included to the Home Office Select Committee call for evidence and the budget. We engaged with consultations addressing policing violence against women and girls. We followed this up with a policing sector meeting with those forces that we are engaged with. We were pleased to be part of the development process for the End Harassment on Rail initiative.

The success of our activities in 2021 is very much due to the commitment and energy brought by our White Ribbon accredited organisations, White Ribbon ambassadors and Champions and many supporters. We want to thank all those who have made such a difference to our work in 2021. Your support meant 2021 became a year of growth and development and has put White Ribbon UK in a strong place to deliver its important work in 2022 and beyond.

Financial review

The net income for the year, after transfers was £95,791. The total unrestricted reserves of the charity were £171,560.

Reserves policy

WRUK is a small charity with irregular patterns of income. Income is received from small regular donations and fees from accreditation of organisations. There is scope for grant funding for specific projects. This income is reasonably predictable and represents approximately 33% of our annual income. Income is also generated from bespoke work, such as training and presentations and one off donations and fundraising. This is less reliable. We sell awareness raising materials via our online shop. The majority of these sales come from the period leading up to White Ribbon Day on November 25th every year.

We employ a small team of staff to support our work, and have the usual overheads such as rent, insurance and utilities. As such, we are able to make a relatively stable and predictable forecast of expenditure in normal circumstances. We have a Finance Committee which monitors income and

White Ribbon Campaign Ltd
Trustees' annual report
for the year ended 31 December 2021

expenditure and makes recommendations, in consultation with the Chief Executive, of any corrective actions required.

Despite being a small organisation, the White Ribbon message which we represent is one with a wide reach and which resonates with many in positions of influence. It is therefore important that our Reserves Policy is based upon being able to maintain that profile even through a period when income is reduced. It is our view, based on historic income and expenditure figures, that a minimum reserve balance equivalent to 3 months of expenditure costs be maintained at all times. This will exclude any fixed assets the organisation may own, as well as committed elements of Unrestricted Funds and any Designated Funds identified and approved by the Board. For the current financial year, this sum amounts to £66,252. The Finance Committee will review the Reserves Policy and balances on an annual basis and make recommendations to the Board as necessary

Plans for the future

The Trustees approved a new 3 year strategy in 2021. This established the organisations mission prevent men's violence against women through addressing its root causes.

Specifically the purpose is to:

- Educate and raise awareness of what constitutes violence (the continuum) and the link between dominant masculine norms, gender inequality and violence against women.
- Shift societal attitudes, systems and behaviours around masculinity that help to perpetuate gender inequality and therefore men's violence against women.

The strategy is driving the activities of the Charity to fulfill it's mission through objectives set against a developed theory of change. The charity is looking to grow its operations to increase reach and impact, by engaging with more men and boys, raising public awareness, and influencing change. The Charity is looking to develop its training offer and activities for schools and with young people to meet current demand. Trustees set a growth budget in 2021 which was achieved.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 9 November 2005 and registered as a charity on 24 April 2008.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

The trustees of the charity are also the directors for the purposes of company law and are appointed by the members at the AGM.

White Ribbon Campaign Ltd
Trustees' annual report
for the year ended 31 December 2021

Trustees are recruited through open advertisement.

Day-to-day management of the charity is delegated to the staff team under the leadership of the Chief Executive, Anthea Sully.

Remuneration policy for key management personnel

Remuneration of staff is determined by the HR sub committee and Finance sub committee taking into consideration the financial sustainability of the charity and market rate for a charity of this size.

Risk management

Risks are assessed and managed on a day to day basis through the staff team and oversight of the risk management process is undertaken by the board of trustees and relevant sub committees.

White Ribbon Campaign Ltd
Trustees' annual report
for the year ended 31 December 2021

Statement of responsibilities of the trustees

The trustees (who are also directors of White Ribbon Campaign Ltd for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 02/08/2022 and signed on their behalf by

Peter Lassey

Chair of Trustees

Independent examiner's report
to the trustees of
White Ribbon Campaign Ltd

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st December 2021 which are set out on pages 8 to 25.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christy Lau FCCA CTA DChA

Slade & Cooper Limited
Beehive Mill, Jersey Street
Ancoats Manchester, M4 6JG

13th September 2022

White Ribbon Campaign Ltd
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 December 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	75,148	-	75,148	49,778
Charitable activities:	4	-	-	-	27,541
Other trading activities	5	167,078	-	167,078	34,586
Total income		242,226	-	242,226	111,905
Expenditure on:					
Raising funds	6	50,443	-	50,443	7,934
Charitable activities:	7	95,992	-	95,992	127,774
Total expenditure		146,435	-	146,435	135,708
Net income/(expenditure) before net gains/(losses) on investments		95,791	-	95,791	(23,803)
Net income/(expenditure) for the year	9	95,791	-	95,791	(23,803)
Net movement in funds for the year		95,791	-	95,791	(23,803)
Reconciliation of funds					
Total funds brought forward		75,769	-	75,769	99,572
Total funds carried forward		171,560	-	171,560	75,769

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

A full comparative SOFA is available on the last page of the financial statements.

White Ribbon Campaign Ltd
Company number 05617302
Balance sheet as at 31 December 2021

	Note	2021	2020
		£	£
Fixed assets			
Tangible assets	14	-	-
Total fixed assets		-	-
Current assets			
Stock		6,925	13,448
Debtors	15	11,821	5,355
Cash at bank and in hand	16	193,175	63,384
Total current assets		211,921	82,187
Liabilities			
Creditors: amounts falling due in less than one year	17	(40,361)	(6,418)
Net current assets		171,560	75,769
Total assets less current liabilities		171,560	75,769
Net assets		171,560	75,769
The funds of the charity:			
Restricted income funds	18	-	-
Unrestricted income funds	19	171,560	75,769
Total charity funds		171,560	75,769

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 11 to 25 form part of these accounts.

Approved by the trustees on 02/08/2022 and signed on their behalf by:

Peter Lassey (Chair of Trustees)

White Ribbon Campaign Ltd
Statement of Cash Flows
for the year ending 31 December 2021

	Note	2021 £	2020 £
Cash provided by/(used in) operating activities	21	129,791	(1,604)
Increase/(decrease) in cash and cash equivalents in the year		129,791	(1,604)
Cash and cash equivalents at the beginning of the year		63,384	64,988
Cash and cash equivalents at the end of the year		193,175	63,384

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

White Ribbon Campaign Ltd meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the costs of commercial trading and their associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 8.

i Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Fixtures & Fittings	3 years
Office Equipment	3 years

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

j Stock

Stock is included at the lower of cost or net realisable value. In general, cost is determined on a first in, first out basis. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving, and defective stocks. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

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

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were £342 outstanding contributions at the year end.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Donations	69,907	-	69,907
HMRC - Coronavirus Job Retention Scheme	5,241	-	5,241
	<hr/>	<hr/>	<hr/>
Total	75,148	-	75,148
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Previous reporting period	Unrestricted £	Restricted £	Total 2020 £
Donations	28,776	-	28,776
Charities Trust	1,000	-	1,000
HMRC - Coronavirus Job Retention Scheme	-	20,002	20,002
	<hr/>	<hr/>	<hr/>
Total	29,776	20,002	49,778
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

4 Income from charitable activities

Previous reporting period	Unrestricted £	Restricted £	Total 2020 £
Calderdale MBC	10,000	-	10,000
Sapienza University of Rome	-	17,541	17,541
	<hr/>	<hr/>	<hr/>
Total	10,000	17,541	27,541
	<hr/>	<hr/>	<hr/>

5 Income from other trading activities

	2021 £	2020 £
Sales and fees	167,078	34,586
	<hr/>	<hr/>
	167,078	34,586
	<hr/>	<hr/>

All income from other trading activities is unrestricted.

6 Cost of raising funds

	2021 £	2020 £
Staff costs	15,273	-
Purchases	33,567	6,668
Obsolete stock write off	767	1,266
Bank, paypal, Stripe and currency charges	437	-
Advertising and communications	226	-
Website	173	-
	<hr/>	<hr/>
	50,443	7,934
	<hr/>	<hr/>

All expenditure on cost of raising funds is unrestricted.

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

7 Analysis of expenditure on charitable activities

Current reporting period	Total 2021 £	Total 2020 £
Staff costs	75,919	102,308
Staff training	-	377
Rent and rates	3,872	5,363
Insurance	313	311
Heat, light and water rates	-	1,366
Telephone	845	849
Printing, postage and stationery	611	768
Computer expenses	1,285	193
Travel and motor expenses	496	322
Award ceremonies and conferences	390	127
Sundries	250	1,926
Membership fees	201	-
Bank, paypal, Stripe and currency charges	248	124
Advertising and communications	698	1,041
Website	937	2,384
Bad debt write off	-	5,829
Recruitment Expenses	318	-
Depreciation	-	1,431
Governance costs (see note 8)	1,356	988
Support costs (see note 8)	8,253	2,067
	<hr/>	<hr/>
	95,992	127,774
	<hr/>	<hr/>
	2021 £	2020 £
Restricted expenditure	-	20,032
Unrestricted expenditure	95,992	107,742
	<hr/>	<hr/>
	95,992	127,774
	<hr/>	<hr/>

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

8 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2021 £
Board expenses	Governance	-	396	396
Accountancy services	Governance	-	960	960
Legal, consultancy and professional fees	Support	8,253	-	8,253
		<hr/>	<hr/>	<hr/>
		8,253	1,356	9,609
		<hr/>	<hr/>	<hr/>
Previous reporting period	Basis of apportionment	Support £	Governance £	Total 2020 £
Board expenses	Governance	-	28	28
Accountancy services	Governance	-	960	960
Legal, consultancy and professional fees	Support	2,067	-	2,067
		<hr/>	<hr/>	<hr/>
		2,067	988	3,055
		<hr/>	<hr/>	<hr/>

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2021 £	2020 £
Depreciation	-	1,431
Independent examiner's fee	800	960
	<hr/>	<hr/>

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

10 Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	86,212	94,824
Social security costs	3,000	3,360
Pension costs	1,980	2,579
Redundancy and termination costs	-	1,545
	<hr/>	<hr/>
	91,192	102,308
	<hr/>	<hr/>
Allocated as follows:		
Cost of raising funds	15,273	-
Charitable activities	75,919	102,308
	<hr/>	<hr/>
	91,192	102,308
	<hr/>	<hr/>

No employees has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 4.2 (2020: 4.8).

The key management personnel of the charity comprise the trustees and the Chief Executive. The total employee benefits of the key management personnel of the charity were £46,476 (2020: £45,297).

11 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration during the year (2020: Nil).

One trustee (2020: None) received travel and subsistence expenses during the year of £334 (2020: £nil).

Aggregate donations from related parties were £nil (2020: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

12 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	2020 £
Calderdale MBC	-	10,000
	<hr/>	<hr/>
	-	10,000
	<hr/>	<hr/>

There were no unfulfilled conditions and contingencies attaching to the grant.

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

Cost	Fixtures & Fittings £	Office Equipment £	Total £
At 1 January 2021	1,850	4,270	6,120
Additions	-	-	-
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December	1,850	4,270	6,120
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 January 2021	1,850	4,270	6,120
Charge for the year	-	-	-
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December	1,850	4,270	6,120
	<hr/>	<hr/>	<hr/>
Net book value			
At 31 December	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December	-	-	-
	<hr/>	<hr/>	<hr/>

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

15 Debtors

	2021 £	2020 £
Other debtors	11,821	5,355
	<u>11,821</u>	<u>5,355</u>
	<u><u>11,821</u></u>	<u><u>5,355</u></u>

16 Cash at bank and in hand

	2021 £	2020 £
Cash at bank and on hand	193,175	63,384
	<u>193,175</u>	<u>63,384</u>
	<u><u>193,175</u></u>	<u><u>63,384</u></u>

17 Creditors: amounts falling due within one year

	2021 £	2020 £
Other creditors and accruals	5,535	960
Deferred income	34,826	5,458
	<u>40,361</u>	<u>6,418</u>
	<u><u>40,361</u></u>	<u><u>6,418</u></u>

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

18 Analysis of movements in restricted funds

Previous reporting period	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2020 £
West Yorkshire Safer Communities Fund	30	-	(30)	-	-
Sapienza University of Rome	-	17,541	-	(17,541)	-
HMRC - Coronavirus Job Retention Scheme	-	20,002	(20,002)	-	-
Total	30	37,543	(20,032)	(17,541)	-

Name of restricted fund	Description, nature and purposes of the fund
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West Yorkshire Safer Communities Fund	For the engagement of ambassadors in West Workshire
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Sapienza University of Rome	For the HASP - Honour Ambassadors against Shame Practices project. Expenditure on this project was incurred in 2018 and was treated as unrestricted due to uncertainty over funding. Now funds have been received a transfer of the unrestricted expenditure for this project has been made.
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HMRC - Coronavirus	For staff who have been furloughed due to Covid-19
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White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

19 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers £	As at 31 December 2021 £
General fund	75,769	242,226	(146,435)	-	171,560
	<u>75,769</u>	<u>242,226</u>	<u>(146,435)</u>	<u>-</u>	<u>171,560</u>
	<u><u>75,769</u></u>	<u><u>242,226</u></u>	<u><u>(146,435)</u></u>	<u><u>-</u></u>	<u><u>171,560</u></u>
Previous reporting period	Balance at 1 January 2020 £	Income £	Expenditure £	Transfers £	As at 31 December 2020 £
General fund	99,542	74,362	(115,676)	17,541	75,769
	<u>99,542</u>	<u>74,362</u>	<u>(115,676)</u>	<u>17,541</u>	<u>75,769</u>
	<u><u>99,542</u></u>	<u><u>74,362</u></u>	<u><u>(115,676)</u></u>	<u><u>17,541</u></u>	<u><u>75,769</u></u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds

20 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Net current assets/(liabilities)	171,560	-	-	171,560
	<u>171,560</u>	<u>-</u>	<u>-</u>	<u>171,560</u>
Total	<u><u>171,560</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>171,560</u></u>
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Net current assets/(liabilities)	75,769	-	-	75,769
	<u>75,769</u>	<u>-</u>	<u>-</u>	<u>75,769</u>
Total	<u><u>75,769</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>75,769</u></u>

White Ribbon Campaign Ltd

Notes to the accounts for the year ended 31 December 2021 (continued)

20 Contingent assets / liability

The trustees are mindful that as activities have increased there may be implications for VAT. Specialist advice has been sought for this and is currently under consideration.

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income/(expenditure) for the year	95,791	(23,803)
Adjustments for:		
Depreciation charge	-	1,431
Decrease/(increase) in stock	6,523	4,466
Decrease/(increase) in debtors	(6,466)	11,642
Increase/(decrease) in creditors	33,943	4,660
	<hr/>	<hr/>
Net cash provided by/(used in) operating	129,791	(1,604)
	<hr/> <hr/>	<hr/> <hr/>

White Ribbon Campaign Ltd
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 December 2020

	Note	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	3	29,776	20,002	49,778	74,138
Charitable activities:	4	10,000	17,541	27,541	-
Other trading activities	5	34,586	-	34,586	68,502
Total income		74,362	37,543	111,905	142,640
Expenditure on:					
Raising funds	6	7,934	-	7,934	35,596
Charitable activities:	7	107,742	20,032	127,774	153,419
Total expenditure		115,676	20,032	135,708	189,015
Net income/(expenditure) before net gains/(losses) on investments		(41,314)	17,511	(23,803)	(46,375)
Net income/(expenditure) for the year	9	(41,314)	17,511	(23,803)	(46,375)
Transfer between funds		17,541	(17,541)	-	
Net movement in funds for the year		(23,773)	(30)	(23,803)	(46,375)
Reconciliation of funds					
Total funds brought forward		99,542	30	99,572	145,947
Total funds carried forward		75,769	-	75,769	99,572

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