

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

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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 part 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

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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	<u>102,870</u>	<u>6,846</u>
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	<u>—</u>	<u>--</u>
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>