

INTERNATIONAL CENTRE FOR INTEGRATION AND COHESION

England & Wales · Charity number 1126489

Details

Other names	IRAQI CENTRE FOR INTEGRATION AND COHESION
Status	Registered
Legal form	Charitable company
Company number	06487152
Registered	2008-10-29
Register	View on the Charity Commission register

Contact

Address	620 Western Avenue London London W3 0TE
Phone	020 7724 0823
Email	INFO@ICIC.ORG.UK
Website	www.icic.org.uk

Activities

Objects: TO RELIEVE POVERTY AND UNEMPLOYMENT, TO ADVANCE EDUCATION AND TRAINING OPPORTUNITIES FOR IRAQI MIGRANTS AND REFUGEES LIVING IN LONDON AND OTHER PARTS OF THE UK.TO PROVIDE FACILITIES FOR RECREATION OR OTHER LEISURE TIME OCCUPATION FOR IRAQI MIGRANTS AND REFUGEES LIVING IN LONDON AND OTHER PARTS OF THE UK, WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE OF THOSE PERSONS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABLEMENT, FINANCIAL HARDSHIP OR SOCIAL AND ECONOMIC CIRCUMSTANCES.

Activities: CHARITABLE ACTIVITIES SUPPORTING IRAQI NEEDY FAMILIES AND ORPHANS.INTEGRITY IS A PROJECT THAT WORKS WITH DIASPORA COMMUNITIES TO AMPLIFY AND PROVIDE ROBUST RESEARCH TO PROMOTE INTEGRATION AND COHESION.DELIVERING TRAINING FOR ESOL AND IT FOR EMPLOYABILITY.PROJECT CULTURAL ACTIVITIES AND SOCIAL GATHERING.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** LONDON
- Brent
- City Of London
- Ealing
- Hammersmith And Fulham
- Harrow
- Hounslow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£292,023	£215,772	-	-
2024-01-31	£393,786	£261,009	-	-
2023-01-31	£182,519	£166,975	-	-
2022-01-31	£350,114	£318,756	-	-
2021-01-31	£298,875	£305,080	-	-

Trustees

Name	Role	Appointed
Ali Sharafiddin Abbas Bakir		2025-06-25
Amir Taki		2017-10-16
Ammar Abdullah		2017-10-24
SALAFI AL-JENABI		

Accounts

International Centre For Integration And Cohesion
Company Limited by Guarantee
Unaudited Financial Statements
31 January 2025

SAMARA & CO
Chartered accountant
511 Kenton Lane
Harrow
Middlesex
HA3 JW

International Centre For Integration And Cohesion

Company Limited by Guarantee

Financial Statements

Year ended 31 January 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 January 2025.

Reference and administrative details

Registered charity name International Centre For Integration And Cohesion

Charity registration number 1126489

Company registration number 06487152

Principal office and registered office 620 Western Avenue
London
W3 0TE

The trustees Mr A Taki
Mrs S Al-Jenabi
Mr A Abdullah

Independent examiner Samara & Co
511 Kenton Lane
Harrow
Middlesex
HA3 JW

Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, and it is registered with the Charity Commission. The Company was established under a Memorandum of Association that established the objectives of the charitable company and is governed under its Articles of Association.

Objectives and activities

Charitable activities are:

- Supporting needy families and orphans.
- Integrity UK is a project that works with diaspora communities to amplify and provide robust research to promote integration and cohesion.
- Delivering training for ESOL and IT for employability
- Project cultural activities and social gatherings.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

The International Centre for Integration and Cohesion (ICIC) aims to improve social cohesion and integration by bringing communities together in promotion of tolerance, unity, and shared values. Over the past year, the ICIC has continued to build strong partnerships with communities and responded to manifold challenges encountered during the pandemic to enhance its overall impact on the ground.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2025

Changing Lives

One of the main objectives for ICIC is the integration of diaspora communities into wider British society; to help them gain employment; and build their careers based on their existing and potential skills. In turn, giving them the knowledge and independence to navigate the UK job market themselves. This year ICIC not only focused on supporting people from diverse diaspora communities with their careers but also focused on personal development and leadership programmes to diversify the capacity building portfolio offered in line with ongoing beneficiary needs assessments.

Health Awareness

ICIC has actively engaged with Arab and Middle Eastern communities to foster greater understanding and uptake of vaccination, including HPV and other essential vaccines. Through culturally sensitive outreach campaigns we have worked with local health providers, community centres, and religious institutions to disseminate accurate, language-appropriate educational materials and host awareness workshops. ICIC has helped organise workshops raising awareness and combatting misinformation targeting underserved populations, ensuring that mothers, youth and key community gatekeepers receive trusted information and access to vaccination services. These efforts aim not only to increase vaccine coverage, but also to build long-term trust, address misconceptions about vaccine safety, and strengthen community resilience in preventive health.

Civic Engagement

ICIC has played an important role in supporting the Arab and Middle Eastern diaspora in the UK to navigate and engage with the electoral process, especially regarding the new introduction of Voter ID requirements. Through community outreach sessions, in-language informational materials, and partnership with mosques, cultural centres and local councils, ICIC has helped demystify the Voter ID rules, assisted individuals in checking their registration status, and guided them through obtaining acceptable ID documents. Such engagement helps lower barriers to participation, particularly for new citizens, youth and others who may be unfamiliar with British electoral protocols and contributes to more inclusive and informed democratic participation in UK elections.

Faith Literacy and Cohesion

We have supported local communities with creating artistic displays in exhibitions educating the wider community about their religious and cultural heritage and practices. Furthermore, working with students and young people is another opportunity for implementation of this vital work. We work with university students from diverse backgrounds by bringing them together to share their experiences and educate their peers about their Faith and Culture which increases community cohesion and reduces tensions.

Encouraging Resilience

Strengthening Faith Institutions (SFI)

ICIC has been working with minority faith groups to facilitate tools and training to improve activities for diaspora and minority communities and build their resilience to contemporary challenges. ICIC supported institutions by engaging with women and young people, sharing best practice, and using social media in effective ways. ICIC also supported SFI in developing appropriate and targeted services that provide support to faith institutions where it is needed most, in addition to website development and content, health checks, action plans, filming and editing SFI events. Furthermore, ICIC conducted leadership programmes with the aim of supporting young people in becoming successful and confident leaders in their community but also to help them advance their civic engagement and employment prospects. The courses are designed to develop key skills and knowledge through discussions, simulations, and planning, enabling them to succeed during their time as youth representatives. This project improved the conditions of a diverse range of migrant

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2025

community organisations that would be categorised as disadvantaged communities, especially those from the Iraqi diaspora community in London and the UK.

Building Bridges

Beyond Dialogue

The project received renewed funding and ran for a fourth cycle. It sought to empower a new specialist cohort of Muslim community leaders and mentors from diverse ethnic backgrounds to lead targeted interventions with over 200 young Muslims across London. Throughout the lifecycle of the project, community leaders carried out interventions with young people aged between 13-28 across London, slightly surpassing our target number. Survey data gathered from the young people highlighted tangible increases in knowledge, attitude, and behaviour, pointing to the positive nature of the mentors' interventions. In particular, the evaluation for the resilient coping scale showcased an increase, with one response within this thematic cluster about dealing with difficult situations noticeably high. The project also solidified the network of mentors and strengthened their capacities through training, one-to-one support, and financial resourcing. Survey data gathered from the mentors at the end of the project showed greater awareness and understanding of how to prevent concerning narratives, and a greater willingness to continue this work in the future.

Big Iftar

ICIC acts in a supportive role for the Big Iftar. It is an initiative that has run for over 10 years, where mosques and local community centres in the UK open their doors and welcome people from all backgrounds, creating an environment that enables diverse communities to get to know one another and to celebrate their respective faiths together. ICIC has supported the organisation of over 100 iftars as part of this programme. This project improved the conditions of a diverse range of migrant community organisations that would be categorised as disadvantaged communities, especially those from the Iraqi diaspora community in London and the UK. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment.

Summer Camp

For over 10 years, ICIC has organised a summer camp that brings together over 500 Muslim families (primarily Iraqi) to build life skills and foster resilient communities. The camp consists of team building physical activities in addition to personal development workshops for parents, young people and children. This year a large number of students attended the camp, therefore the programme adjusted to focus on leadership skills and future planning. The camp also ensured gender mainstreaming by conducting workshops for women to discuss and facilitate civic and employment opportunities. This project improves the conditions of the Iraqi diaspora and migrant community in the UK by providing life skills and training which will improve employment and life outcomes. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment.

Youth project

ICIC provides regular youth services and programmes across London. This caters to young people below 18 years of age as well as young adults between 18-25 years old. These services range from educational programs such as coding and programming to sports activities such as archery and football tournaments. Such work takes place on a regular basis and primarily takes place after school, during the weekend and during school holidays. These activities are primarily targeted towards the Iraqi diaspora in London but is also open to all in the area who would like to benefit from the running services. We have over 500 children and young people benefiting from the programme which includes our Half-Term Holiday Clubs, Easter Break Holiday Club, Winter Holiday Clubs, and Summer Holiday

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2025

Clubs for 5–12-year-olds totalling approximately 50 days of provision per year. Furthermore, during school terms we hold 30 evening social clubs targeting young people aged 13-18. Further for young people aged 18-28 personal development programmes, life skills training and media workshops which includes podcasting and social media content creation training. Diverse sports activities such as trampolining and archery are some of the physical activities that we introduce to our young cohorts.

Youth Financial Empowerment

ICIC has committed to transforming the lives of over 125 young people in our community by replacing anxiety and a lack of financial literacy with understanding and empowerment. Our initiative focused on several impactful methods to engage and educate the youth, ensuring they are equipped with the financial skills necessary to thrive in today's economic landscape.

Our programme includes personalised one-to-one financial advice sessions, which are essential for addressing individual needs and challenges. This personalised approach ensured that the advice is relevant and immediately applicable, fostering a sense of confidence and control over their financial decisions. Additionally, we hosted three workshops on Financial Resilience. These workshops were crucial as they provide a group learning environment where young people can gain critical knowledge on how to withstand and adapt to economic shocks and stresses. By understanding key concepts such as saving, investing, and budgeting, participants built a resilient financial foundation that supports their long-term goals.

Furthermore, we sent 10 young people on a 5-night residential programme. This intensive experience not only deepened their understanding of financial concepts through structured lessons and activities but also built community and peer support networks. The residential setting encouraged full immersion in the learning process, making it a powerful catalyst for personal and financial growth.

Each aspect of our programme, from the one-to-one sessions to the residential experience, was designed to build a comprehensive understanding of financial management that empowers young people to make informed, confident financial decisions.

Financial review

ICIC has achieved satisfactory outcome for the year, with some resources to continue the projects we run annually. ICIC aims to achieve a surplus of 5% each year in order to be able to continue to provide a service to our beneficiaries.

Reserves Policy

Following consultation with the board of Trustees it has been decided that the Charity's policy on reserves is to maintain adequate unrestricted/restricted funds to cover up to 6 months of operating costs (which includes admin HR and payroll) in the instance of incoming funds fall short. The amount that is considered adequate to cover the unrestricted/restricted expenditure for the reserve target is £30,000 (previously £25,000). The Charity considers the levels of reserves to be sufficient.

The trustees' annual report and the strategic report were approved on 22 October 2025 and signed on behalf of the board of trustees by:



Mr A Taki
Trustee

International Centre For Integration And Cohesion

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of International Centre For Integration And Cohesion *(continued)*

Year ended 31 January 2025

I report to the trustees on my examination of the financial statements of International Centre For Integration And Cohesion ('the charity') for the year ended 31 January 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants in England and Wales (ACCA), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Independent Examiner
511 Kenton Lane
Harrow
Middlesex
HA3 JW

23 October 2025

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 January 2025

		Unrestricted funds	2025 Restricted funds	Total funds	2024 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	245,444	46,208	291,652	393,786
Investment income	6	371	—	371	—
Total income		<u>245,815</u>	<u>46,208</u>	<u>292,023</u>	<u>393,786</u>
Expenditure					
Expenditure on charitable activities	7,8	<u>171,077</u>	<u>44,695</u>	<u>215,772</u>	<u>261,009</u>
Total expenditure		<u>171,077</u>	<u>44,695</u>	<u>215,772</u>	<u>261,009</u>
Net (expenditure)/income and net movement in funds		<u>74,738</u>	<u>1,513</u>	<u>76,251</u>	<u>132,777</u>
Reconciliation of funds					
Total funds brought forward		<u>387,288</u>	<u>(11,450)</u>	<u>375,838</u>	<u>243,062</u>
Total funds carried forward		<u>462,026</u>	<u>(9,937)</u>	<u>452,089</u>	<u>375,838</u>

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

The notes on pages 9 to 16 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 January 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	15	2	793
Current assets			
Debtors	16	66,582	50,687
Cash at bank and in hand		422,886	395,968
		<u>489,468</u>	<u>446,655</u>
Creditors: amounts falling due within one year	17	37,381	71,609
Net current assets		<u>452,087</u>	<u>375,046</u>
Total assets less current liabilities		<u>452,089</u>	<u>375,839</u>
Creditors: amounts falling due after more than one year	18	—	--
Net assets		<u>452,089</u>	<u>375,839</u>
Funds of the charity			
Restricted funds		(9,937)	(11,450)
Unrestricted funds		<u>462,026</u>	<u>387,288</u>
Total charity funds	20	<u>452,089</u>	<u>375,838</u>

For the year ending 31 January 2025, the charity was entitled to exemption from 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 financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 22 October 2025, and are signed on behalf of the board by:



Mr A Taki
Trustee

The notes on pages 9 to 16 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 January 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income	76,251	132,777
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	791	864
Other interest receivable and similar income	(371)	–
Interest payable and similar charges	121	120
Accrued expenses/(income)	5,295	–
<i>Changes in:</i>		
Trade and other debtors	(15,895)	64,473
Trade and other creditors	(39,523)	5,831
Cash generated from operations	26,669	204,065
Interest paid	(121)	(120)
Interest received	371	–
Net cash from/(used in) operating activities	<u>26,919</u>	<u>203,945</u>
Cash flows from investing activities		
Purchase of tangible assets	–	–
Net cash used in investing activities	<u>–</u>	<u>–</u>
Cash flows from financing activities		
Government grant income	–	–
Net cash (used in)/from financing activities	<u>–</u>	<u>–</u>
Net increase/(decrease) in cash and cash equivalents	26,919	203,945
Cash and cash equivalents at beginning of year	395,968	192,023
Cash and cash equivalents at end of year	<u>422,887</u>	<u>395,968</u>

The notes on pages 9 to 16 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 560 North Circular Road, London, NW2 7QA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
 - legacy income is recognised when receipt is probable and entitlement is established.
 - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the
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International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

4. Limited by guarantee

The liability of Trustees is limited. Every Trustee promises, if the Charity is dissolved while he/she remains a Member or within one year after he/she ceases to be a member, to pay up to £1 towards: · payment of those debts and liabilities of the Charity incurred before he/she ceased to be a member; · payment of the costs, charges and expenses of winding up; and · the adjustment of the rights of contributors among themselves

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	47,656	–	47,656
Summer Camp	108,917	–	108,917
Surge	–	–	–
Community Engagement and Development	48,419	–	48,419
Beyond Dialogue	–	32,000	32,000
Youth Project	11,521	14,208	25,729
Integrity UK	2,100	–	2,100
Health Awareness	500	–	500
Youth Financial Empowerment	26,331	–	26,331
Faith Literacy and Cohesion	–	–	–
	<u>245,444</u>	<u>46,208</u>	<u>291,652</u>

Due to changes in the circumstances of the Surge project delivery, the funder and ICIC mutually agreed to suspend the further activities related to the voided Surge project invoices and reallocate resources to other areas.

This was due to the challenging and changing landscape at the time in terms of delivery due to COVID-19. This then meant that our forecasted committed income and forecasted committed expenditure had changed.

As a result, there is a negative balance, in previous year, to Surge income below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	70,184	–	70,184
Summer Camp	110,694	–	110,694
Surge	–	–	–
Community Engagement and Development	74,800	–	74,800
Beyond Dialogue	–	61,715	61,715
Youth Project	55,511	–	55,511
Integrity UK	6,143	–	6,143
Health Awareness	–	–	–
Youth Financial Empowerment	–	–	–
Faith Literacy and Cohesion	14,739	–	14,739
	<u>332,071</u>	<u>61,715</u>	<u>393,786</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

6. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	371	371	—	—

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Charitable activity	156,999	44,695	201,694
Support costs	14,078	—	14,078
	<u>171,077</u>	<u>44,695</u>	<u>215,772</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Charitable activity	175,028	76,865	251,893
Support costs	9,116	—	9,116
	<u>184,144</u>	<u>76,865</u>	<u>261,009</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Charitable Activity	201,694	—	201,694	251,893
Governance costs	—	14,078	14,078	9,116
	<u>201,694</u>	<u>14,078</u>	<u>215,772</u>	<u>261,009</u>

9. Expenditure on charitable activities by fund type – analysis

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Staff Costs	18,883	7,000	25,883
Other Charitable expenses	3,193	—	3,193
Summer Camp	98,052	—	98,052
SFI Capacity Building	503	—	503
Youth Project	36,339	2,901	39,240
Surge Project	—	—	—
Jubilee Fund	—	—	—
Synergy Hub – DIFD	—	—	—
Faith Literacy and Cohesion Expense	—	—	—
Beyond Dialogue	—	34,794	34,794
Health Awareness	29	—	29
Total	<u>156,999</u>	<u>44,695</u>	<u>201,694</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

Due to changes in the circumstances of the Surge project delivery, the funder and ICIC mutually agreed to suspend the further activities related to the voided Surge project invoices and reallocate resources to other areas.

This was due to the challenging and changing landscape at the time in terms of delivery due to COVID-19. This then meant that our forecasted committed income and forecasted committed expenditure had changed.

As a result, there is a negative balance, in previous year, to Surge income below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Staff Costs	6,451	17,364	23,815
Other Charitable expenses	–	4,625	4,625
Summer Camp	120,813	–	120,813
SFI Capacity Building	–	–	–
Youth Project	28,116	–	28,116
Surge Project	2,500	–	2,500
Jubilee Fund	279	–	279
Synergy Hub – DIFD	–	9,899	9,899
Faith Literacy and Cohesion Expense	11,241	–	11,241
Beyond Dialogue	–	50,605	50,605
Health Awareness	–	–	–
Total	169,400	82,493	251,893

10. Support Costs

	2025 £	2024 £
Insurance	1,277	1,238
Accountancy fee	2,817	767
Legal and Other Professional Fees	8,302	–
Telephone	10	–
Finance costs	121	120
Office & Admin costs	759	6,127
Depreciation	792	864
Total	14,078	9,116

11. Net income

Net income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	791	864

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

12. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for: Independent examination of the financial statements	1,300	1,250

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	25,883	23,815

The average head count of employees during the year was 3 (2024: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Number of staff	3	3

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

14. Trustee remuneration and expenses

During the year, no Trustees received any remuneration.
During the year, no Trustees received any benefits in kind.
During the year, no Trustees received any reimbursement of expenses.

15. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 February 2024 and 31 January 2025	20,275	32,346	52,621
Depreciation			
At 1 February 2024	20,274	31,554	51,828
Charge for the year	—	791	791
At 31 January 2025	20,274	32,345	52,619
Carrying amount			
At 31 January 2025	1	1	2
At 31 January 2024	1	792	793

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

16. Debtors

	2025	2024
	£	£
Trade debtors	34,116	34,138
Prepayments and accrued income	6,685	2,695
Other debtors	25,781	13,854
	<u>66,582</u>	<u>50,687</u>

17. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	28,805	68,175
Accruals and deferred income	2,205	(3,090)
Social security and other taxes	678	3,013
Other creditors - Net Wages	5,693	3,511
	<u>37,381</u>	<u>71,609</u>

18. Creditors: amounts falling due after more than one year

	2025	2024
	£	£
Other creditors	—	—

19. Gift Aid/Government Grants

The amounts recognised in the financial statements for government grants are as follows:

	2025	2024
	£	£
Recognised in income from donations and legacies:		
Gift Aid – during the year	—	—
Gift Aid – over-accrued previous year	—	—
HMRC - Furlough Grant	—	—
	<u>—</u>	<u>—</u>
Gift Aid/Government Grants	<u>—</u>	<u>—</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2025

20. Analysis of charitable funds

Unrestricted funds

	At 1 February 2024	Income	Expenditure	At 31 January 2025
	£	£	£	£
General funds	<u>387,288</u>	<u>245,815</u>	<u>(171,077)</u>	<u>462,026</u>

	At 1 February 2023	Income	Expenditure	At 31 January 2024
	£	£	£	£
General funds	<u>239,362</u>	<u>332,071</u>	<u>(184,145)</u>	<u>387,288</u>

Restricted funds

	At 1 February 2024	Income	Expenditure	At 31 January 2025
	£	£	£	£
Restricted funds	<u>(11,450)</u>	<u>46,208</u>	<u>(44,695)</u>	<u>(9,937)</u>

	At 1 February 2023	Income	Expenditure	At 31 January 2024
	£	£	£	£
Restricted funds	<u>3,700</u>	<u>61,715</u>	<u>(76,865)</u>	<u>(11,450)</u>

21. Analysis of Changes in net debt

	At 1 February 2024	Cash flows	At 31 January 2025
	£	£	£
Cash at bank and in hand	<u>395,968</u>	<u>26,918</u>	<u>422,886</u>

Accounts

International Centre For Integration And Cohesion
Company Limited by Guarantee
Unaudited Financial Statements
31 January 2024

SAMARA & CO
Chartered accountant
511 Kenton Lane
Harrow
Middlesex
HA3 JW

International Centre For Integration And Cohesion

Company Limited by Guarantee

Financial Statements

Year ended 31 January 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

International Centre For Integration And Cohesion

Company Limited by Guarantee

Financial Statements

Year ended 31 January 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 January 2024.

Reference and administrative details

Registered charity name International Centre For Integration And Cohesion

Charity registration number 1126489

Company registration number 06487152

Principal office and registered office 560 North Circular Road
London
NW2 7QA

The trustees

Mr A Taki
Mrs S Al-Jenabi
Mr A Abdullah

Independent examiner Samara & Co
511 Kenton Lane
Harrow
Middlesex
HA3 JW

Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, and it is registered with the Charity Commission. The Company was established under a Memorandum of Association that established the objectives of the charitable company and is governed under its Articles of Association.

Objectives and activities

Charitable activities are:

- Supporting needy families and orphans.
- Integrity UK is a project that works with diaspora communities to amplify and provide robust research to promote integration and cohesion.
- Delivering training for ESOL and IT for employability
- Project cultural activities and social gatherings.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2024

Achievements and performance

The International Centre for Integration and Cohesion (ICIC) aims to improve social cohesion and integration by bringing communities together in promotion of tolerance, unity, and shared values. Over the past year, the ICIC has continued to build strong partnerships with communities and responded to manifold challenges encountered during the pandemic to enhance its overall impact on the ground.

Changing Lives

One of the main objectives for ICIC is the integration of diaspora communities into wider British society; to help them gain employment; and build their careers based on their existing and potential skills. In turn, giving them the knowledge and independence to navigate the UK job market themselves. This year ICIC not only focused on supporting people from diverse diaspora communities with their careers, but also focused on personal development and leadership programmes to diversify the capacity building portfolio offered in line with ongoing beneficiary needs assessments.

Faith Literacy and Cohesion

One of the newly introduced programmes at ICIC is the introduction of Faith Literacy and Cohesion work. We have done this by supporting local communities with creating artistic displays in exhibitions educating the wider community about their religious and cultural heritage and practices. Furthermore, working with students and young people is another opportunity for implementation of this vital work. We work with university students from diverse backgrounds by bringing them together to share their experiences and educate their peers about their Faith and Culture which increases community cohesion and reduces tensions.

Encouraging Resilience

Community Engagement and Development

ICIC has been successfully contracted to provide community development services. We have been working with minority faith groups to facilitate tools and training to improve activities for diaspora and minority communities and build their resilience to contemporary challenges. ICIC supported institutions by engaging with women and young people, sharing best practice, and using social media in effective ways. ICIC also developed appropriate and targeted services that provide support to faith institutions where it is needed most. Furthermore, ICIC conducted leadership programmes with the aim of supporting young people in becoming successful and confident leaders in their community but also to help them advance their civic engagement and employment prospects. The courses are designed to develop key skills and knowledge through discussions, simulations, and planning, enabling them to succeed during their time as youth representatives. This project improved the conditions of a diverse range of migrant community organisations that would be categorised as disadvantaged communities, especially those from the Iraqi diaspora community in London and the UK.

Building Bridges

Beyond Dialogue

The project received renewed funding and ran for a third cycle. It sought to empower a new specialist cohort of Muslim community leaders and mentors from diverse ethnic backgrounds to lead targeted interventions with over 200 young Muslims across London. Throughout the lifecycle of the project, community leaders carried out interventions with young people aged between 13-28 across London, slightly surpassing our target number. Survey data gathered from the young people highlighted tangible increases in knowledge, attitude, and behaviour, pointing to the positive nature of the mentors' interventions. In particular, the evaluation for the resilient coping scale showcased an increase, with one response within this thematic cluster about dealing with difficult situations noticeably high. The project also solidified the network of mentors and strengthened their capacities through training, one-to-one support, and financial resourcing.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2024

Big Iftar

ICIC acts in a supportive role for the Big Iftar. It is an initiative that has run for over 10 years, where mosques and local community centres in the UK open their doors and welcome people from all backgrounds, creating an environment that enables diverse communities to get to know one another and to celebrate their respective faiths together. As more communities have taken more responsibility for their iftars, ICIC has taken a more supportive role. ICIC has supported the organisation of over 100 iftars as part of this programme and directly organised 2 local iftars. This project improved the conditions of a diverse range of migrant community organisations that would be categorised as disadvantaged communities, especially those from the Iraqi diaspora community in London and the UK. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment.

Summer Camp

For over 10 years, ICIC has Muslim families (primarily Iraqi) to build life skills and foster resilient communities. The camp consists of team building physical activities in addition to personal development workshops for parents, young people and children. This year a large number of students attended the camp, therefore the programme adjusted to focus on leadership skills and future planning. The camp also ensured gender mainstreaming by conducting workshops for women to discuss and facilitate civic and employment opportunities. This project improves the conditions of the Iraqi diaspora and migrant community in the UK by providing life skills and training which will improve employment and life outcomes. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment. organised a summer camp that brings together over 500

Youth project

ICIC provides regular youth services and programmes across London. This caters to young people below 18 years of age as well as young adults between 18-25 years old. These services range from educational programs such as coding and programming to sports activities such as archery and football tournaments. Such work takes place on a regular basis and primarily takes place after school, during the weekend and during school holidays. These activities are primarily targeted towards the Iraqi diaspora in London but is also open to all in the area who would like to benefit from the running services. We have over 500 children and young people benefiting from the programme which includes our Half-Term Holiday Clubs, Easter Break Holiday Club, Winter Holiday Clubs, and Summer Holiday Clubs for 5-12-year-olds totalling approximately 50 days of provision per year. Furthermore, during school terms we hold 30 evening social clubs targeting young people aged 13-18. Further for young people aged 18-28 personal development programmes, life skills training and media workshops which includes podcasting and social media content creation training. Diverse sports activities such as trampolining and archery are some of the physical activities that we introduce to our young cohorts.

Financial review

ICIC has achieved satisfactory outcome for the year, with some resources to continue the projects we run annually. ICIC aims to achieve a surplus of 5% each year in order to be able to continue to provide a service to our beneficiaries.

Reserves Policy

Following consultation with the board of Trustees it has been decided that the Charity's policy on reserves is to maintain adequate unrestricted/restricted funds to cover up to 6 months of operating costs (which includes admin HR and payroll) in the instance of incoming funds fall short. The amount that is considered adequate to cover the unrestricted/restricted expenditure for the reserve target is

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2024

£25,000 (previously £89,500). The Charity considers the levels of reserves to be sufficient.
The trustees' annual report and the strategic report were approved on 30 October 2024 and signed on behalf of the board of trustees by:



Mr A Taki
Trustee

International Centre For Integration And Cohesion

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of International Centre For Integration And Cohesion *(continued)*

Year ended 31 January 2024

I report to the trustees on my examination of the financial statements of International Centre For Integration And Cohesion ('the charity') for the year ended 31 January 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants in England and Wales (ACCA), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Independent Examiner
511 Kenton Lane
Harrow
Middlesex
HA3 JW

17 October 2024

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 January 2024

		Unrestricted funds	2024 Restricted funds	Total funds	2023 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	332,071	61,715	393,786	182,516
Investment income	6	—	—	—	3
Total income		<u>332,071</u>	<u>61,715</u>	<u>393,786</u>	<u>182,519</u>
Expenditure					
Expenditure on charitable activities	7,8	184,145	76,865	261,009	166,975
Total expenditure		<u>184,145</u>	<u>76,865</u>	<u>261,009</u>	<u>166,675</u>
Net (expenditure)/income and net movement in funds		<u>147,926</u>	<u>(15,150)</u>	<u>132,777</u>	<u>15,544</u>
Reconciliation of funds					
Total funds brought forward		239,362	3,700	243,062	227,518
Total funds carried forward		<u>387,288</u>	<u>(11,450)</u>	<u>375,838</u>	<u>243,062</u>

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

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 January 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	15	793	1,657
Current assets			
Debtors	16	50,687	115,160
Cash at bank and in hand		395,968	192,023
		<u>446,655</u>	<u>307,183</u>
Creditors: amounts falling due within one year	17	71,609	65,778
Net current assets		<u>375,046</u>	<u>241,405</u>
Total assets less current liabilities		<u>375,839</u>	<u>243,062</u>
Creditors: amounts falling due after more than one year	18	—	--
Net assets		<u>375,839</u>	<u>243,062</u>
Funds of the charity			
Restricted funds		(11,450)	3,700
Unrestricted funds		<u>387,288</u>	<u>239,362</u>
Total charity funds	20	<u>375,838</u>	<u>243,062</u>

For the year ending 31 January 2024, the charity was entitled to exemption from 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 financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 17 October 2024, and are signed on behalf of the board by:



Mr A Taki
Trustee

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 January 2024

	2024 £	2023 £
Cash flows from operating activities		
Net income	132,777	15,544
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	864	864
Government grant income	—	—
Other interest receivable and similar income	—	(3)
Interest payable and similar charges	120	184
Accrued expenses/(income)	—	(19,440)
<i>Changes in:</i>		
Trade and other debtors	64,473	111,339
Trade and other creditors	5,831	(62,166)
Cash generated from operations	204,065	46,322
Interest paid	(120)	(184)
Interest received	—	3
Net cash from/(used in) operating activities	<u>203,945</u>	<u>46,141</u>
Cash flows from investing activities		
Purchase of tangible assets	—	—
Net cash used in investing activities	<u>—</u>	<u>—</u>
Cash flows from financing activities		
Government grant income	—	—
Net cash (used in)/from financing activities	<u>—</u>	<u>—</u>
Net increase/(decrease) in cash and cash equivalents	203,945	46,141
Cash and cash equivalents at beginning of year	192,023	145,882
Cash and cash equivalents at end of year	<u>395,968</u>	<u>192,023</u>

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 January 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 560 North Circular Road, London, NW2 7QA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
 - legacy income is recognised when receipt is probable and entitlement is established.
 - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the
-

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

3. Accounting policies *(continued)*

accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	25% straight line
Equipment	-	25% straight line

4. Limited by guarantee

The liability of Trustees is limited. Every Trustee promises, if the Charity is dissolved while he/she remains a Member or within one year after he/she ceases to be a member, to pay up to £1 towards: · payment of those debts and liabilities of the Charity incurred before he/she ceased to be a member; · payment of the costs, charges and expenses of winding up; and · the adjustment of the rights of contributors among themselves

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	70,184	—	70,184
Summer Camp	110,694	—	110,694
Surge	—	—	—
Community Engagement and Development	74,800	—	74,800
City of London	—	—	—
Beyond Dialogue	—	61,715	61,715
Youth Project	55,511	—	55,511
Jubilee Funding	—	—	—
Integrity UK	6,143	—	6,143
Big Iftar	—	—	—
Sport England	—	—	—
CREID	—	—	—
Faith Literacy and Cohesion	14,739	—	14,739
	<u>332,071</u>	<u>61,715</u>	<u>393,786</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

Included in the donation is £65,000 received funds for Investment purposes that will assist the charity in future activities through the returns

Due to changes in the circumstances of the Surge project delivery, the funder and ICIC mutually agreed to suspend the further activities related to the voided Surge project invoices and reallocate resources to other areas.

This was due to the challenging and changing landscape at the time in terms of delivery due to COVID-19. This then meant that our forecasted committed income and forecasted committed expenditure had changed.

As a result there is a negative balance to Surge income below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations ¹	16,845	–	16,845
Summer Camp	78,610	–	78,610
Surge	(84,280)	–	(84,280)
Tower Hamlet	–	–	–
Community Engagement and Development	45,400	–	45,400
Beyond Dialogue	–	67,441	67,441
Youth Project	22,498	–	22,498
Jubilee Funding	10,000	–	10,000
Integrity UK	217	–	217
Big Iftar	785	–	785
Sport England	10,000	–	10,000
CREID	15,000	–	15,000
Faith Literacy and Cohesion	–	–	–
	<u>115,075</u>	<u>67,441</u>	<u>182,516</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	<u>–</u>	<u>–</u>	<u>3</u>	<u>3</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Charitable activity	175,028	76,865	251,893
Support costs	<u>9,116</u>	<u>–</u>	<u>9,116</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

	<u>184,144</u>	<u>76,865</u>	<u>261,009</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Charitable activity	77,408	75,154	152,562
Support costs	14,357	56	14,413
	<u>91,765</u>	<u>75,210</u>	<u>166,975</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024	Total fund 2023
	£	£	£	£
Charitable Activity	251,893	–	251,893	152,562
Governance costs	–	9,116	9,116	14,413
	<u>251,893</u>	<u>9,116</u>	<u>261,009</u>	<u>166,975</u>

9. Expenditure on charitable activities by fund type – analysis

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Staff Costs	6,451	17,364	23,815
Other Charitable expenses	–	4,625	4,625
Summer Camp	120,813	–	120,813
SFI Capacity Building	–	–	–
Youth Project	28,116	–	28,116
City of London	–	–	–
Integrity Project	–	–	–
CE Project	–	–	–
Surge Project	2,500	–	2,500
Big Iftar	–	–	–
Jubilee Fund	279	–	279
Synergy Hub – DIFD	–	9,899	9,899
Capacity Building	–	–	–
Faith Literacy and Cohesion Expense	11,241	–	11,241
Tower Hamlet	–	–	–
CREID	–	–	–
Beyond Dialogue	–	50,605	50,605
Total	<u>169,400</u>	<u>82,493</u>	<u>251,893</u>

Due to changes in the circumstances of the Surge project delivery, the funder and ICIC mutually agreed to suspend the further activities related to the voided Surge project invoices and reallocate resources to other areas.

This was due to the challenging and changing landscape at the time in terms of delivery due to

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

COVID-19. This then meant that our forecasted committed income and forecasted committed expenditure had changed.

As a result there is a negative balance to Surge income below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Staff Costs	28,778	36,519	65,297
Other Charitable expenses	438	—	438
Summer Camp	59,987	—	59,987
SFI Capacity Building	948	—	948
Youth Project	15,699	—	15,699
City of London	—	—	—
Integrity Project	(450)	—	(450)
CE Project	—	(2000)	(2000)
Surge Project	(33,401)	—	(33,401)
Big Iftar	1,220	—	1,220
Jubilee Fund	1,540	—	1,540
Capacity Building	—	—	—
Sport England Fund	2,000	—	2,000
Tower Hamlet	—	—	—
CREID	649	—	649
Beyond Dialogue	—	40,635	40,635
Total	77,408	75,154	152,562

10. Support Costs

	2024 £	2023 £
Rent	—	1,613
Rates & Water	—	4,822
Utilities	—	373
Insurance	1,238	1,119
Travel & Subsistence	—	777
Accountancy fee	767	2,436
Legal and Other Professional Fees	—	—
Telephone	—	764
Finance costs	120	184
Office & Admin costs	6,127	1,461
Depreciation	864	864
Total	9,116	14,413

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

11. Net income

Net income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	864	864

12. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	1,250	1,250

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	23,815	65,297

The average head count of employees during the year was 3 (2023: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff	3	3

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

14. Trustee remuneration and expenses

During the year, no Trustees received any remuneration.

During the year, no Trustees received any benefits in kind.

During the year, no Trustees received any reimbursement of expenses.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

15. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 February 2023 and 31 January 2024	<u>20,275</u>	<u>32,346</u>	<u>52,621</u>
Depreciation			
At 1 February 2023	20,274	30,690	50,964
Charge for the year	—	864	864
At 31 January 2024	<u>20,274</u>	<u>31,554</u>	<u>51,828</u>
Carrying amount			
At 31 January 2024	<u>1</u>	<u>792</u>	<u>793</u>
At 31 January 2024	<u>1</u>	<u>1,656</u>	<u>1,657</u>

16. Debtors

	2024 £	2023 £
Trade debtors	34,138	98,611
Prepayments and accrued income	2,695	2,695
Other debtors	<u>13,854</u>	<u>13,854</u>
	<u>50,687</u>	<u>115,160</u>

17. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	68,175	64,228
Accruals and deferred income	(3,090)	(3,090)
Social security and other taxes	3,013	1,941
Other creditors - Net Wages	<u>3,511</u>	<u>2,699</u>
	<u>71,609</u>	<u>65,778</u>

18. Creditors: amounts falling due after more than one year

	2024 £	2023 £
Other creditors	<u>—</u>	<u>—</u>

19. Gift Aid/Government Grants

The amounts recognised in the financial statements for government grants are as follows:

	2024 £	2023 £
Recognised in income from donations and legacies:		
Gift Aid – during the year	—	—
Gift Aid – over-accrued previous year	—	—
HMRC - Furlough Grant	—	—
	<u>—</u>	<u>—</u>
Gift Aid/Government Grants	<u>—</u>	<u>—</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2024

20. Analysis of charitable funds

Unrestricted funds

	At 1 February 2023	Income	Expenditure	At 31 January 2024
	£	£	£	£
General funds	<u>239,362</u>	<u>332,071</u>	<u>(184,145)</u>	<u>387,288</u>

	At 1 February 2022	Income	Expenditure	At 31 January 2023
	£	£	£	£
General funds	<u>216,049</u>	<u>115,078</u>	<u>(91,765)</u>	<u>239,362</u>

Restricted funds

	At 1 February 2023	Income	Expenditure	At 31 January 2024
	£	£	£	£
General funds	<u>3,700</u>	<u>61,715</u>	<u>(76,865)</u>	<u>(11,450)</u>

	At 1 February 2022	Income	Expenditure	At 31 January 2023
	£	£	£	£
General funds	<u>11,469</u>	<u>67,441</u>	<u>(75,210)</u>	<u>3,700</u>

21. Analysis of Changes in net debt

	At 1 February 2023	Cash flows	At 31 January 2024
	£	£	£
Cash at bank and in hand	<u>192,023</u>	<u>203,945</u>	<u>395,968</u>

Accounts

International Centre For Integration And Cohesion
Company Limited by Guarantee
Unaudited Financial Statements
31 January 2023

SAMARA & CO
Chartered accountant
511 Kenton Lane
Harrow
Middlesex
HA3 JW

International Centre For Integration And Cohesion

Company Limited by Guarantee

Financial Statements

Year ended 31 January 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 January 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 January 2023.

Reference and administrative details

Registered charity name International Centre For Integration And Cohesion

Charity registration number 1126489

Company registration number 06487152

Principal office and registered office 560 North Circular Road
London
NW2 7QA

The trustees

Mr A Taki
Mrs S Al-Jenabi
Mr A Abdullah

Independent examiner Samara & Co
511 Kenton Lane
Harrow
Middlesex
HA3 JW

Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, and it is registered with the Charity Commission. The Company was established under a Memorandum of Association that established the objectives of the charitable company and is governed under its Articles of Association.

Objectives and activities

Charitable activities are:

- Supporting needy families and orphans.
- Integrity UK is a project that works with diaspora communities to amplify and provide robust research to promote integration and cohesion.
- Delivering training for ESOL and IT for employability. - Project cultural activities and social gatherings.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2023

Achievements and performance

The International Centre for Integration and Cohesion (ICIC) aims to improve social cohesion and integration by bringing communities together in promotion of tolerance, unity, and shared values. Over the past year, the ICIC has continued to build strong partnerships with communities and responded to manifold challenges encountered during the pandemic to enhance its overall impact on the ground.

Changing Lives

One of the main objectives for ICIC is the integration of diaspora communities into wider British society; to help them gain employment; and build their careers based on their existing and potential skills. In turn, giving them the knowledge and independence to navigate the UK job market themselves. This year ICIC not only focused on supporting people from diverse diaspora communities with their careers, but also focused on personal development and leadership programmes to diversify the capacity building portfolio offered in line with ongoing beneficiary needs assessments.

Jubilee Fund

In celebrating the Queen's Jubilee as the leading figurehead and ambassador for our country we hosted a series of intergenerational drama workshops relating to the themes of women's lived experience in Britain and the role of female leadership both in British and global society. The workshops targeted young women aimed at developing the skills of spoken-word poetry, storytelling, and drama. The workshops were facilitated by our artistic partner Maria Pattison. The workshops looked to encourage participants to creatively explore their personal experiences of life in Britain and the history of women leadership in British society. Participants were guided in how to use their reflections to produce artistic cultural contributions to the Jubilee celebrations presented in a public showcase around the Queen's Jubilee weekend. The workshops served to build the self-confidence and dignity of the participants through a number of routes: through education on women's contribution to British society; through teaching them and having them master performance techniques; through allowing participants to create cultural artistic performances which centre their own personal stories; and subsequently allowing participants see first-hand how they can make creative contributions to British cultural expression both at a time of momentous national celebration and in their lives going forward.

Sports England Funding

ICIC ran a series of trampolining sessions for young people ages 9-18 (particularly women and girls) from minority communities. The project supplied participants with access to the equipment and coaching necessary to engage in trampolining and learn the skills around acrobatics and gymnastic trampolining. We believe trampolining involving aerobatics and jumping is perfect to enhance the strengthening of social ties and sense of inclusion and belonging that are already cultivated by involvement in sport.

Participation and accessibility to publicly funded sport for individuals from migrant and refugee backgrounds is low, but for displaced people, sport is more than a leisure activity. It's an opportunity to be included and protected – to heal, develop and grow. Sport can also be a catalyst for positive change, empowering refugee communities, strengthening social ties, telling positive stories, and providing opportunities to achieve. Nevertheless, people from displaced backgrounds face multiple barriers to engaging in sport (particularly for women and girls). However, successful strategies can ensure their inclusion. Role models can help ensure success as visible and cultural mediators can build bridges to migrant communities. In dealing with individuals who have been exposed to traumatic situations, it is also crucial to find a sensitive way of dealing with their physical boundaries while engaging with sport. Through our work with migrant and refugee communities and our experience running women's programmes, ICIC has developed the necessary knowledge, skills, sensitivity, and connections to put these strategies in place.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2023

Encouraging Resilience

Strengthening Faith Institutions (SFI)

We are working with minority faith groups to facilitate tools and training to improve activities for diaspora and minority communities and build their resilience to contemporary challenges. ICIC supported institutions by engaging with women and young people, sharing best practice, and using social media in effective ways. ICIC also supported SFI in developing appropriate and targeted services that provide support to faith institutions where it is needed most, in addition to website development and content, health checks, action plans, filming and editing SFI events. Furthermore, ICIC conducted leadership programmes with the aim of supporting young people in becoming successful and confident leaders in their community but also to help them advance their civic engagement and employment prospects. The courses are designed to develop key skills and knowledge through discussions, simulations, and planning, enabling them to succeed during their time as youth representatives. This project improved the conditions of a diverse range of migrant community organisations that would be categorised as disadvantaged communities, especially those from the Iraqi diaspora community in London and the UK.

Coalition for Religious Equality and Inclusive Development (CREID)

The Coalition for Religious Equality and Inclusive Development (CREID), convened by the Institute of Development Studies, University of Sussex and supported by the Foreign, Commonwealth & Development Office (FCDO) was launched in 2018. CREID works with partners around the world, particularly in the program's countries of focus (Egypt, India, Iraq, Nigeria and Pakistan). ICIC supported this project which developed an innovative and accessible e-learning course for Iraqi primary schools with a Freedom of Religion or Belief (FoRB) element, responding to post-conflict needs, as well as addressing challenges to education amid COVID-19. It was based on the first phase of the RE reform in Iraq project, where a pro-pluralism Islamic Education curriculum was developed to be implemented in Iraqi primary schools. Overall, 25 teachers were recruited and received training to then teach the elearning course to 1,000 students studying at schools across 5 provinces in Iraq. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment.

Building Bridges

Beyond Dialogue

The project received renewed funding and ran for a second cycle. It sought to empower a new specialist cohort of Muslim community leaders and mentors from diverse ethnic backgrounds to lead targeted interventions with young Muslims vulnerable to intolerance and hate. Throughout the lifecycle of the project, community leaders carried out interventions with young people aged between 13-28 across London, slightly surpassing our target number. Survey data gathered from the young people highlighted tangible increases in knowledge, attitude, and behaviour, pointing to the positive nature of the mentors' interventions. In particular, the evaluation for the resilient coping scale showcased an increase, with one response within this thematic cluster about dealing with difficult situations noticeably high. The project also solidified the network of mentors and strengthened their capacities through training, one-to-one support, and financial resourcing. Survey data gathered from the mentors at the end of the project showed greater awareness and understanding of how to prevent extremist narratives, and a greater willingness to continue this work in the future.

Big Iftar

ICIC acts in a supportive role for the Big Iftar. It is an initiative that has run for over 10 years, where mosques and local community centres in the UK open their doors and welcome people from all backgrounds, creating an environment that enables diverse communities to get to know one another

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2023

and to celebrate their respective faiths together. ICIC has supported the organisation of over 100 iftars as part of this programme. This project improved the conditions of a diverse range of migrant community organisations that would be categorised as disadvantaged communities, especially those from the Iraqi diaspora community in London and the UK. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment.

Summer Camp

For over 10 years, ICIC has organised a summer camp that brings together Muslim families (primarily Iraqi) to build life skills and foster resilient communities. The camp consists of team building physical activities in addition to personal development workshops for parents, young people and children. This year a large number of students attended the camp, therefore the programme adjusted to focus on leadership skills and future planning. The camp also ensured gender mainstreaming by conducting workshops for women to discuss and facilitate civic and employment opportunities. This project improves the conditions of the Iraqi diaspora and migrant community in the UK by providing life skills and training which will improve employment and life outcomes. Utilising the Iraqi diaspora, migrant and refugee communities in London and the UK as a pool of talent we employ members of the community to further these project aims and improve their conditions of life and reduce unemployment.

Youth project

ICIC provides regular youth services and programmes in Northwest London. This caters to young people below 18 years of age as well as young adults between 18-25 years old. These services range from educational programs such as coding and programming to sports activities such as archery and football tournaments. Such work takes place on a regular basis and primarily takes place after school, during the weekend and during school holidays. These activities are primarily targeted towards the Iraqi diaspora in Northwest London but is also open to all in the area who would like to benefit from the running services. We have over 500 children and young people benefiting from the programme which includes our February Half-Term Holiday Club, Easter Break Break Holiday Club, May and Summer Holiday Clubs for 5-12 year olds. During school terms we hold 30 evening social clubs targeting young people aged 13-18. Further for young people aged 18-28 personal development programmes, life skills training and media workshops which includes podcasting and social media content creation training.

Financial review

ICIC has achieved satisfactory outcome for the year, with some resources to continue the projects we run annually. ICIC aims to achieve a surplus of 5% each year in order to be able to continue to provide a service to our beneficiaries.

Reserves Policy

Following consultation with the board of Trustees it has been decided that the Charity's policy on reserves is to maintain adequate unrestricted/restricted funds to cover up to 6 months of operating costs (which includes admin HR and payroll) in the instance of incoming funds fall short. The amount that is considered adequate to cover the unrestricted/restricted expenditure for the reserve target is £89,500. The Charity considers the levels of reserves to be sufficient.

The trustees' annual report and the strategic report were approved on 30 October 2023 and signed on behalf of the board of trustees by:



Mr A Taki
Trustee

International Centre For Integration And Cohesion

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of International Centre For Integration And Cohesion *(continued)*

Year ended 31 January 2023

I report to the trustees on my examination of the financial statements of International Centre For Integration And Cohesion ('the charity') for the year ended 31 January 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants in England and Wales (ACCA), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Independent Examiner
511 Kenton Lane
Harrow
Middlesex
HA3 JW

30 October 2023

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 January 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	115,075	67,441	182,516	350,114
Investment income	6	3	—	3	—
Total income		<u>115,078</u>	<u>67,441</u>	<u>182,519</u>	<u>350,114</u>
Expenditure					
Expenditure on charitable activities	7,8	91,765	75,210	166,975	318,756
Total expenditure		<u>91,765</u>	<u>75,210</u>	<u>166,975</u>	<u>318,756</u>
Net (expenditure)/income and net movement in funds		<u>23,313</u>	<u>(7,769)</u>	<u>15,544</u>	<u>31,358</u>
Reconciliation of funds					
Total funds brought forward		216,049	11,469	227,518	196,160
Total funds carried forward		<u>239,362</u>	<u>3,700</u>	<u>243,062</u>	<u>227,518</u>

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

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 January 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	15	1,657	2,521
Current assets			
Debtors	16	115,160	226,499
Cash at bank and in hand		192,023	145,882
		<u>307,183</u>	<u>372,381</u>
Creditors: amounts falling due within one year	17	65,778	147,384
Net current assets		<u>241,405</u>	<u>224,997</u>
Total assets less current liabilities		<u>243,062</u>	<u>227,518</u>
Creditors: amounts falling due after more than one year	18	—	--
Net assets		<u>243,062</u>	<u>227,518</u>
Funds of the charity			
Restricted funds		3,700	11,469
Unrestricted funds		<u>239,362</u>	<u>216,049</u>
Total charity funds	20	<u>243,062</u>	<u>227,518</u>

For the year ending 31 January 2023 the charity was entitled to exemption from 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 financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 30 October 2023, and are signed on behalf of the board by:



Mr A Taki
Trustee

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 January 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	15,544	31,358
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	864	864
Government grant income	—	—
Other interest receivable and similar income	(3)	—
Interest payable and similar charges	184	33
Accrued expenses/(income)	(19,440)	(8,800)
<i>Changes in:</i>		
Trade and other debtors	111,339	(4,824)
Trade and other creditors	(62,166)	49,082
Cash generated from operations	46,322	67,713
Interest paid	(184)	(33)
Interest received	3	—
Net cash from/(used in) operating activities	<u>46,141</u>	<u>67,680</u>
Cash flows from investing activities		
Purchase of tangible assets	—	—
Net cash used in investing activities	<u>—</u>	<u>—</u>
Cash flows from financing activities		
Government grant income	—	—
Net cash (used in)/from financing activities	<u>—</u>	<u>—</u>
Net increase/(decrease) in cash and cash equivalents	46,141	67,680
Cash and cash equivalents at beginning of year	145,882	78,202
Cash and cash equivalents at end of year	192,023	145,882

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 January 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 560 North Circular Road, London, NW2 7QA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
 - legacy income is recognised when receipt is probable and entitlement is established.
 - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the
-

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

3. Accounting policies *(continued)*

accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	25% straight line
Equipment	-	25% straight line

4. Limited by guarantee

The liability of Trustees is limited. Every Trustee promises, if the Charity is dissolved while he/she remains a Member or within one year after he/she ceases to be a member, to pay up to £1 towards: · payment of those debts and liabilities of the Charity incurred before he/she ceased to be a member; · payment of the costs, charges and expenses of winding up; and · the adjustment of the rights of contributors among themselves

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	16,845	—	16,845
Summer Camp	78,610	—	78,610
Surge	(84,280)	—	(84,280)
Tower Hamlet	—	—	—
Fayer Share Foundation	45,400	—	45,400
City of London	—	—	—
Beyond Dialogue	—	67,441	67,441
Youth Project	22,498	—	22,498
Leadership Project	—	—	—
Tree Planting	—	—	—
Knife Crime	—	—	—
Jubilee Funding	10,000	—	10,000
Integrity UK	217	—	217
Big Iftar	785	—	785
Sport England	10,000	—	10,000
CREID	15,000	—	15,000
	<u>115,075</u>	<u>67,441</u>	<u>182,516</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

Due to changes in the circumstances of the Surge project delivery, the funder and ICIC mutually agreed to suspend the further activities related to the voided Surge project invoices and reallocate resources to other areas.

This was due to the challenging and changing landscape at the time in terms of delivery due to COVID-19. This then meant that our forecasted committed income and forecasted committed expenditure had changed.

As a result there is a negative balance to Surge income above.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	55	–	55
Summer Camp	59	–	59
Surge	210,390	–	210,390
Tower Hamlet	–	2,920	2,920
Fayer Share Foundation	51,912	–	51,912
City of London	–	12,882	12,882
Beyond Dialogue	–	9,720	9,720
Leadership Project	–	–	–
Tree Planting	1,400	–	1,400
Knife Crime	–	18,636	18,636
Integrity UK	37,340	–	37,340
CREID	4,800	–	4,800
	<u>305,956</u>	<u>44,158</u>	<u>350,114</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	<u>3</u>	<u>3</u>	<u>–</u>	<u>–</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Charitable activity	77,408	75,154	152,562
Support costs	14,357	56	14,413
	<u>91,765</u>	<u>75,210</u>	<u>166,975</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activity	238,470	32,684	271,154
Support costs	47,597	5	47,602
	<u>286,067</u>	<u>32,689</u>	<u>318,756</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Charitable Activity	152,562	–	152,562	271,154
Governance costs	–	14,413	14,413	47,602
	<u>152,562</u>	<u>14,413</u>	<u>166,975</u>	<u>318,756</u>

9. Expenditure on charitable activities by fund type - analysis

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Staff Costs	28,778	36,519	65,297
Other Charitable expenses	438	–	438
Summer Camp	59,987	–	59,987
SFI Capacity Building	948	–	948
Youth Project	15,699	–	15,699
City of London	–	–	–
Integrity Project	(450)	–	(450)
CE Project	–	(2000)	(2000)
Surge Project	(33,401)	–	(33,401)
Big Iftar	1,220	–	1,220
Jubilee Fund	1,540	–	1,540
Capacity Building	–	–	–
Sport England Fund	2,000	–	2,000
Tower Hamlet	–	–	–
CREID	649	–	649
Beyond Dialogue	–	40,635	40,635
Total	<u>77,408</u>	<u>75,154</u>	<u>152,562</u>

Due to changes in the circumstances of the Surge project delivery, the funder and ICIC mutually agreed to suspend the further activities related to the voided Surge project invoices and reallocate resources to other areas.

This was due to the challenging and changing landscape at the time in terms of delivery due to COVID-19. This then meant that our forecasted committed income and forecasted committed expenditure had changed.

As a result there is a negative balance to Surge income above.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Staff Costs	87,135	7,606	97,741
Other Charitable expenses	533	–	533
SFI Capacity Building	22,840	–	22,840
City of London	–	8,332	8,332
Integrity Project	6,838	–	6,838
CE Project	–	11,514	11,514
Capacity Building	121,124	–	121,124
Synergy Hub – DIFD	–	12	12
Tower Hamlet	–	1,220	1,220
Beyond Dialogue	–	4,000	4,000
Total	<u>238,470</u>	<u>32,684</u>	<u>271,154</u>
10. Support Costs		2023	2022
		£	£
Rent		1,613	35,504
Rates & Water		4,822	5,427
Utilities		373	638
Insurance		1,119	1,076
Travel & Subsistence		777	14
Accountancy fee		2,436	2022
Legal and Other Professional Fees		–	–
Telephone		764	994
Finance costs		184	33
Office & Admin costs		1,461	1,030
Depreciation		864	864
Total		<u>14,413</u>	<u>47,602</u>
11. Net income		2023	2022
Net income is stated after charging/(crediting):		£	£
Depreciation of tangible fixed assets		<u>864</u>	<u>864</u>
12. Independent examination fees		2023	2022
		£	£
Fees payable to the independent examiner for:			
Independent examination of the financial statements		<u>1,250</u>	<u>1,500</u>
13. Staff costs			

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	<u>65,297</u>	<u>94,741</u>

The average head count of employees during the year was 3 (2022: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

14. Trustee remuneration and expenses

During the year, no Trustees received any remuneration.

During the year, no Trustees received any benefits in kind.

During the year, no Trustees received any reimbursement of expenses.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

15. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 February 2022 and 31 January 2023	<u>20,275</u>	<u>32,346</u>	<u>52,621</u>
Depreciation			
At 1 February 2022	20,274	29,826	50,100
Charge for the year	—	864	864
At 31 January 2023	<u>20,274</u>	<u>30,690</u>	<u>50,964</u>
Carrying amount			
At 31 January 2023	<u>1</u>	<u>1,656</u>	<u>1,657</u>
At 31 January 2023	<u>1</u>	<u>2,520</u>	<u>2,521</u>

16. Debtors

	2023 £	2022 £
Trade debtors	98,611	210,339
Prepayments and accrued income	2,695	2,695
Other debtors	<u>13,854</u>	<u>13,465</u>
	<u>115,160</u>	<u>226,499</u>

17. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	64,228	119,491
Accruals and deferred income	(3,090)	16,350
Social security and other taxes	1,941	4,837
Other creditors - Net Wages	<u>2,699</u>	<u>6,706</u>
	<u>65,778</u>	<u>147,384</u>

18. Creditors: amounts falling due after more than one year

	2023 £	2022 £
Other creditors	<u>—</u>	<u>—</u>

19. Gift Aid/Government Grants

The amounts recognised in the financial statements for government grants are as follows:

	2023 £	2022 £
Recognised in income from donations and legacies:		
Gift Aid – during the year	—	—
Gift Aid – over-accrued previous year	—	—
HMRC - Furlough Grant	—	—
	<u>—</u>	<u>—</u>
Gift Aid/Government Grants	<u>—</u>	<u>—</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2023

20. Analysis of charitable funds

Unrestricted funds

	At 1 February 2022	Income	Expenditure	At 31 January 2023
	£	£	£	£
General funds	<u>216,049</u>	<u>115,078</u>	<u>(91,765)</u>	<u>239,362</u>

	At 1 February 2021	Income	Expenditure	At 31 January 2022
	£	£	£	£
General funds	<u>196,160</u>	<u>305,956</u>	<u>(286,068)</u>	<u>216,048</u>

Restricted funds

	At 1 February 2022	Income	Expenditure	At 31 January 2023
	£	£	£	£
General funds	<u>11,469</u>	<u>67,441</u>	<u>(75,210)</u>	<u>3,700</u>

	At 1 February 2021	Income	Expenditure	At 31 January 2022
	£	£	£	£
General funds	<u>–</u>	<u>44,158</u>	<u>(32,688)</u>	<u>11,469</u>

Accounts

International Centre For Integration And Cohesion
Company Limited by Guarantee
Unaudited Financial Statements
31 January 2022

SAMARA & CO
Chartered accountant
511 Kenton Lane
Harrow
Middlesex
HA3 JW

International Centre For Integration And Cohesion

Company Limited by Guarantee

Financial Statements

Year ended 31 January 2022

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 January 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 January 2022.

Reference and administrative details

Registered charity name	International Centre For Integration And Cohesion
Charity registration number	1126489
Company registration number	06487152
Principal office and registered office	560 North Circular Road London NW2 7QA

The trustees

Mr A Taki
Mrs S Al-Jenabi
Mr A Abdullah

Independent examiner	Samara & Co 511 Kenton Lane Harrow Middlesex HA3 JW
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Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, and it is registered with the Charity Commission. The Company was established under a Memorandum of Association that established the objectives of the charitable company and is governed under its Articles of Association.

Objectives and activities

Charitable activities are:

- Supporting needy families and orphans.
- Integrity UK is a project that works with diaspora communities to amplify and provide robust research to promote integration and cohesion.
- Delivering training for ESOL and IT for employability. - Project cultural activities and social gatherings.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2022

Achievements and performance

The International Centre for Integration and Cohesion (ICIC) aims to improve social cohesion and integration by bringing communities together in promotion of tolerance, unity, and shared values. Over the past year, the ICIC has continued to build strong partnerships with communities and responded to manifold challenges encountered during the pandemic to enhance its overall impact on the ground.

Changing Lives

One of the main objectives for ICIC is the integration of diaspora communities into wider British society; to help them gain employment; and build their careers based on their existing and potential skills. In turn, giving them the knowledge and independence to navigate the UK job market themselves. This year ICIC not only focused on supporting people from diverse diaspora communities with their careers, but also focused on personal development and leadership programmes to diversify the capacity building portfolio offered in line with ongoing beneficiary needs assessments.

'Supporting Afghan Refugees in the UK Online Conference' was an online conference that took place on 09 September 2021 and was organised in partnership with the Afghan and Central Asian Association (ACAA), Paiwand and the Faiths Forum for London. This conference was organised as a quick response in reaction to the events following the rise to power of the Taliban which saw the UK accept thousands of Afghan refugees and relocations. Most of these refugees and relocated families were brought to the UK out of fear for their lives in Afghanistan, largely due to their cooperation with British personnel. A smaller number were airlifted haphazardly. These refugees face numerous immediate challenges regarding housing, employment, integration, and mental health.

Encouraging Resilience

Strengthening Faith Institutions (SFI)

The Strengthening Faith Institutions (SFI) programme, supported by the Department for Levelling Up, Housing and Communities (DLUHC) and the Ostro Fayre Share Foundation (OFSF), facilitates tools and training to improve places of worship and build resilience to contemporary challenges. ICIC supported faith institutions by engaging with women and young people, sharing best practice, and using social media in effective ways. ICIC also supported SFI in developing appropriate and targeted services that provide support to faith institutions where it is needed most, in addition to website development and content, health checks, action plans, filming and editing SFI events. Furthermore, ICIC conducted leadership programmes, with the aim of supporting young people in becoming successful and confident leaders in their community. The courses are designed to develop key skills and knowledge through discussions, simulations, and planning, enabling them to succeed during their time as youth representatives.

Surge

At the beginning of 2021, ICIC supported OFSF with its "Surge" work, which aimed to enhance the uptake of Public Health messaging during Covid-19 for BAME communities, challenge misinformation, and ensure the sustainability and scaling-up of communications for BAME-led organisations. Community and faith leaders from a diverse range of communities shared health information to protect their own members and wider communities. ICIC supported these individuals and organisations to provide pastoral and spiritual support during public health emergencies and other health challenges and advocated for the needs of vulnerable populations. Vaccine safety awareness webinars were organised along with vaccination drives in partnerships with grassroots community organisations and local authorities. Furthermore, support for the COVID booster awareness program was a large focus in 2022.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2022

Integrity UK

Integrity UK, a branch of ICIC that focuses mainly on extremism-related research and projects, focused its efforts on providing up to date geo-political reports from the MENA region and beyond. Topics of particular interest in this period included the rise of the Taliban in Afghanistan, for which we not only wrote about the situation in Afghanistan but also visited recent refugees from the country and organised an online conference to discuss their arrival to the UK. Analysis of the political situation in Iraq, the military situation in Syria and the elections in Libya also constituted a significant proportion of our work, as well as general developments across the MENA region.

Coalition for Religious Equality and Inclusive Development (CREID)

The Coalition for Religious Equality and Inclusive Development (CREID) is convened by the Institute of Development Studies and was launched in 2018. Current strategic partners include: the Al-Khoei Foundation, Minority Rights Group and Refcemi. CREID also works with partners around the world, particularly in the program's countries of focus (Egypt, India, Iraq, Nigeria and Pakistan).

This project developed an innovative and accessible e-learning course for Iraqi primary schools with a Freedom of Religion or Belief (FoRB) element, responding to post-conflict needs, as well as addressing challenges to education amid COVID19. It was based on the first phase of the RE reform in Iraq project, where a pro-pluralism Islamic Education curriculum was developed to be implemented in Iraqi primary schools. Overall, 25 teachers were recruited and received training to then teach the e-learning course to 1,000 students studying at schools across 5 provinces in Iraq.

Building Bridges

Beyond Dialogue

The project sought to empower a specialist cohort of Muslim community leaders and mentors from diverse ethnic backgrounds to lead targeted interventions with young Muslims vulnerable to radicalisation, extremism, and hate. Throughout the lifecycle of the project, community leaders carried out interventions with young people aged between 13-28 across London, slightly surpassing our target number. Survey data gathered from the young people highlighted tangible increases in knowledge, attitude, and behaviour, pointing to the positive nature of the mentors' interventions. In particular, the evaluation for the resilient coping scale showcased an increase, with one response within this thematic cluster about dealing with difficult situations noticeably high. The project also solidified the network of mentors and strengthened their capacities through training, one-to-one support, and financial resourcing. Survey data gathered from the mentors at the end of the project showed greater awareness and understanding of how to prevent extremist narratives, and a greater willingness to continue this work in the future.

Challenging Extremism Through Community Mentoring

In this project, 40 young Muslims from different ethnicities, denominations, and backgrounds were recruited from across 10 London boroughs. These young people aged 18-29 were invited to a series of workshops that built their understanding and capabilities to challenge extremist narratives, champion their online and offline work, and become 'Community Mentors' to other young people.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2022

Tower Hamlets

Two public community events were held in October and November 2021 in the Borough of Tower Hamlets. 'Tower Hamlets Street Party' was a two-part community event that was held in the Borough of Tower Hamlets in partnership with the Mayor of Tower Hamlets, the London Borough of Tower Hamlets, and the Faiths Forum for London. The first was an interfaith dialogue event at the Christ Apostolic Church where around a dozen locals from the local area attended to discuss various social issues, focusing on inter-community dialogue, in the post-pandemic era. The second event was a street party held outside the local church and mosque where approximately 200 people from the local area came to enjoy food and the company of their neighbours. The event was very well received from locals especially in the context of loneliness experienced during the pandemic and lockdown period.

Financial review

ICIC has achieved satisfactory outcome for the year, with some resources to continue the projects we run annually. ICIC aims to achieve a surplus of 5% each year in order to be able to continue to provide a service to our beneficiaries.

Reserves Policy

Following consultation with the board of Trustees it has been decided that the Charity's policy on reserves is to maintain adequate unrestricted/restricted funds to cover up to 6 months of operating costs (which includes admin HR and payroll) in the instance of incoming funds fall short. The amount that is considered adequate to cover the unrestricted/restricted expenditure for the reserve target is £89,500. The Charity considers the levels of reserves to be sufficient.

The trustees' annual report and the strategic report were approved on 22 November 2022 and signed on behalf of the board of trustees by:



Mr A Taki
Trustee

International Centre For Integration And Cohesion

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of International Centre For Integration And Cohesion *(continued)*

Year ended 31 January 2022

I report to the trustees on my examination of the financial statements of International Centre For Integration And Cohesion ('the charity') for the year ended 31 January 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants in England and Wales (ACCA), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Independent Examiner
511 Kenton Lane
Harrow
Middlesex
HA3 JW

22 November 2022

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 January 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	305,956	44,158	350,114	298,875
Investment income	6	—	—	—	1
Total income		<u>305,956</u>	<u>44,158</u>	<u>350,114</u>	<u>298,876</u>
Expenditure					
Expenditure on charitable activities	7,8	<u>286,067</u>	<u>32,689</u>	<u>318,756</u>	<u>305,080</u>
Total expenditure		<u>286,067</u>	<u>32,689</u>	<u>318,756</u>	<u>305,080</u>
Net (expenditure)/income and net movement in funds		<u>19,889</u>	<u>11,469</u>	<u>31,358</u>	<u>(6,205)</u>
Reconciliation of funds					
Total funds brought forward		<u>196,160</u>	<u>—</u>	<u>196,160</u>	<u>202,365</u>
Total funds carried forward		<u>216,049</u>	<u>11,469</u>	<u>227,518</u>	<u>196,160</u>

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

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 January 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	15	2,521	3,385
Current assets			
Debtors	16	226,499	221,675
Cash at bank and in hand		145,882	78,202
		<u>372,381</u>	<u>299,877</u>
Creditors: amounts falling due within one year	17	147,384	107,102
Net current assets		<u>224,997</u>	<u>192,775</u>
Total assets less current liabilities		<u>227,518</u>	<u>196,160</u>
Creditors: amounts falling due after more than one year	18	—	--
Net assets		<u>227,518</u>	<u>196,160</u>
Funds of the charity			
Restricted funds		11,469	—
Unrestricted funds		<u>216,049</u>	<u>196,160</u>
Total charity funds	20	<u>227,518</u>	<u>196,160</u>

For the year ending 31 January 2022 the charity was entitled to exemption from 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 financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 22 November 2022, and are signed on behalf of the board by:



Mr A Taki
Trustee

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 January 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	31,358	(6,205)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	864	2,028
Government grant income	—	(19,801)
Other interest receivable and similar income	—	(1)
Interest payable and similar charges	—	—
Accrued expenses/(income)	(8,800)	23,710
<i>Changes in:</i>		
Trade and other debtors	(4,824)	(135,470)
Trade and other creditors	49,082	76,546
Cash generated from operations	67,713	(59,193)
Interest paid	(33)	—
Interest received	—	1
Net cash from/(used in) operating activities	<u>67,680</u>	<u>(59,192)</u>
Cash flows from investing activities		
Purchase of tangible assets	—	(3,455)
Net cash used in investing activities	<u>—</u>	<u>(3,455)</u>
Cash flows from financing activities		
Government grant income	—	19,801
Net cash (used in)/from financing activities	<u>—</u>	<u>19,801</u>
Net increase/(decrease) in cash and cash equivalents	67,680	(42,846)
Cash and cash equivalents at beginning of year	78,202	121,048
Cash and cash equivalents at end of year	145,882	78,202

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 January 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 560 North Circular Road, London, NW2 7QA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
 - legacy income is recognised when receipt is probable and entitlement is established.
 - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the
-

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

3. Accounting policies *(continued)*

accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

4. Limited by guarantee

The liability of Trustees is limited. Every Trustee promises, if the Charity is dissolved while he/she remains a Member or within one year after he/she ceases to be a member, to pay up to £1 towards: · payment of those debts and liabilities of the Charity incurred before he/she ceased to be a member; · payment of the costs, charges and expenses of winding up; and · the adjustment of the rights of contributors among themselves

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	55	—	55
Summer Camp	59	—	59
Surge	210,390	—	210,390
Tower Hamlet	—	2,920	2,920
Fayer Share Foundation	51,912	—	51,912
City of London	—	12,882	12,882
Beyond Dialogue	—	9,720	9,720
Leadership Project	—	—	—
Tree Planting	1,400	—	1,400
Knife Crime	—	18,636	18,636
Integrity UK	37,340	—	37,340
CREID	4,800	—	4,800
	<u>305,956</u>	<u>44,158</u>	<u>350,114</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	12,313	—	12,313
Summer Camp	—	—	—
Surge	31,584	—	31,584
Tower Hamlet	—	—	—
Strengthening Faith Institutions	92,890	—	92,890
City of London	—	32,918	32,918
Beyond Dialogue	—	—	—
Leadership Project	96	—	96
Tree Planting	—	—	—
Knife Crime	13,365	17,764	31,128
Integrity UK	36,250	—	36,250
CREID	10,870	—	10,870
Changing Lives	194	—	194
Synergy Hub	—	30,030	30,030
Turn to Love	800	—	800
HMRC Grants/Gift Aid	19,801	—	19,801
	<u>218,163</u>	<u>80,712</u>	<u>298,875</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	—	—	1	1

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activity	238,470	32,684	271,154
Support costs	47,597	5	47,602
	<u>286,067</u>	<u>32,689</u>	<u>318,756</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activity	189,302	79,905	269,207
Support costs	35,067	807	35,873
	<u>224,369</u>	<u>80,712</u>	<u>305,080</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Charitable Activity	271,154	–	271,154	269,207
Governance costs	–	47,602	47,602	35,873
	<u>271,154</u>	<u>47,602</u>	<u>318,756</u>	<u>305,080</u>

9. Expenditure on charitable activities by fund type - analysis

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Staff Costs	87,135	7,606	97,741
Other Charitable expenses	533	–	533
SFI Capacity Building	22,840	–	22,840
City of London	–	8,332	8,332
Integrity Project	6,838	–	6,838
Counter Violent Extremism	–	11,514	11,514
Capacity Building	121,124	–	121,124
Synergy Hub – DIFD	–	12	12
Tower Hamlet	–	1,220	1,220
Beyond Dialogue	–	4,000	4,000
Total	<u>238,470</u>	<u>32,684</u>	<u>271,154</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Staff Costs	58,466	15,411	73,877
SFI Capacity Building	40,081	–	40,081
Leadership Training	226	–	226
City Of London	–	31,668	31,668
Integrity Project	26,511	–	26,511
Integrity Project (Support)	15,965	4,950	20,915
Counter Violent Extremism	11,864	14,115	25,979
Surge Project	27,010	–	27,010
Synergy Hub – DIFD	–	13,761	13,761
CREID	9,043	–	9,043
Supporting Refugees	136	–	136
 Total	 <u>189,302</u>	 <u>79,905</u>	 <u>269,207</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

10. Support Costs

	2022	2021
	£	£
Rent	35,504	26,472
Rates & Water	5,427	–
Utilities	638	838
Insurance	1,076	1,076
Travel & Subsistence	14	1,816
Accountancy fee	2022	1,440
Legal and Other Professional Fees	–	30
Telephone	994	1,130
Finance costs	33	–
Office & Admin costs	1,030	1,043
Depreciation	864	2,028
Total	<u>47,602</u>	<u>35,873</u>

11. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	<u>864</u>	<u>2,028</u>

12. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,500</u>	<u>1,440</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	<u>94,741</u>	<u>73,877</u>

The average head count of employees during the year was 6 (2020: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

14. Trustee remuneration and expenses

During the year, no Trustees received any remuneration.

During the year, no Trustees received any benefits in kind.

During the year, no Trustees received any reimbursement of expenses.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

15. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 February 2021 and 31 January 2022	<u>20,275</u>	<u>32,346</u>	<u>52,621</u>
Depreciation			
At 1 February 2021	20,274	28,962	49,236
Charge for the year	—	864	864
At 31 January 2022	<u>20,274</u>	<u>29,826</u>	<u>50,100</u>
Carrying amount			
At 31 January 2022	<u>1</u>	<u>2,520</u>	<u>2,521</u>
At 31 January 2022	<u>1</u>	<u>3,384</u>	<u>3,385</u>

16. Debtors

	2022 £	2021 £
Trade debtors	210,339	207,521
Prepayments and accrued income	2,695	—
Other debtors	<u>13,465</u>	<u>14,154</u>
	<u>226,499</u>	<u>221,675</u>

17. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	119,491	73,870
Accruals and deferred income	16,350	25,150
Social security and other taxes	4,837	2,654
Other creditors - Net Wages	<u>6,706</u>	<u>5,428</u>
	<u>147,384</u>	<u>107,102</u>

18. Creditors: amounts falling due after more than one year

	2022 £	2021 £
Other creditors	<u>—</u>	<u>—</u>

19. Gift Aid/Government Grants

The amounts recognised in the financial statements for government grants are as follows:

	2022 £	2021 £
Recognised in income from donations and legacies:		
Gift Aid – during the year	—	—
Gift Aid – over-accrued previous year	—	—
HMRC - Furlough Grant	<u>—</u>	<u>19,801</u>
Gift Aid/Government Grants	<u>—</u>	<u>19,801</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2022

20. Analysis of charitable funds

Unrestricted funds

	At 1 February 2021 £	Income £	Expenditure £	At 31 January 2022 £
General funds	<u>196,160</u>	<u>305,956</u>	<u>(286,067)</u>	<u>216,049</u>

	At 1 February 2020 £	Income £	Expenditure £	At 31 January 2021 £
General funds	<u>202,365</u>	<u>218,164</u>	<u>(224,369)</u>	<u>196,160</u>

Restricted funds

	At 1 February 2021 £	Income £	Expenditure £	At 31 January 2022 £
General funds	<u>–</u>	<u>44,158</u>	<u>(32,689)</u>	<u>11,469</u>

	At 1 February 2020 £	Income £	Expenditure £	At 31 January 2021 £
General funds	<u>–</u>	<u>80,712</u>	<u>(80,712)</u>	<u>–</u>

Accounts

International Centre For Integration And Cohesion
Company Limited by Guarantee
Unaudited Financial Statements
31 January 2021

SAMARA & CO
Chartered accountant
511 Kenton Lane
Harrow
Middlesex
HA3 JW

International Centre For Integration And Cohesion

Company Limited by Guarantee

Financial Statements

Year ended 31 January 2021

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 January 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 January 2021.

Reference and administrative details

Registered charity name	International Centre For Integration And Cohesion
Charity registration number	1126489
Company registration number	06487152
Principal office and registered office	51 Chalton Street London NW1 1HY

The trustees

Mr A Taki
Mrs S Al-Jenabi
Mr A Abdullah

Independent examiner	Samara & Co 511 Kenton Lane Harrow Middlesex HA3 JW
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Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, and it is registered with the Charity Commission. The Company was established under a Memorandum of Association that established the objectives of the charitable company and is governed under its Articles of Association.

Objectives and activities

Charitable activities are:

- Supporting needy families and orphans.
- Integrity UK is a project that works with diaspora communities to amplify and provide robust research to promote integration and cohesion.
- Delivering training for ESOL and IT for employability. - Project cultural activities and social gatherings.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2021

Achievements and performance

The International Centre for Integration and Cohesion (ICIC) aims to improve social cohesion and integration by bringing communities together in promotion of tolerance, unity and shared values. Over the past year, the ICIC has continued to build strong partnerships with communities and responded to manifold challenges encountered during the pandemic in order to enhance its overall impact on the ground.

During 2020-2021, as experienced by many organisations across different sectors, ICIC felt the sustained impact of the Covid-19 pandemic. Despite suspending some of our projects as a result of the National Lockdown implemented in March 2020, such as the Big Iftar and Summer Camp. ICIC transformed many projects away from an offline format and supported communities with new forms of work such as digital upskilling and online training.

Changing Lives

One of the main objectives for ICIC is the integration of diaspora communities into wider British society; to help them gain employment; and, build their careers based on their existing and potential skills. In turn, giving them the knowledge and independence to navigate the UK job market themselves. This year ICIC not only focused on supporting people from diverse diaspora communities with their careers, but also focused on personal development and leadership programmes to diversify the capacity building portfolio offered in line with ongoing beneficiary needs assessments.

Encouraging Resilience

The Strengthening Faith Institutions (SFI) programme, supported by the Ministry for Housing Communities and Local Government (MHCLG) and the Fayre Share Foundation (FSF), facilitates tools and training to improve places of worship and build resilience to contemporary challenges. ICIC supported faith institutions by engaging with women and young people, sharing best practice and using social media in effective ways. ICIC also supported SFI in developing appropriate and targeted services that provide support to faith institutions where it is needed most, in addition to website development and content, health checks, action plans, filming and editing SFI events. Furthermore, ICIC conducted leadership programmes, with the aim of supporting young people in becoming successful and confident leaders in their community. The courses are designed to develop key skills and knowledge through discussions, simulations and planning, enabling them to succeed during their time as youth representatives. At the beginning of 2021, ICIC supported FSF with its "Surge" work, which aimed to enhance the uptake of Public Health messaging during Covid-19 for BAME communities, challenge misinformation, and ensure the sustainability and scaling-up of communications for BAME-led organisations.

Integrity UK

Integrity UK is a pillar of ICIC's work that focuses on challenging hate and empowering communities in the UK, the Balkans and the Middle East and North Africa (MENA). Integrity UK's work brings together a multilateral approach that falls under three core areas: Research & Analysis; Telling Compelling Stories; and, Training & Development. Our research focuses on bespoke MENA geo-political weekly briefings; emerging trends in C/PVE; and analysis on political, economic, social, and security challenges of individual countries in the MENA region. Our core focus of Telling Compelling Stories has been to champion local voices from the Middle East, with a focus on Iraq, and enhance the communications strategies of local organisations to counter divisive narratives. Our Training & Development work has focused on supporting community and grassroots organisations to respond to hate and to build institutional capacity and empower people to become catalysts for change.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2021

Synergy Hub

Supported by the Jo Cox Foundation and UK Aid Direct, ICIC is undertaking a programme entitled "The Synergy Hub", which aims to strengthen civil society responses to gender-based and ethno-sectarian identity-based violence in Mosul, northern Iraq. In February 2020, ICIC held its first two-day training in the town of Bartella, where we were joined by 47 civil society activists from the wider Nineveh Province in northern Iraq, drawn from a cohort of young people primarily aged between 18-34 from different ethno-religious backgrounds. This training involved a theoretical and empirical grounding of extremism, the legacy and impact of ISIS, and better understanding gender-based and identity-based violence, including their drivers. As part of the programme, the civil society activists will devise eight online projects in total - due to take place online owing to Covid-19 - which are due to take place in March 2021. The projects will aim to counter these two forms of identity-based violence. These projects will be provided with small grants from ICIC to ensure that they can take off without the need for personal funding.

Building Bridges

Beyond Dialogue

Over the past year, ICIC began the Beyond Dialogue Programme, a two-part programme that aimed to break down barriers between hostile communities. The first part provided training to community representatives from each community on the grievances, issues and primary schisms emanating from both sides. The aim of this training is to broaden the knowledge of the community representatives of the issues pertaining to both communities, and the subject matter at hand. The second part brought together those community representatives, along with members of their own wider communities, for dialogue facilitation sessions. The aim here was to provide a safe space where candid conversation can take place, and where the barriers between each side can be broken down. The community representatives, along with ICIC staff present at the session, were also responsible for directing conversation and ensuring that any heated moments are quelled without incident. The macro aim of these facilitation sessions was to break down barriers by humanising "the other" and moving beyond dialogue by fostering stronger relationships and networks that can exist beyond the framework of these sessions. ICIC has held sessions in London, Luton and Birmingham.

In 2020, ICIC received funding from the Mayor's Office for Policing and Crime (MOPAC) to greatly expand this programme. ICIC held a further ten online sessions from participants across London, focusing on the boroughs of Barking and Dagenham, Newham, Lambeth, and Barnet. The ten sessions trained 114 community representatives, with eight dialogue facilitation sessions planned for the start of 2021.

Far-Right Extremism Training

ICIC provides training to community leaders and representatives, faith leaders, civil society actors, young people, and other individuals in multilateral agencies and government on far-right extremism. Over the course of 2020, ICIC conducted six trainings to 74 practitioners on far-right extremism specifically ranging from two-hour workshops to full day training. Due to the success of the training throughout 2019, ICIC greatly expanded these over the course of 2020, as well as plan a four-day residential training for high-level practitioners. The training provided both a theoretical and empirical background to far-right extremism, including better understanding the trends, tactics and key players within the far-right. Supplementary sessions for the longer training sessions include broadening understanding of extremism and pathways to radicalisation, challenging the far-right online and offline, communication strategies, and risk management and safety.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 January 2021

UpSkill

UpSkill was a new project set up by ICIC during the pandemic supported by the City Bridge Trust. The project builds the digital capacities of BAME-led organisations and institutions by merging training on digital literacy with networking opportunities with large firms such as Facebook and Twitter. The aim of the project was to bridge the digital gap exacerbated by Covid-19 for BAME organisations and open up sustainable avenues of opportunity for their work. Over the course of the project, ICIC aimed to support 20 medium-sized BAME-led organisations in order to maximise the number of potential beneficiaries, especially those at the intersection of multiple inequalities.

Financial review

ICIC has achieved satisfactory outcome for the year, with some resources to continue the projects we run annually. ICIC aims to achieve a surplus of 5% each year in order to be able to continue to provide a service to our beneficiaries.

Reserves Policy

Following consultation with the board of Trustees it has been decided that the Charity's policy on reserves is to maintain adequate unrestricted/restricted funds to cover up to 6 months of operating costs (which includes admin HR and payroll) in the instance of incoming funds fall short. The amount that is considered adequate to cover the unrestricted/restricted expenditure for the reserve target is £89,500. The Charity considers the levels of reserves to be sufficient.

The trustees' annual report and the strategic report were approved on 26 October 2021 and signed on behalf of the board of trustees by:

Mr A Taki
Trustee

International Centre For Integration And Cohesion

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of International Centre For Integration And Cohesion *(continued)*

Year ended 31 January 2021

I report to the trustees on my examination of the financial statements of International Centre For Integration And Cohesion ('the charity') for the year ended 31 January 2020.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Independent Examiner
511 Kenton Lane
Harrow
Middlesex
HA3 JW

27 October 2021

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 January 2021

		Unrestricted funds	2021 Restricted funds	Total funds	2020 Total funds
	Note	£	£	£	£
Income and donations					
Income and Donations	5	218,163	80,712	298,875	253,373
Investment income	6	1	—	1	2
Total income		<u>218,164</u>	<u>80,712</u>	<u>298,876</u>	<u>253,375</u>
Expenditure					
Expenditure on charitable activities	7,8	<u>224,369</u>	<u>80,712</u>	<u>305,080</u>	<u>229,944</u>
Total expenditure		<u>224,369</u>	<u>80,712</u>	<u>305,080</u>	<u>229,944</u>
Net (expenditure)/income and net movement in funds		<u>(6,205)</u>	<u>—</u>	<u>(6,205)</u>	<u>23,431</u>
Reconciliation of funds					
Total funds brought forward		<u>202,365</u>	<u>—</u>	<u>202,365</u>	<u>178,934</u>
Total funds carried forward		<u>196,160</u>	<u>—</u>	<u>196,160</u>	<u>202,365</u>

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

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 January 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	15	3,385	1,958
Current assets			
Debtors	16	221,545	86,205
Cash at bank and in hand		78,202	121,048
		<u>299,747</u>	<u>207,253</u>
Creditors: amounts falling due within one year	17	102,870	6,846
Net current assets		<u>196,877</u>	<u>200,407</u>
Total assets less current liabilities		<u>200,262</u>	<u>202,365</u>
Creditors: amounts falling due after more than one year	18	—	--
Net assets		<u>200,262</u>	<u>202,365</u>
Funds of the charity			
Unrestricted funds		<u>200,262</u>	<u>202,365</u>
Total charity funds	20	<u>200,262</u>	<u>202,365</u>

For the year ending 31 January 2020 the charity was entitled to exemption from 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 financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 10 May 2021, and are signed on behalf of the board by:

Mr A Taki
Trustee

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 January 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income	(2,103)	23,431
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,028	1,959
Government grant income	(19,801)	684
Other interest receivable and similar income	(1)	(2)
Interest payable and similar charges	—	60
Accrued expenses/(income)	19,479	120
<i>Changes in:</i>		
Trade and other debtors	(135,340)	16,628
Trade and other creditors	76,545	(1,320)
Cash generated from operations	(59,193)	41,560
Interest paid	—	(60)
Interest received	1	2
Net cash from/(used in) operating activities	<u>(59,192)</u>	<u>41,502</u>
Cash flows from investing activities		
Purchase of tangible assets	(3,455)	—
Net cash used in investing activities	<u>(3,455)</u>	<u>—</u>
Cash flows from financing activities		
Government grant income	19,801	(684)
Net cash (used in)/from financing activities	<u>19,801</u>	<u>(684)</u>
Net increase/(decrease) in cash and cash equivalents	(42,846)	40,818
Cash and cash equivalents at beginning of year	121,048	80,230
Cash and cash equivalents at end of year	78,202	121,048

The notes on pages 9 to 17 form part of these financial statements.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 January 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 51 Chalton Street, London, NW1 1HY.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
 - legacy income is recognised when receipt is probable and entitlement is established.
 - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the
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International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

3. Accounting policies *(continued)*

accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

4. Limited by guarantee

The liability of Trustees is limited. Every Trustee promises, if the Charity is dissolved while he/she remains a Member or within one year after he/she ceases to be a member, to pay up to £1 towards: · payment of those debts and liabilities of the Charity incurred before he/she ceased to be a member; · payment of the costs, charges and expenses of winding up; and · the adjustment of the rights of contributors among themselves

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	12,313	—	12,313
Summer Camp	—	—	—
Surge Project	31,584	—	31,584
Strengthening Faith Institutions	92,890	—	92,890
City of London	—	32,918	32,918
Leadership Project	96	—	96
Tree Planting	—	—	—
Knife Crime	13,365	17,764	31,129
Integrity UK	36,250	—	36,250
Big Iftar	—	—	—
CREID	10,870	—	10,870
Changing Lives	194	—	194
GIZ	—	—	—
Living Together	—	—	—
Synergy Hub	—	30,030	30,030
Turn to Love	800	—	800
HMRC Grants/Gift Aid	19,801	—	19,801
	<u>218,163</u>	<u>80,712</u>	<u>298,875</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	200	15,410	15,610
Summer Camp	5180	39,966	45,146
Surge Project	—	—	—
Strengthening Faith Institutions	44,780	—	44,780
City of London	—	—	—
Leadership Project	10,476	—	10,476
Tree Planting	439	—	439
Knife Crime	—	10,000	10,000
Integrity UK	60,063	—	60,063
Big Iftar	2,327	—	2,327
CREID	18,030	—	18,030
Changing Lives	1,721	—	1,721
GIZ	—	8,612	8,612
Living Together	6,000	—	6,000
Synergy Hub	(1,100)	31,954	30,854
Turn to Love	—	—	—
HMRC Grants/Gift Aid	(685)	—	(685)
	<u>147,431</u>	<u>105,942</u>	<u>253,373</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	<u>1</u>	<u>1</u>	<u>2</u>	<u>2</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activity	189,302	79,905	269,207
Support costs	35,067	807	35,873
	<u>224,369</u>	<u>80,712</u>	<u>305,080</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Charitable activity	77,097	105,942	183,039
Support costs	46,905	—	46,905
	<u>124,002</u>	<u>105,942</u>	<u>229,944</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Charitable Activity	248,292	20,916	269,208	183,039
Governance costs	–	35,872	35,872	46,905
	<u>248,292</u>	<u>56,788</u>	<u>305,080</u>	<u>229,944</u>

9. Expenditure on charitable activities by fund type - analysis

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Staff Costs	58,466	15,411	73,877
Other Charitable expenses	–	–	–
Media Costs	–	–	–
Motor & Travel Costs	–	–	–
Summer Camp	–	–	–
SFI Capacity Building	40,081	–	40,081
Leadership Training	362	–	362
City Of London	–	31,668	31,668
Integrity Project	26,511	–	26,511
Counter Violent Extremism	11,864	14,115	25,979
Surge Project	27,010	–	27,010
MOPAC	–	–	–
Living Together	–	–	–
Turn to Love	–	–	–
GIZ Expenses	–	–	–
Synergy Hub – DIFD	–	13,761	13,761
CREID	9,043	–	9,043
Total	<u>173,337</u>	<u>74,955</u>	<u>248,292</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Staff Costs	14,608	35,238	49,846
Other Charitable expenses	883	—	883
Media Costs	—	—	—
Motor & Travel Costs	6,512	—	6,512
Summer Camp	—	40,584	40,584
SFI Capacity Building	23,341	—	23,341
Leadership Training	12,046	3,400	15,446
City Of London	—	—	—
Integrity Project	19,057	10,387	29,444
Counter Violent Extremism	—	—	—
Surge Project	—	—	—
MOPAC	—	—	—
Living Together	—	6,000	6,000
Turn to Love	650	—	650
GIZ Expenses	—	6,536	6,536
Synergy Hub – DIFD	—	3,797	3,797
CREID	—	—	—
Total	<u>77,097</u>	<u>105,942</u>	<u>183,039</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

10. Support Costs

	2021	2020
	£	£
Rent	26,472	32,335
Rates & Water	–	2,764
Utilities	838	879
Insurance	1,076	1,076
Travel & Subsistence	1,816	–
Accountancy fee	1,440	1,788
Legal and Other Professional Fees	30	2,400
Telephone	1,129	1,472
Finance costs	–	60
Office & Admin costs	1,043	2,173
Depreciation	2,028	1,958
Total	<u>35,872</u>	<u>46,905</u>

11. Net income

Net income is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation of tangible fixed assets	<u>2,028</u>	<u>1,959</u>

12. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,440</u>	<u>1,440</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	<u>73,877</u>	<u>49,847</u>

The average head count of employees during the year was 6 (2020: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

14. Trustee remuneration and expenses

During the year, no Trustees received any remuneration.

During the year, no Trustees received any benefits in kind.

During the year, no Trustees received any reimbursement of expenses.

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

15. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 February 2020 and 31 January 2021	<u>20,275</u>	<u>32,346</u>	<u>52,621</u>
Depreciation			
At 1 February 2020	19,423	27,785	47,208
Charge for the year	851	1,177	2,028
At 31 January 2021	<u>20,274</u>	<u>28,962</u>	<u>49,236</u>
Carrying amount			
At 31 January 2021	<u>1</u>	<u>3,384</u>	<u>3,385</u>
At 31 January 2020	<u>852</u>	<u>1,106</u>	<u>1,958</u>

16. Debtors

	2021 £	2020 £
Trade debtors	207,391	72,051
Other debtors	14,154	14,154
	<u>221,545</u>	<u>86,205</u>

17. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	73,869	1,788
Accruals and deferred income	20,919	1,440
Social security and other taxes	2,654	568
Other creditors - Net Wages	5,428	3,050
	<u>102,870</u>	<u>6,846</u>

18. Creditors: amounts falling due after more than one year

	2021 £	2020 £
Other creditors	<u>—</u>	<u>—</u>

19. Gift Aid/Government Grants

The amounts recognised in the financial statements for government grants are as follows:

	2021 £	2020 £
Recognised in income from donations and legacies:		
Gift Aid – during the year	—	7,600
Gift Aid – over-accrued previous year	—	(8,285)
HMRC - Furlough Grant	19,801	—
Gift Aid/Government Grants	<u>19,801</u>	<u>(685)</u>

International Centre For Integration And Cohesion

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 January 2021

20. Analysis of charitable funds

Unrestricted funds

	At 1 February 2020 £	Income £	Expenditure £	At 31 January 2021 £
General funds	<u>202,365</u>	<u>218,164</u>	<u>(224,369)</u>	<u>196,160</u>

Restricted funds

	At 1 February 2020 £	Income £	Expenditure £	At 31 January 2021 £
General funds	<u>—</u>	<u>80,712</u>	<u>(80,712)</u>	<u>—</u>