

INTEGRATE UK

England & Wales · Charity number 1130222

Details

Other names	INTEGRATE BRISTOL, INTEGRATE UK
Status	Registered
Legal form	Trust
Registered	2009-06-18
Register	View on the Charity Commission register

Contact

Address	Unit 6 Montpelier Central Station Road Montpelier Bristol BS6 5EE
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Website	www.integrateuk.org

Activities

Objects: THE CHARITY'S OBJECTS SHALL BE FOR THE PUBLIC BENEFIT, YOUNG PEOPLE AND ADULTS ESPECIALLY FROM BME COMMUNITIES AND CULTURES MAINLY IN AND AROUND BRISTOL BUT ALSO NATIONALLY AND INTERNATIONALLY BY ALL OR ANY OF THE FOLLOWING MEANS:1. ADVANCEMENT OF EDUCATION BY RAISING ASPIRATIONS, EDUCATIONAL ATTAINMENT AND LIFE CHANCES OF YOUNG PEOPLE BY:- PROMOTING THE INTEGRATE BRISTOL MODEL OF EMPOWERING YOUNG PEOPLE THROUGH PEER EDUCATION.- NURTURING AND PROVIDING NEW AND TRANSFERABLE SKILLS, SUCH AS; PEER MENTORING, RESEARCH, PUBLIC SPEAKING, TRAINING ETC.- PROVIDING EMPOWERING EXPERIENCES FOR THE YOUNG PEOPLE TO TAKE INCREASING RESPONSIBILITY FOR THEIR ACTIVITIES, THEIR LEARNING, THEMSELVES AND EACH OTHER.- ENSURING YOUNG PEOPLE HAVE AN EQUAL SAY IN THE DECISION MAKING AND DEVELOPMENT OF ALL INTEGRATE BRISTOL STRATEGY AND DELIVERY.2. PROMOTION OF GENDER EQUALITY BY SUPPORTING YOUNG PEOPLE TO DEAL WITH AND CHALLENGE:- FGM- TO END THIS WITHIN A GENERATION- DOMESTIC ABUSE AND SEXUAL VIOLENCE- PATRIARCHAL INTERPRETATIONS OF CULTURE

Activities: Integrate UK is a youth led charity which provides benefit to young people, especially from minoritised and racialised communities and cultures nationally.

Classification

- **How:** Provides Services, Other Charitable Activities
- **What:** Education/training
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- **Area of benefit:** BRISTOL
- Throughout England And Wales

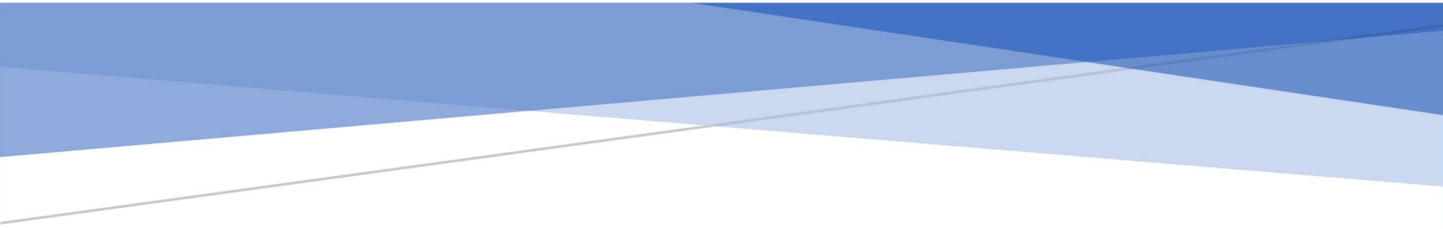
Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£438,020	£381,884	-	-
2024-03-31	£372,864	£344,956	-	-
2023-03-31	£374,284	£268,990	-	-
2022-03-31	£234,008	£257,097	-	-
2021-03-31	£473,064	£274,606	-	-

Trustees

Name	Role	Appointed
Henry Dang Leung Chan	Chair	2025-01-08
Daisy Elizabeth Miceli		2024-12-17
Moestak Hussein		2025-06-20
Shabnam Grewal		2025-02-08
Ursule Dinkela		2022-09-24

Accounts



INTEGRATE UK

FINANCIAL STATEMENTS

Year Ended 31st March 2024

Charity number: 1130222

integrateuk.org

CONTENTS

Reference and administrative information	1
Trustees report	2 – 10
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 – 26

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, 31 MARCH 2024

Trustees	Janet Fyle (Chair)	
	Sophie Beveridge (Treasurer)	Resigned Oct 24
	Deeqo Shire	Resigned Mar 24
	Ursule Diankela (Treasurer)	
	Hana Farhat	
	Joanna Paran	
	Faiza Abdulkadir	Appointed Mar 24
Chief Executive	Lisa Zimmerman	
Charity registration number	1130222	
Registered office	Unit 6, Montpelier Central Station Road Montpelier Bristol BS6 5EE	
Banker	CAF Bank 25 Kings Hill Avenue West Malling Kent ME19 4JQ	
Independent Examiner	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park Daventry Road Knowle Bristol BS4 1DQ	

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2024. Legal and administrative information set out on page 1 forms part of this report.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

The organisation was constituted under a Deed of Trust dated 7th May 2009 and registered with the Charity Commission on 18th June 2009. This Deed was amended by a Supplemental Deed, signed on 11th September 2015, and registered with the Charity Commission. A minor amendment was signed and dated on 22nd July 2016 and a further amendment on the 7th September 2021.

METHODS OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed. There must be at least Five Trustees. All Trustees other than the Chair must be appointed for a term of two years, the Chair for four years by a resolution of the Trustees passed at an AGM, a Trustees meeting or a special meeting.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity. To this end, potential Trustees must be interviewed by young members to ensure they understand and practice the necessary empowering and facilitative style of working with young people.

Over the past 12 months 1 trustee has been appointed.

POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

All new Trustees must complete an application form which also sets out the roles of Trustees. They are interviewed and two references are taken up. They are provided information on:

- The obligations of Trustees as per Charity Commission Doc CC3 'Essential Trustee: What You Need to Know'.
- The main documents which set out the operational framework for the charity including the Deed of Trust (working document) New Trustees are asked to access and read information supplied by the Charity Commission. Updates of any Trustee related information is circulated by e-mail and training is encouraged and paid for if required.

PAY POLICY FOR SENIOR STAFF

The remuneration for senior personnel and employer pension contributions is approved by trustees. Decisions about appropriate pay scales are based upon similar positions in comparable organisations of a similar size and the charity's income levels. Pay rates and employer pension contributions are reviewed annually by the Board of Trustees.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

Integrate UK has a Board consisting of 5 Trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. There have been additional risk management, finance, policy review and strategy meetings held as needed throughout the year. We also operate a system of sub-groups which focus upon specific areas of the organisation and report back to the Board.

RELATED PARTY RELATIONSHIPS

For full details of related party transactions and balances relevant to the accounting period, please see note 11, page 21 to these financial statements.

RISK MANAGEMENT

The Trustees are aware of their responsibilities to conduct a thorough risk assessment of the charity's activities and have developed a suitable risk management policy. Risks are identified and controlled through a process of management oversight of financial, managerial and strategic issues and our risk register is continuously updated.

Risk management is considered at each quarterly board meeting, covering all the major risks to which the charity could be exposed. The CEO, Board of Trustees and where appropriate, employees undertake an annual review of the systems, procedures and policies in place to manage those risks.

The CEO has carried out a review of all forms of insurance this year to ensure that the cover provided is adequate for Integrate UK's offices and equipment and the work carried out by the young people. This review will be revisited each year as the policies in place come up for renewal.

Disclosure and Barring Service ("DBS") checks are carried out on all staff, volunteers and Trustees who work with young people under our care. All staff and outreach workers receive Safeguarding training.

We have a register of safeguarding disclosures.

We also have a Declaration of Interests record which is kept updated.

OBJECTS AND ACTIVITIES

POLICIES AND OBJECTS OF INTEGRATE UK ARE:

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

Integrate UK's objects are laid out in the Deed of Trust and the organisations strategy and objects are developed within this framework. Our Vision and Mission statement are developed with and for our beneficiaries. Integrate UK's objects are to provide benefit to young people and young adults, especially from racialised communities and cultures nationally by all or any of the following means:

1) Advancement of education by raising aspirations, educational attainment and life chances of young people by:

- Promoting the Integrate UK model of empowering young people through peer education.
- Nurturing and providing new and transferable skills
- Providing leadership and aspirational opportunities for the young people

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

- Ensuring young people have an equal say in the decision making and development of all Integrate UK strategy and delivery.

2) Promotion of gender equality by supporting young people to challenge

- Female Genital Mutilation (FGM), domestic abuse and sexual violence
- Forced marriage and honour-based abuse
- Patriarchal interpretations of culture.
- To foster partnership working with young people from different racial and religious backgrounds communities to develop positive relationships, identify commonalities and collaborate in addressing gender and racial inequalities.

THE AIMS OF INTEGRATE UK

Integrate UK is a youth led charity which aims to ensure that the young people who are a part of the organisation make the decisions about which projects they want to develop within the charity's objects. The overwhelming majority of our activities are delivered by our young people who are engaged as volunteers or sessional outreach workers and peer trainers. They also write and perform songs and make films that accompany education resources about Violence and Abuse Against Women and Girls (VAWG), gender and racial inequalities, Islamophobia, racism and other challenging issues.

Using the lesson plans and videos they have developed, Integrate UK's Outreach workers facilitate peer education sessions in schools across the country as well as to front line professionals. Outreach workers are paid, trained young people over sixteen. They also mentor and train newer members of Integrate UK as outreach workers to ensure that peer mentoring is delivered using a sustainable model.

We work with young people from different cultural and religious backgrounds to promote gender and racial equality and cross-cultural cohesion and to end all forms of violence and abuse against women and girls. We do this by facilitating peer education sessions and encouraging the young people to develop projects around issues relating to gender and racial inequality that they have identified as important to them based on their lived experience. This approach ensures that the work is relevant, empowering and is sustainable in the long term.

Our young people speak at conferences nationally and internationally, provide consultation and take part in debates and discussions about all forms of gender and racial inequality and VAWG. They are also actively involved in organising and hosting their own national conferences and events. This youth led model is effective in ensuring that the objectives of the charity (created with the young people) are met.

ACTIVITIES FOR ACHIEVING THE OBJECTIVES

- Providing a safe, accessible space for young people to meet, form positive relationships, access support and guidance, study and plan activities regardless of race, religion or gender identity.
- Delivering workshops to engage young people in issues relating to gender and racial inequalities, dispelling misconceptions and empowering them to challenge stereotypes they might hold.
- Writing and performing songs focusing on topics they will be delivering at schools and conferences focussing on VAWG and gender and racial inequalities.
- Developing stories and scripts for films, acting, being involved in the production of films aimed at challenging gender and racial stereotyping and inequalities, using powerful media / social media to influence public

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

opinion and address everyday racism and misogyny. The resources encourage young people to identify similarities in terms of the manipulative methods used by perpetrators and to seek help if needed.

- Planning and hosting educational conferences and events to showcase and celebrate youth achievements.
- Investing in the skills and talents of young people and providing them with the confidence, training, platforms and resources to:
 1. Identify issues they face and advocate for themselves
 2. Attend and speak at national and international conferences and high profile events
 3. Deliver peer education workshops to young people and teachers in schools all over the UK using the resources they have developed
 4. Act as role models for other young people, for their peers and their communities
 5. To represent Integrate UK and provide consultation to policy makers to meet our young people's aims

ACHIEVEMENT AND PERFORMANCE

KEY PERFORMANCE INDICATORS

Integrate UK's work is split between its intensive work with long term service users and its national education and advocacy work. The two are interrelated as Integrate UK young people identify the issues that they consider to be a priority for themselves and their peers, develop educational resources and access training and lead the work themselves. Our young people work with us for a year or more. In addition to the creative, educational and advocacy projects, they have the opportunity to gain work experience, to join our youth board, access training, become Junior Trustees and later, peer mentors and Outreach Workers.

Minoritised and / or Muslim: 242

White British or white other: 60

Young women: 190

Young men: 75

Non binary: 12

Identify within the LGBTQ+ community: 8

Total: 277

REVIEW OF ACTIVITIES AND EVIDENCE OF THEIR IMPACT

The key achievements include:

- Engaging 277 young people in activities over the course of the year
- Reaching 4,272 young beneficiaries directly through peer education workshops and outreach work
- Providing training to 1,152 frontline professionals
- We developed 3 resources this year - *Big Man*, *Blame Her* and *Include the 36*

- *Big Man* -an educational resource challenging toxic masculinity and the impact on the mental health of young men. **88 young people** benefitted from meeting and forming positive

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

relationships with peers from different areas of the city and from different backgrounds; they gained skills in creative writing, teamwork and public speaking. **20 young people** acted in the video, gaining experience of media and other creative industries. In addition, **2 young people** talked about the perspectives of young women and young men and introduced the video at our annual conference in front of an audience of almost 300.

- *Blame Her* - a resource aimed at opening discussions around honour culture and honour based abuse. **31 young people** participated in creative development workshops, including story and script development, costume, casting and rehearsal sessions; of these, **21 young women** shared their lived experience of honour culture and benefitted from small group support sessions. **23** acted in the video and **1** young woman benefitted from paid work experience as part of the film crew. **3 young people** presented the project and video at our annual youth conference.
- *IncludeThe36* - a campaign video challenging the lack of representation within the national curriculum. **106** young people benefited from an increased sense of belonging and community through sharing their lived experience, carrying out research and comparing findings and contributing insights and ideas during the development of the project. **23** took on leadership roles, benefiting from increased confidence, research and organisational skills and learning how to better articulate their views and arguments.

- Organising and hosting a youth conference attended by 290 delegates including young people and staff from more than 10 schools and colleges in and around Bristol, partners, former service users and former trustees

Integrate UK Youth Conference 2023

Due to the ever increasing numbers of young people we engage and increased interest from external organisations, we hosted our **2023 conference** at IMax located in Bristol Aquarium which has a considerably larger capacity than our usual venue. We celebrated our young people's achievements and showcased their work on the huge screen. In total, 290 people attended and the whole event was planned and hosted by our young people.

Integrate's Got Talent - a black mental health project

One of the beneficiaries of our Black Mental Health initiatives was invited to lead an additional UK Youth funded Young Changemakers project over a period of six months. **5 young people** gained event planning, organisational, presentation and public speaking skills through working collaboratively to organise and host an event aimed at promoting positive black mental health. The event celebrated black and mixed-race artistry, celebrated allyship and was attended by 40 young people and young adults, artists, activists, charities and frontline professionals.

Employability:

113 young people benefitted from more than **966 hours** of paid and unpaid work experience, including:

- Monitoring and evaluation
- Delivering Integrate's peer education workshops on issues relating to gender and racial inequalities
- Administrative tasks
- Running IUK social media

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

- Designing and leading Projects
- Assisting on film set
- Representing Integrate at high profile events
- Tutoring younger peers
- Delivering training for peer educators
- Co-creating lesson plans
- Event planning
- Writing articles and press releases
- Preparing and delivering presentations for trustees and stakeholders
- Learning new skills and benefiting from leadership experience during a one year, paid internship

As well as providing access to study space, tutoring, mentoring and access to laptops, Integrate provided young people with meaningful work experience, careers advice, CV and university application support.

Aspirational opportunities – 18 young activists represented Integrate at a range of aspirational events, including:

- Two OCR round table meetings;
- Participating in Home Office roundtables on VAWG, domestic violence and online harms;
- Joining Parliament House of Commons Roundtable meeting in London on Social Cohesion;
- Speaking on the “The Future of 'Us': Majority and Minority relationships in a changing Britain” panel in London;
- Delivering four training workshops on FGM awareness for students of midwifery at UWE, Bristol
- Delivering workshops at two Avon and Somerset Police conferences

Creative and Educational Opportunities – More than 200 young people learned new skills through scriptwriting and film production workshops to develop new educational resources:

Press, awards and recognition:

- **Love Bomb**, our young people’s film on coercive control and toxic relationships won Silver award in its category at the Charity Film Awards;
- Two young people were runners up for the Voscur Social Impact Awards;
- Two young people have been shortlisted for the Bristol Young Heroes Awards;
- Joining a roundtable about VAWG within tech.
- Two young women delivered a workshop at the Avon and Somerset Police HBA conference in Portishead;
- Presenting at the Harmful Cultural Practices conference in Barton Hill, presenting our new workshop on honour culture and explaining The Bristol Model (FGM Safeguarding);
- Appearing on the Smiley podcast, speaking about intersectional feminism and presenting IUK young people’s petition;
- Speaking on ITV about the Black British Voices survey and representation within British society;
- Love Bomb, our video on Coercive control has been embedded in the social workers’ training programme at Windsor University, Ontario, Canada;
- 3 schools have asked for ongoing support and mentoring for young perpetrators of racism and/or misogyny or young people at risk of permanent exclusion.

FINANCIAL REVIEW

GOING CONCERN

The Trustees are confident that the charity is secure for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

RESERVES POLICY

The Trustees have developed a reserves policy based upon continuing the organisation's activities for 8 weeks (£53,070). The unrestricted undesignated funds, not committed or invested in tangible fixed assets (the free reserves) held by the charity, should be able to cover at least two months core operating costs.

The calculation of two months of core operating costs (for the purposes of a free reserves target) includes salaries for staff, overhead costs (support costs) and one month of direct costs.

At the balance sheet date, the free reserves available were £311,694 (2023: £136,567). The Trustees review their reserves policy annually and have put processes in place to enable them to review the level of free reserves available at least quarterly.

PRINCIPAL FUNDING

Our funders over the last 12 months have been:

National Lottery Community Fund: A 4 year grant for core and project costs to run creative and educational workshops to work with 250 young people aged 12 to 25 focused on their wellbeing, tackling gender and racial inequalities and supporting young people in influencing policies and practices and drive political change.

Paul Hamlyn Foundation: A 5 year core grant to support strategic and operational development and growth. This grant also includes additional support in the forms of an ESP (Extra support package) and the commission of an independent advisor.

UK Youth – To cover the cost of a Changemakers project.

PwC ColourBrave Charity: Carry over from an unrestricted donation towards all Integrate UK's work.

Anonymous grant giver: For general charitable purposes but with a preference for work relating to ending FGM. Some grants are restricted to the latter.

Tudor Trust: A 3 year unrestricted core grant. Two additional grants were awarded for beneficiary travel costs and staff wellbeing.

Funds carried over from 2022-23:

Comic Relief - Top Up - For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality.

Comic Relief – COVID

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

Pilgrim Trust - Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

HMPPS - For provision of remote tutoring, PPE and staff salaries.

Global Fund for Children - For salaries and creative projects costs.

Children In Need: For a youth social action project including core and project costs. A small underspend has been allocated to travel costs as agreed with the funder.

Lululemon: A grant for Integrate UK's core and project costs which was then reallocated by the funder to project costs only.

The Rank Foundation: For a 15 month, full time internship - Fundraising and Communications assistant.

Garfield Weston Foundation: A one-year grant for Integrate UK's core costs.

Esmee Fairbairn Foundation – Carry over from the unrestricted Racialised Communities top Up Fund.

Anonymous donor: Carry over from a donation restricted to any unforeseen costs relating to the premises.

Anonymous grant giver: Carry over from five grants for general charitable purposes but with a preference for work relating to ending FGM in a generation. Some grants are restricted to the latter.

Rosa – A grant towards fundraising and communications and a website refresh.

PUBLIC BENEFIT

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. Trustees are clear that there are identifiable benefits to the work that we do - some of these are identified below;

- o Trustees are clear that these benefits are for a wide cross-section of the public;
- o Trustees are clear that those benefits relate to our aims.
- o Trustees are clear that those benefits outweigh any potential risks.

PLANS FOR THE FUTURE

Integrate UK's staff and trustees will follow our five-year strategic plan which includes a level of manageable growth, implementation of our new marketing strategy and diversification of funding. According to the findings of our questionnaires and surveys and from discussions with our youth board, we will continue our work with young men, particularly around ending VAWG, misogyny and challenging toxic masculinity. We also aim to increase staffing so we can respond to the continued increase in demand for our services and to ensure the workload is sustainable.

We will continue our work aimed at achieving gender and racial equality for all young people. For the next financial year, our young people will be developing two media resources and lesson plans, one of which will focus on knife

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

crime and the other on anti-blackness and colourism. We will also be launching an arts project aimed at promoting representation in greetings cards, planning and hosting a youth led, educational conference for teachers and other front line professionals and providing more work experience for young people.

STATEMENT OF THE TRUSTEES'S RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees and signed on their behalf by:



Janet Fyle (Wed, 22nd Jan 2025 15:41:27 GMT)

Janet Fyle, Chair

22 Jan 2025

Date.....

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTEGRATE UK (THE 'CHARITY')

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2024.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ('the Charities Act') and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

As 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 MAAT.

I have completed my examination. I have identified matters of concern that give me reasonable cause to believe that:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; and
2. the accounts do not accord with those records.

The accounting records of the charity were not sufficient to show and explain all the charity's transactions. A significant value of fund transfers from restricted to unrestricted funds has taken place. The reason given for this is that some funds have been incorrectly identified as restricted, and the remaining restricted fund transfers represent expenditure from previous periods. The finance manager had been tracking expenditure of restricted funds in spreadsheets independent of the primary online bookkeeping system. These sheets did not agree to the postings in the primary bookkeeping system and no reconciliation between the two record sources had been carried out.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

JTrowbridge

Joanne Trowbridge (Thu, 23rd Jan 2025
11:23:17 GMT)

Joanne Trowbridge MAAT

Bristol Community Accountants CIC

The Park Daventry Road

Knowle

Bristol

BS4 1DQ

23 Jan 2025

Date.....

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)
YEAR ENDED 31 MARCH 2024

		General Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
Incoming and Endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies	2	10,615	-	10,615	17,341
Charitable activities	3	44,683	316,496	361,179	356,366
Investments		1,070	-	1,070	577
Total		56,368	316,496	372,864	374,284
Expenditure On:					
Raising funds		-	-	-	3,070
Charitable activities	5	48,636	296,320	344,956	265,920
Total		48,636	296,320	344,956	268,990
Net income/(expenditure)		7,732	20,176	27,908	105,294
Transfers between funds	16	175,308	(175,308)	-	-
Net movement in funds		183,040	(155,132)	27,908	105,294
Total funds brought forward		137,446	308,988	446,434	341,140
Total Funds Carried Forward	16	320,486	153,856	474,342	446,434

All of the activities of the charity are classed as continuing

The notes on pages 14 to 26 form part of these financial statements

As required by paragraph 4.67 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

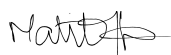
BALANCE SHEET

YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	8,792	879
Current assets			
Debtors	13	3,043	483
Cash at bank and in hand		484,647	453,768
<i>Total current assets</i>		<u>487,690</u>	<u>454,251</u>
Creditors : Amounts falling due within one year	14	(22,140)	(8,696)
<i>Net current assets or liabilities</i>		<u>465,550</u>	<u>445,555</u>
Total net assets or liabilities		<u><u>474,342</u></u>	<u><u>446,434</u></u>
The Funds of the Charity	16		
Restricted funds		153,856	308,988
Unrestricted funds		320,486	137,446
		<u><u>474,342</u></u>	<u><u>446,434</u></u>

22 Jan 2025

These financial statements were approved by the trustees on and are signed on their behalf by:



Janet Fyle (Wed, 22nd Jan 2025 15:41:27)
Janet Fyle - Chair



Ursule Diankela (Thu, 23rd Jan 2025)
Ursule Diankela - Treasurer

The notes on pages 14 to 26 form part of these financial statements

1 ACCOUNTING POLICIES

Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

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

The charity meets the definition of a public benefit entity as defined by FRS 102 and has therefore taken the advantage of the disclosure exemption available to it in relation to presentation of a cash flow statement.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to the accounts for previous years.

Fund accounting

Unrestricted Funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Volunteer help	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
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Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
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Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
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Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
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Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
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Other expenditure	These are support costs not allocated to a particular activity
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Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost less accumulated depreciation and impairment losses.

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

Equipment	25%	reducing balance
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Individual items costing less than £500 are not treated as fixed assets

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities.

Trade and other creditors

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

Financial Instruments

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

Pensions costs

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charity during the year.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

Income and Endowments From:

2 Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Donations	10,615	-	10,615	17,341
	<u>10,615</u>	<u>-</u>	<u>10,615</u>	<u>17,341</u>
<i>Donations and legacies - prior year</i>	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total Funds 2023 £</i>	
Donations	17,341	-	17,341	
Total 2023	<u>17,341</u>	<u>-</u>	<u>17,341</u>	

3 Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Grants and Contracts	44,779	310,496	355,275	358,123
Public Speaking and Consultancy	(96)	6,000	5,904	(1,782)
Other Fees	-	-	-	25
	<u>44,683</u>	<u>316,496</u>	<u>361,179</u>	<u>356,366</u>
<i>Charitable Activities - prior year</i>	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total Funds 2023 £</i>	
Grants and Contracts	95,955	262,168	358,123	
Public Speaking and Consultancy	(1,782)	-	(1,782)	
Other Fees	25	-	25	
Total 2023	<u>94,198</u>	<u>262,168</u>	<u>356,366</u>	

Expenditure on:

4 Direct programme costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Outreach	2,212	4,580	6,792	9,233
Creative Media Production	262	50,965	51,227	45,103
Monitoring and evaluation	-	135	135	2,377
Conference costs	-	2,400	2,400	1,150
Research & Development	-	-	-	2,200
Travel & Subsistence	-	-	-	166
Training - Dissemination	707	997	1,704	442
	<u>3,181</u>	<u>59,077</u>	<u>62,258</u>	<u>60,671</u>

5 Support costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Liability Insurance	459	1,150	1,609	1,207
Travel and subsistence	7,945	3,222	11,167	6,434
Bank charges	64	-	64	133
Professional fees	253	2,067	2,320	1,608
DBS Check	-	1,200	1,200	1,614
Recruitment	-	902	902	270
Office costs	12,249	6,076	18,325	9,636
Rent and rates	322	27,648	27,970	26,228
Dues and subscriptions	460	5,095	5,555	2,823
Computer and internet costs	668	5,459	6,127	869
Staff wages including NI & pension	22,541	170,788	193,329	152,977
Volunteer costs	-	-	-	141
Advertising & promotion	39	10,433	10,472	67
Depreciation	220	-	220	293
Governance costs				
Trustees Travel	235	2,244	2,479	39
Independent examiner fee	-	959	959	910
	<u>45,455</u>	<u>237,243</u>	<u>282,698</u>	<u>205,249</u>
Total Charitable expenditure	<u>48,636</u>	<u>296,320</u>	<u>344,956</u>	<u>265,920</u>

Prior Year Comparison:

6 Direct programme costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Outreach	2,235	6,998	9,233	23,146
Creative Media Production	3,626	41,477	45,103	47,856
Monitoring and evaluation	1,800	577	2,377	2,917
Conference costs	49	1,101	1,150	-
Research & Development	-	2,200	2,200	-
Travel & Subsistence	104	62	166	-
Training - Dissemination	220	222	442	1,244
	8,034	52,637	60,671	75,163

7 Support costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Liability Insurance	-	1,207	1,207	1,189
Travel and subsistence	2,075	4,359	6,434	5,066
Bank charges	133	-	133	100
Professional fees	418	1,190	1,608	3,300
DBS Check	398	1,216	1,614	1,966
Recruitment	45	225	270	-
Office costs	3,552	6,084	9,636	2,425
Rent and rates	14,017	12,211	26,228	23,148
Dues and subscriptions	647	2,176	2,823	1,368
Computer and internet costs	287	582	869	2,235
Staff wages including NI & pension	78,796	74,181	152,977	138,521
Volunteer costs	141	-	141	-
Advertising & promotion	-	67	67	-
Depreciation	293	-	293	1,605
Governance costs				
Trustees Travel	39	-	39	-
Independent examiner fee	-	910	910	1,011
	100,841	104,408	205,249	181,934
Total Charitable expenditure	108,875	157,045	265,920	257,097

8 Analysis of expenditure by expenditure type

	Staff Cost	Depreciation	Other Costs	Total	Total
	2024	2024	2024	2024	2023
	£	£	£	£	£
Fundraising	-	-	-	-	3,070
Activity costs	-	-	62,258	62,258	60,671
Support costs	193,329	220	85,711	279,260	204,300
Governance	-	-	3,438	3,438	949
	<u>193,329</u>	<u>220</u>	<u>151,407</u>	<u>344,956</u>	<u>268,990</u>
Prior year	2023	2023	2023	2023	
Fundraising	-	-	3,070	3,070	
Activity costs	-	-	60,671	60,671	
Support costs	152,977	293	51,030	204,300	
Governance	-	-	949	949	
Total costs 2023	<u>152,977</u>	<u>293</u>	<u>115,720</u>	<u>268,990</u>	

9 Net incoming resources for the year

This is stated after charging:

	2024	2023
	£	£
Depreciation	220	293
Independent Examination	<u>959</u>	<u>910</u>

10 Staff costs and numbers

The aggregate payroll costs were:

	2024	2023
	£	£
Wages and salaries	176,846	139,530
Social security costs	13,142	10,927
Pension costs	3,341	2,520
	<u>193,329</u>	<u>152,977</u>

No employee received emoluments of more than £60,000 (2023: £Nil)

The average monthly head count was 7.25 staff (2023: 6.8 staff)

Total employee benefits paid to key management personnel during the year were £57,489 (2023: £46,389)

Trustee expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil).

Three trustees were reimbursed for travel and training expenses during the year, £357 (2023: £39 One Trustee). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

11 Related Party Transactions

There were no related party transactions in the year.

12 Tangible fixed assets

	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2023	517	13,309	13,826
Additions	1,350	6,783	8,133
At 31 March 2024	<u>1,867</u>	<u>20,092</u>	<u>21,959</u>
Depreciation			
At 1 April 2023	517	12,430	12,947
Charge for the year	-	220	220
At 31 March 2024	<u>517</u>	<u>12,650</u>	<u>13,167</u>
Net book value			
At 31 March 2024	<u>1,350</u>	<u>7,442</u>	<u>8,792</u>
At 31 March 2023	<u>-</u>	<u>879</u>	<u>879</u>

13 Debtors

	2024 £	2023 £
Trade debtors	230	483
Prepayments	2,813	-
	<u>3,043</u>	<u>483</u>

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	5,958	1,587
Taxation and social security	12,165	3,201
Accruals and deferred Income	3,179	3,011
Pension control	838	897
	<u>22,140</u>	<u>8,696</u>

15 Analysis of net assets between funds

	General Fund £	Restricted Funds £	Total £
Tangible Fixed Assets	8,792	-	8,792
Cash at Bank and in Hand	330,791	153,856	484,647
Other Net Current Assets/(Liabilities)	(19,097)	-	(19,097)
Total	<u>320,486</u>	<u>153,856</u>	<u>474,342</u>

Analysis of net assets between funds - prior year

	General Fund £	Restricted Funds £	Total £
<i>Tangible Fixed Assets</i>	879	-	879
<i>Cash at Bank and in Hand</i>	144,780	308,988	453,768
<i>Other Net Current Assets/(Liabilities)</i>	(8,213)	-	(8,213)
Total	<u>137,446</u>	<u>308,988</u>	<u>446,434</u>

16 Movement in funds

	01-Apr 2023	Incoming resources	Outgoing resources	Transfers	31-Mar 2024
	£	£	£	£	£
Restricted funds					
National Lottery Community Fund	53,266	143,796	(114,964)	-	82,098
Paul Hamlyn	540	153,000	(77,864)	(6,783)	68,893
Comic Relief - COVID	2,117	-	-	(2,117)	-
Comic Relief - TOP UP Grant	2,952	-	(423)	-	2,529
Esmee Fairbairn Foundation	14,056	-	-	(14,056)	-
Pilgrim Trust	2,575	-	-	(2,575)	-
Global Fund for Children	56,643	-	(16,737)	(39,906)	-
HMPPS	265	-	-	(265)	-
Lululemon	34,059	-	(33,000)	(1,059)	-
Rank Foundation Golden Award	8,773	-	-	(8,773)	-
Rosa	21,953	-	(21,953)	-	-
Garfield Weston Foundation	12,227	-	(9,203)	(3,024)	-
Children in Need	31,729	-	(20,769)	(10,624)	336
PWC Colourbrave	7,032	2,500	(57)	(9,475)	-
Anonymous Grant Giving Foundation	24,982	-	-	(24,982)	-
UK Youth	29,734	17,200	(1,350)	(45,584)	-
Anonymous Donor	6,085	-	-	(6,085)	-
Total restricted funds	308,988	316,496	(296,320)	(175,308)	153,856
Unrestricted funds					
General funds	137,446	56,368	(48,636)	175,308	320,486
Total unrestricted funds	137,446	56,368	(48,636)	175,308	320,486
Total funds	446,434	372,864	(344,956)	-	474,342

Purpose of funds

National Lottery Community Fund - A 4 year grant for core and project costs to run creative and educational workshops to work with 250 young people aged 12 to 25 focused on their wellbeing, tackling gender and racial inequalities and supporting young people in influencing policies and practices and drive political change.

Paul Hamlyn - A grant to train 25 young people per year to lead workshops, to deliver Integrate's resources and to be advocates for equality and cohesion, and core costs to support the work. Paul Hamlyn grant also focuses on expanding our work in the Midlands and in Wales.

Comic Relief COVID - A grant covering core and project costs and increased costs relating to the pandemic.

Comic Relief - Top Up - For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality. We also received additional funding for work and expenses relating to the Covid-19 pandemic.

Esmee Fairbairn Foundation - Core Costs.

Pilgrim Trust - Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

Global Fund for Children - For salaries and creative projects costs

HMPPS - For provision of remote tutoring, PPE and staff salaries.

Lululemon - A grant for Integrate UK's core and project costs which was then reallocated by the funder to project costs only

Rank Foundation TS - For a 15 month, full time internship - Fundraising and Communications assistant

Rosa - A grant towards fundraising and communications and a website refresh.

Garfield Weston Foundation - A one-year grant for Integrate UK's core costs

Children in Need - For a youth social action project including core and project costs.

PWC ColourBrave - Donation towards all Integrate UK's work.

Anonymous Grant Giving Foundation - For general charitable purposes but with a preference for work relating to ending FGM in a generation. Some grants are restricted to the latter.

UK Youth - To cover the cost of a Changemakers project.

Anonymous Donor - Anonymous donation restricted to any unforeseen costs relating to the premises.

Restricted Fund Transfers:

The £6,783 transferred out of the Paul Hamlyn fund represent the value of fixed assets purchased from this fund.

The PWC Colourbrave, Anonymous Grant Giving Foundation, UK Youth, & Anonymous funds were all incorrectly identified as restricted in prior years

The remaining transfers relate to costs not charged to the restricted fund in earlier financial years.

Fund Analysis - Prior year

Movement in funds	At 01-Apr 2022 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2023 £
Restricted funds					
Comic Relief - COVID	2,117	-	-	-	2,117
Comic Relief - TOP UP Grant	-	3,485	(533)	-	2,952
Esmee Fairbairn Foundation - COVID	14,056	-	-	-	14,056
Anonymous Grant Giving Foundation	15,857	-	(875)	10,000	24,982
Pilgrim Trust	2,605	-	(30)	-	2,575
National Lottery Community Fund	108,320	41,558	(94,362)	(2,250)	53,266
Anonymous Donor	7,853	750	(1,571)	-	7,032
Global Fund for Children	37,462	33,894	(14,713)	-	56,643
HMPPS	265	-	-	-	265
Paul Hamlyn	645	-	(105)	-	540
UK Youth	2,850	27,122	(238)	-	29,734
Anonymous Donor	16,085	-	-	(10,000)	6,085
Lululemon	-	35,379	(1,320)	-	34,059
Rank Foundation TS	-	20,000	(11,227)	-	8,773
Rosa	-	24,980	(3,027)	-	21,953
Garfield Weston Foundation	-	25,000	(12,773)	-	12,227
Children in Need	-	50,000	(18,271)	-	31,729
Total restricted funds	208,115	262,168	(159,045)	(2,250)	308,988
Unrestricted funds					
General funds	120,167	112,116	(109,945)	15,108	137,446
Designated:					
Anonymous donor	12,858	-	-	(12,858)	-
Total unrestricted funds	133,025	112,116	(109,945)	2,250	137,446
Total funds	341,140	374,284	(268,990)	-	446,434

17 Analysis of prior year funds, as required by paragraph 4.2. of the SORP

	<i>Prior Year Unrestricted Funds 2023 £</i>	<i>Prior Year Restricted Funds 2023 £</i>	<i>Prior Year Total Funds 2023 £</i>
Income and Endowments From:			
Donations and legacies	17,341	-	17,341
Charitable activities	94,198	262,168	356,366
Investments	577	-	577
Total	112,116	262,168	374,284
Expenditure On:			
Raising funds	1,070	2,000	3,070
Charitable activities	108,875	157,045	265,920
Total	109,945	159,045	268,990
Net income/(expenditure)	2,171	103,123	105,294
Transfers between funds	2,250	(2,250)	-
Other Recognised Gains/Losses	-	-	-
Net movement in funds	4,421	100,873	105,294
Reconciliation of Funds:			
Total funds brought forward	133,025	208,115	341,140
Total funds carried forward	137,446	308,988	446,434



Issuer Integrate UK

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Parties involved with this document

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Wed, 22nd Jan 2025 15:41:27 GMT	Janet Fyle - Signer (aec3a3d736b8c3f3f9094220244084ea)
Thu, 23rd Jan 2025 10:38:32 GMT	Ursule Diankela - Signer (2e777b36e406e5787e59748f8df499a2)
Thu, 23rd Jan 2025 11:23:17 GMT	Joanne Trowbridge - Signer (da081a7618c85c129dce9cf78be0d2f5)

Audit history log

Date	Action
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Thu, 23rd Jan 2025 11:23:17 GMT	Joanne Trowbridge signed the envelope (88.97.106.211)
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Thu, 23rd Jan 2025 11:21:19 GMT	Joanne Trowbridge viewed the envelope (88.97.106.211)
Thu, 23rd Jan 2025 10:38:33 GMT	Ursule Diankela viewed the envelope (92.40.177.124)
Thu, 23rd Jan 2025 10:38:33 GMT	Document emailed to jo@bcap.uk.com (35.177.133.1)
Thu, 23rd Jan 2025 10:38:32 GMT	Sent the envelope to Joanne Trowbridge (jo@bcap.uk.com) for signing (92.40.177.124)
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Thu, 23rd Jan 2025 10:37:40 GMT	Ursule Diankela viewed the envelope (92.40.177.124)
Thu, 23rd Jan 2025 10:36:49 GMT	Ursule Diankela opened the document email. (66.249.93.33)
Wed, 22nd Jan 2025 18:44:22 GMT	Ursule Diankela viewed the envelope (92.40.177.126)
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Wed, 22nd Jan 2025 15:41:27 GMT	Janet Fyle viewed the envelope (86.154.65.75)
Wed, 22nd Jan 2025 15:41:27 GMT	Document emailed to ursule.diankela@integrateuk.org (35.178.143.42)
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Accounts



INTEGRATE UK

FINANCIAL STATEMENTS

Year Ended 31st March 2023

Charity number: 1130222

integrateuk.org

INTEGRATE UK

CONTENTS

Reference and administrative information	1
Trustees report	2 – 9
Independent examiner’s report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13 – 25

INTEGRATE UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, 31 MARCH 2023

Trustees	Janet Fyle (Chair)	Appointed Apr 22
	Sophie Beveridge (Treasurer)	Appointed Sep 22
	Deeqo Shire	
	Ursule Diankela	Appointed Sep 22
	Hana Farhat	Appointed Dec 22
	Joanna Paran	Appointed Dec 22
	Michael Taylor	Resigned Mar 22
	Kylee Parker	Resigned Apr 22
	Bethel Tadesse	Resigned Apr 22
	Jennifer McLamb	Resigned Apr 22
	Christine Townsend	Resigned Sep 22
	Hoda Ali	Resigned Mar 23
	Lydia Green	Resigned Jun 23
Chief Executive	Lisa Zimmerman	
Charity registration number	1130222	
Registered office	Unit 6, Montpelier Central Station Road Montpelier Bristol BS6 5EE	
Banker	CAF Bank 25 Kings Hill Avenue West Malling Kent ME19 4JQ	
Independent Examiner	Joanne Trowbridge MAAT Bristol Community Accountants CIC The Park Daventry Road Knowle Bristol BS4 1DQ	

INTEGRATE UK**TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023**

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2023. Legal and administrative information set out on page 1 forms part of this report.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT**CONSTITUTION**

The organisation was constituted under a Deed of Trust dated 7th May 2009 and registered with the Charity Commission on 18th June 2009. This Deed was amended by a Supplemental Deed, signed on 11th September 2015, and registered with the Charity Commission. A minor amendment was signed and dated on 22nd July 2016 and a further amendment on the 7th September 2021.

METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed. There must be at least Five Trustees. All Trustees other than the Chair must be appointed for a term of two years, the Chair for four years by a resolution of the Trustees passed at an AGM, a Trustees meeting or a special meeting.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity. To this end, potential Trustees must be interviewed by young members to ensure they understand and practice the necessary empowering and facilitative style of working with young people.

Over the past 12 months 5 trustees have been appointed.

POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

All new Trustees must complete an application form which also sets out the roles of Trustees. They are interviewed and two references are taken up. They are provided information on:

- The obligations of Trustees as per Charity Commission Doc CC3 'Essential Trustee: What You Need to Know'.
- The main documents which set out the operational framework for the charity including the Deed of Trust (working document) New Trustees are asked to access and read information supplied by the Charity Commission. Updates of any Trustee related information is circulated by e-mail and training is encouraged and paid for if required.

PAY POLICY FOR SENIOR STAFF

The remuneration for senior personnel and employer pension contributions is approved by trustees. Decisions about appropriate pay scales are based upon similar positions in comparable organisations of a similar size and the charity's income levels. Pay rates and employer pension contributions are reviewed annually by the Board of Trustees.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

ORGANISATIONAL STRUCTURE AND DECISION MAKING

Integrate UK currently has a Board consisting of 6 Trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. There have been additional risk management, finance, policy review and strategy meetings held as needed throughout the year. We also operate a system of sub-groups which focus upon specific areas of the organisation and report back to the Board.

RELATED PARTY RELATIONSHIPS

For full details of related party transactions and balances relevant to the accounting period, please see note 11, page 20 to these financial statements.

RISK MANAGEMENT

The Trustees are aware of their responsibilities to conduct a thorough risk assessment of the charity's activities and have developed a suitable risk management policy. Risks are identified and controlled through a process of management oversight of financial, managerial and strategic issues and our risk register is continuously updated.

Risk management is considered at each quarterly board meeting, covering all the major risks to which the charity could be exposed. The Director, Board of Trustees and where appropriate, employees undertake an annual review of the systems, procedures and policies in place to manage those risks.

The Director has carried out a review of all forms of insurance this year to ensure that the cover provided is adequate for Integrate UK's offices and equipment and the work carried out by the young people. This review will be revisited each year as the policies in place come up for renewal.

Disclosure and Barring Service ("DBS") checks are carried out on all staff, volunteers and Trustees who work with young people under our care. All staff and outreach workers receive Safeguarding training.

We have a register of safeguarding disclosures.

We also have a Declaration of Interests record which is kept updated.

OBJECTS AND ACTIVITIES

POLICIES AND OBJECTS OF INTEGRATE UK ARE:

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

Integrate UK's objects are laid out in the Deed of Trust and the organisations strategy and objects are developed within this framework. Our Vision and Mission statement are developed with and for our beneficiaries. Integrate UK's objects are to provide benefit to young people and young adults, especially from racialised communities and cultures nationally by all or any of the following means:

1) Advancement of education by raising aspirations, educational attainment and life chances of young people by:

- Promoting the Integrate UK model of empowering young people through peer education.
- Nurturing and providing new and transferable skills
- Providing leadership and aspirational opportunities for the young people
- Ensuring young people have an equal say in the decision making and development of all Integrate UK strategy and delivery.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

2) Promotion of gender equality by supporting young people to challenge

- Female Genital Mutilation (FGM), domestic abuse and sexual violence
- Forced marriage and honour-based abuse
- Patriarchal interpretations of culture.
- To foster partnership working with young people from different racial and religious backgrounds communities to develop positive relationships, identify commonalities and collaborate in addressing gender and racial inequalities.

THE AIMS OF INTEGRATE UK

Integrate UK is a youth led charity which aims to ensure that the young people who are a part of the organisation make the decisions about which projects they want to develop within the charity's objects. The overwhelming majority of our activities are delivered by our young people who are engaged as volunteers or sessional outreach workers and peer trainers. They also write and perform songs and make films that accompany education resources about Violence and Abuse Against Women and Girls (VAWG), gender and racial inequalities, Islamophobia, racism and other challenging issues.

Using the lesson plans and videos they have developed, Integrate UK's Outreach workers facilitate peer education sessions in schools across the country as well as to front line professionals. Outreach workers are paid, trained young people over sixteen. They also mentor and train newer members of Integrate UK as outreach workers to ensure that peer mentoring is delivered using a sustainable model.

We work with young people from different cultural and religious backgrounds to promote gender and racial equality and cross-cultural cohesion and to end all forms of violence and abuse against women and girls. We do this by facilitating peer education sessions and encouraging the young people to develop projects around issues relating to gender and racial inequality that they have identified as important to them based on their lived experience. This approach ensures that the work is relevant, empowering and is sustainable in the long term.

Our young people speak at conferences nationally and internationally, provide consultation and take part in debates and discussions about all forms of gender and racial inequality and VAWG. They are also actively involved in organising and hosting their own national conferences and events. This youth led model is effective in ensuring that the objectives of the charity (created with the young people) are met.

ACTIVITIES FOR ACHIEVING THE OBJECTIVES

- Delivering workshops to engage young people in issues relating to gender and racial inequalities, dispelling misconceptions and empowering them to challenge stereotypes they might hold.
- Writing and performing songs focusing upon topics they will be delivering at schools and conferences focussing on VAWG and gender and racial inequalities
- Developing stories and scripts for films, acting, being involved in the production of films aimed at challenging gender and racial stereotyping and inequalities, using powerful media / social media to influence public opinion and address everyday racism and sexism. The resources encourage young people to identify similarities in terms of the manipulative methods used by perpetrators and to seek help if needed.
- Investing in the skills and talents of young people and providing them with the confidence, training and resources to:
 1. Attend and speak at national and international conferences and high profile events
 2. Deliver peer education workshops to young people and teachers in schools all over the UK using the resources they have developed
 3. Act as role models for other young people, for their peers and their communities
 4. To represent Integrate UK and provide consultation to policy makers to meet our young people's' aims

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

ACHIEVEMENT AND PERFORMANCE

KEY FINANCIAL PERFORMANCE INDICATORS

Integrate UK's work is split between its intensive work with long term service users and its national education and advocacy work. The two are interrelated as Integrate UK young people identify the issues that they consider to be a priority for themselves and their peers, develop educational resources and access training and lead the work themselves. Our young people work with us for a year or more. In addition to the creative, educational and advocacy projects, they have the opportunity to gain work experience, to join our youth board, access training, become Junior Trustees and later, peer mentors and Outreach Workers.

Demographics:

Minoritised and / or Muslim 143

White British 73

White other 9

Young women 150

Young men 66

Gender defined differently 9

Over the course of the year, our young activists explored a range of issues relating to gender and racial inequalities and discussed the wider implications. During Equalities Council sessions, they identified areas of policy and practice they felt needed addressing and proposed solutions to challenges they and their peers were facing. These included:

- Institutional and structural racism
- Underachievement and over representation of boys of colour in the youth justice system (including many discussions about the causes)
- Colourism, micro-aggressions and lack of representation in the curriculum
- Mental health and the challenges accessing support
- Honour based abuse and control
- Toxic relationships and coercive control

REVIEW OF ACTIVITIES AND EVIDENCE OF THEIR IMPACT

The key achievements include:

- Engaging 225 young people in activities over the course of the year
- Reaching 5,033 young beneficiaries directly through peer education workshops
- Providing training to 510 frontline professionals
- We developed 2 resources this year - *Love Bomb* and *Smile More*
 - *Love Bomb* - a resource about coercive control and toxic relationships
 - 75 young people worked on research, story and script development
 - 13 young people acted in the video
 - 8 gained work experience
 - *Smile More* - a resource about structural, institutional and societal racism
 - 107 young people worked on research, story and script development
 - 56 young people acted in the video
 - 8 gained work experience

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

- Organising and hosting a youth conference attended by 220 delegates including young people and staff from more than 10 schools and colleges in and around Bristol, partners, former service users and former trustees
- Embedding the project in four schools through Youth Led Equalities Councils, Ambassador programmes and changes to policy and practice around gender and racial inequalities

Supporting attainment and aspirations:

As well as providing access to study space, tutoring, mentoring and access to laptops, Integrate provided young people with meaningful work experience, careers advice, CV and university application support.

Aspirational opportunities – 26 young people accessed training and gained valuable, paid work and leadership experience through delivering workshops in 22 schools nationally. Many received prestigious invitations including presenting at Avon & Somerset Police VAWG conference; 2 young women delivered two workshops at the Devon and Cornwall CPD conference in Plymouth; 3 young people delivered a 90 minute presentation on FGM, HBA and racism to inspectors from Ofsted South West; two young activists delivered a workshop at Barnados National FGM Centre.

Creative and Educational Opportunities – More than 200 young people learned new skills through scriptwriting and film production workshops to develop new educational resources:

Awards and recognition:

Bristol Post published an article about our young activists' resource and workshops challenging sexual harassment and assault.

One young man received the Diana award for his activism; he was also invited to take part in Disobedient Survivors, a podcast on domestic abuse.

Our young women's FGM resource Switched was accepted into the This Is England film festival in Rouen; Cameo Launch published a review of our young people's video Smile More in March 2023; Integrate was runner up for the 2022 GSK Impact Awards out of over 350 nominees.

The young people of Integrate UK have continued to play a significant role in the running of the charity, in particular, the creative and educational projects.

They continue to deliver our project in participating schools on issues relating to gender and racial equality.

FINANCIAL REVIEW

GOING CONCERN

In view of grants recently received and applications pending outcome, the Trustees are confident that the charity is secure for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

RESERVES POLICY

The Trustees have developed a reserves policy based upon continuing the organisation's activities for 8 weeks. The unrestricted undesignated funds, not committed or invested in tangible fixed assets (the free reserves) held by the charity, should be able to cover at least two months core operating costs.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

The calculation of two months of core operating costs (for the purposes of a free reserves target) includes salaries for staff, overhead costs (support costs) and one month of direct costs.

At the balance sheet date, the free reserves available were £136,567 (2022: £131,853). The Trustees review their reserves policy annually and have put processes in place to enable them to review the level of free reserves available at least quarterly.

PRINCIPAL FUNDING

Our funders over the last 12 months have been:

Global Fund for Children - All Grants - For staff and creative projects costs. An additional fund was for the relief of immediate hardship due to the Covid-19 pandemic, and another fund to pay for Swedish participants to join a planned film shoot in the UK.

National Lottery Community Fund: For core and project costs to run creative and education workshops ending stereotypes and building positive relationships. Funding for peer education workshops, creative projects and conference costs. An additional Covid-19 Emergency fund covered additional costs relating to the pandemic.

Comic Relief - Top Up - For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality. An additional fund for work and expenses relating to the Covid-19 pandemic was received during the last year.

Anonymous grant giver: For general charitable purposes but with a preference for work relating to ending FGM in a generation. Some grants are restricted to the latter.

Paul Hamlyn Foundation: A grant to train 25 young people per year to lead workshops, to deliver Integrate's resources and to be advocates for equality and cohesion, and core costs to support the work. Paul Hamlyn grant focuses on expanding our work in the Midlands and in Wales.

Pilgrim Trust: Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

Anonymous grant giver: Anonymous donation restricted to any unforeseen costs relating to the new premises.

The Rank Foundation: For a 15 month, full time internship - Fundraising and Communications assistant.

HMPPS: For provision of remote tutoring, PPE and staff salaries.

PwC ColourBrave Charity: An unrestricted grant was awarded towards all Integrate UK's work.

Children In Need: For a youth social action project including core and project costs.

Lululemon: A grant for Integrate UK's core and project costs which was then reallocated by the funder to project costs only.

Garfield Weston Foundation: A one-year grant for Integrate UK's core costs.

PUBLIC BENEFIT

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. Trustees are clear that there are identifiable benefits to the work that we do - some of these are identified below;

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

- o Trustees are clear that these benefits are for a wide cross-section of the public;
- o Trustees are clear that those benefits relate to our aims.
- o Trustees are clear that those benefits outweigh any potential risks.

PLANS FOR THE FUTURE

Since the lifting of restrictions relating to the pandemic, we have continued to deliver face to face and to offer all the pre-pandemic opportunities to our service users. Over the next two years, Integrate UK's staff and trustees will continue to follow our three-year strategic and business plan which includes a level of manageable growth. According to the findings of our questionnaires and surveys and from discussions with our youth board, we will be increasing our work with young men and engaging them in all aspects of the organisation. We also aim to increase staffing so we can respond to the continued increase in demand for our services and to ensure the workload is sustainable.

We will continue our work aimed at achieving gender and racial equality for all young people. For the next financial year, our young people will be developing two media resources and lesson plans, one of which will focus on racism and the other on coercive control and toxic relationships.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

STATEMENT OF THE TRUSTEES'S RESPONSIBILITIES

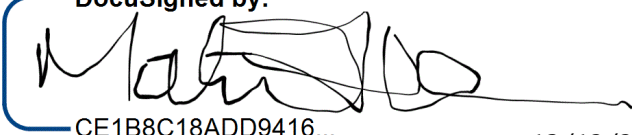
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees and signed on their behalf by:

DocuSigned by:

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13/12/2023
Janet Fyle, Chair
Date.....

INTEGRATE UK**INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2023****INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTEGRATE UK (THE 'CHARITY')**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2023.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ('the Charities Act') and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

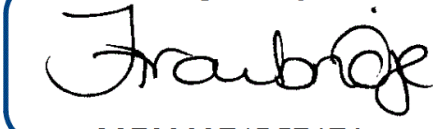
As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of MAAT.

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in, any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

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Joanne Trowbridge MAAT
 Bristol Community Accountants CIC
 The Park Daventry Road
 Knowle
 Bristol
 BS4 1DQ

13/12/2023
 Date.....

INTEGRATE UK

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 31 MARCH 2023

		General Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	Note	£	£	£	£
Incoming and Endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies	2	17,341	-	17,341	5,729
Charitable activities	3	94,198	262,168	356,366	228,279
Investments		577	-	577	-
Total		112,116	262,168	374,284	234,008
Expenditure On:					
Raising funds		1,070	2,000	3,070	-
Charitable activities	8	108,875	157,045	265,920	257,097
Total		109,945	159,045	268,990	257,097
Net income/(expenditure)		2,171	103,123	105,294	(23,089)
Transfers between funds	17	2,250	(2,250)	-	-
Net movement in funds		4,421	100,873	105,294	(23,089)
Total funds brought forward		133,025	208,115	341,140	364,229
Total Funds Carried Forward	17	137,446	308,988	446,434	341,140

All of the activities of the charity are classed as continuing

The notes on pages 13 to 25 form part of these financial statements

As required by paragraph 4.67 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

INTEGRATE UK

BALANCE SHEET

YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	879	1,172
Current assets			
Debtors	13	483	6,609
Cash at bank and in hand		453,768	340,187
<i>Total current assets</i>		<u>454,251</u>	<u>346,796</u>
Creditors : Amounts falling due within one year	14	(8,696)	(6,828)
<i>Net current assets or liabilities</i>		<u>445,555</u>	<u>339,968</u>
Total net assets or liabilities		<u><u>446,434</u></u>	<u><u>341,140</u></u>
The Funds of the Charity	17		
Restricted funds		308,988	208,115
Unrestricted funds		137,446	133,025
		<u><u>446,434</u></u>	<u><u>341,140</u></u>

The directors are satisfied that the company is entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

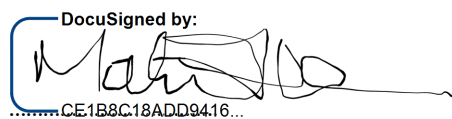
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

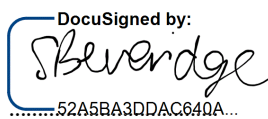
These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

13/12/2023

These financial statements were approved by the trustees on and are signed on their behalf by:

DocuSigned by:

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Janet Fyle - Chair

DocuSigned by:

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Sophie Beveridge - Treasurer

The notes on pages 13 to 25 form part of these financial statements

INTEGRATE UK**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023****1 ACCOUNTING POLICIES****Basis of preparation**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

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

The accounts have been prepared on the assumption that the charitable company is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charitable company's ability to continue as a going concern.

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

The charity meets the definition of a public benefit entity as defined by FRS 102 and has therefore taken the advantage of the disclosure exemption available to it in relation to presentation of a cash flow statement.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to the accounts for previous years.

Fund accounting

Unrestricted Funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts ²	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

INTEGRATE UK**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023**

Volunteer help	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
----------------	--

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
----------------------------	---

Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
------------------------------	--

Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
--------------------------------------	---

Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
------------------	---

Other expenditure	These are support costs not allocated to a particular activity
-------------------	--

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost less accumulated depreciation and impairment losses.

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

Equipment	25%	reducing balance
-----------	-----	------------------

Individual items costing less than £500 are not treated as fixed assets

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities.

INTEGRATE UK**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023**

Trade and other creditors

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

Financial Instruments

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

Pensions costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Pension costs charged in the financial statements represent the contribution payable by the charitable company during the year.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Income and Endowments From:

2 Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Donations	17,341	-	17,341	5,729
	<u>17,341</u>	<u>-</u>	<u>17,341</u>	<u>5,729</u>
<i>Donations and legacies - prior year</i>	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total Funds 2022 £</i>	
Donations	5,729	-	5,729	
Total 2022	<u>5,729</u>	<u>-</u>	<u>5,729</u>	

3 Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Grants and Contracts	95,955	262,168	358,123	223,218
Public Speaking and Consultancy	(1,782)	-	(1,782)	5,061
Other Fees	25	-	25	-
	<u>94,198</u>	<u>262,168</u>	<u>356,366</u>	<u>228,279</u>
<i>Charitable Activities - prior year</i>	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total Funds 2022 £</i>	
Grants and Contracts	40,000	183,218	223,218	
Public Speaking and Consultancy	5,061	-	5,061	
Total 2022	<u>45,061</u>	<u>183,218</u>	<u>228,279</u>	

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Expenditure on:

4 Direct programme costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Outreach	2,235	6,998	9,233	23,146
Creative Media Production	3,626	41,477	45,103	47,856
Monitoring and evaluation	1,800	577	2,377	2,917
Conference costs	49	1,101	1,150	-
Research & Development	-	2,200	2,200	-
Travel & Subsistence	104	62	166	-
Training - Dissemination	220	222	442	1,244
	<u>8,034</u>	<u>52,637</u>	<u>60,671</u>	<u>75,163</u>

5 Support costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Liability Insurance	-	1,207	1,207	1,189
Travel and subsistence	2,075	4,359	6,434	5,066
Bank charges	133	-	133	100
Professional fees	418	1,190	1,608	3,300
DBS Check	398	1,216	1,614	1,966
Recruitment	45	225	270	-
Office costs	3,552	6,084	9,636	2,425
Rent and rates	14,017	12,211	26,228	23,148
Dues and subscriptions	647	2,176	2,823	1,368
Computer and internet costs	287	582	869	2,235
Staff wages including NI & pension	78,796	74,181	152,977	138,521
Volunteer costs	141	-	141	-
Advertising & promotion	-	67	67	-
Depreciation	293	-	293	1,605
Governance costs				
Trustees Travel	39	-	39	-
Independent examiner fee	-	910	910	1,011
	<u>100,841</u>	<u>104,408</u>	<u>205,249</u>	<u>181,934</u>
Total Charitable expenditure	<u>108,875</u>	<u>157,045</u>	<u>265,920</u>	<u>257,097</u>

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Prior Year Comparison:

6 Direct programme costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Outreach	207	22,939	23,146	16,097
Creative Media Production	11,993	35,863	47,856	35,412
Monitoring and evaluation	-	2,917	2,917	1,348
COVID Hardship and computers	-	-	-	8,853
Travel & Subsistence	-	-	-	124
Training - Dissemination	-	1,244	1,244	1,943
	<u>12,200</u>	<u>62,963</u>	<u>75,163</u>	<u>63,777</u>

7 Support costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Liability Insurance	-	1,189	1,189	992
Travel and subsistence	1,413	3,653	5,066	1,114
Bank charges	60	40	100	75
Professional fees	649	2,651	3,300	3,483
DBS Check	-	1,966	1,966	1,625
Office costs	(176)	2,601	2,425	5,814
Rent and rates	-	23,148	23,148	24,341
Dues and subscriptions	124	1,244	1,368	1,922
Computer and internet costs	(1,340)	3,575	2,235	6,064
Staff wages including NI & pension	28,320	110,201	138,521	162,791
Depreciation	168	1,437	1,605	2,057
Governance costs				
Independent examiner fee	89	922	1,011	551
	<u>29,307</u>	<u>152,627</u>	<u>181,934</u>	<u>210,829</u>
Total Charitable expenditure	<u>41,507</u>	<u>215,590</u>	<u>257,097</u>	<u>274,606</u>

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

8 Analysis of expenditure by expenditure type

	Staff Cost	Depreciation	Other Costs	Total	Total
	2023	2023	2023	2023	2022
	£	£	£	£	£
Fundraising	-	-	3,070	3,070	-
Activity costs	-	-	60,671	60,671	75,163
Support costs	152,977	293	51,030	204,300	180,923
Governance	-	-	949	949	1,011
	<u>152,977</u>	<u>293</u>	<u>115,720</u>	<u>268,990</u>	<u>257,097</u>
Prior year	2022	2022	2022	2022	
Activity costs	-	-	75,163	75,163	
Support costs	138,521	1,605	40,797	180,923	
Governance	-	-	1,011	1,011	
Total costs 2022	<u>138,521</u>	<u>1,605</u>	<u>116,971</u>	<u>257,097</u>	

9 Net incoming resources for the year

This is stated after charging:

	2023	2022
	£	£
Depreciation	293	1,605
Independent Examination	<u>910</u>	<u>1,011</u>

10 Staff costs and numbers

The aggregate payroll costs were:

	2023	2022
	£	£
Wages and salaries	139,530	129,229
Social security costs	10,927	6,554
Pension costs	2,520	2,738
	<u>152,977</u>	<u>138,521</u>

INTEGRATE UK**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023**

No employee received emoluments of more than £60,000 (2022: £Nil)

The average monthly head count was 6.8 staff (2022: 8.7 staff)

Total employee benefits paid to key management personnel during the year were £46,389 (2022: £41,656)

Trustee expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). One trustee was reimbursed for travel expenses during the year, £39 (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

11 Related Party Transactions

There were no related party transactions in the year.

12 Tangible fixed assets

	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2022	517	13,309	13,826
At 31 March 2023	<u>517</u>	<u>13,309</u>	<u>13,826</u>
Depreciation			
At 1 April 2022	517	12,137	12,654
Charge for the year	-	293	293
At 31 March 2023	<u>517</u>	<u>12,430</u>	<u>12,947</u>
Net book value			
At 31 March 2023	<u>-</u>	<u>879</u>	<u>879</u>
At 31 March 2022	<u>-</u>	<u>1,172</u>	<u>1,172</u>

13 Debtors

	2023 £	2022 £
Trade debtors	483	6,609
	<u>483</u>	<u>6,609</u>

INTEGRATE UK**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023****14 Creditors: amounts falling due within one year**

	2023	2022
	£	£
Trade creditors	1,587	717
Taxation and social security	3,201	572
Accruals and deferred Income	3,011	3,420
Pension control	897	2,119
	<u>8,696</u>	<u>6,828</u>

15 Analysis of net assets between funds

	General Fund £	Restricted Funds £	Total £
Tangible Fixed Assets	879	-	879
Cash at Bank and in Hand	144,780	308,988	453,768
Other Net Current Assets/(Liabilities)	(8,213)	-	(8,213)
Total	<u>137,446</u>	<u>308,988</u>	<u>446,434</u>

Analysis of net assets between funds - prior year

	General Fund £	Restricted Funds £	Total £
<i>Tangible Fixed Assets</i>	1,172	-	1,172
<i>Cash at Bank and in Hand</i>	132,072	208,115	340,187
<i>Other Net Current Assets/(Liabilities)</i>	(219)	-	(219)
Total	<u>133,025</u>	<u>208,115</u>	<u>341,140</u>

16 Company limited by guarantee

The company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

17 Movement in funds

	01-Apr 2022 £	Incoming resources £	Outgoing resources £	Transfers £	31-Mar 2023 £
Restricted funds					
Comic Relief - COVID	2,117	-	-	-	2,117
Comic Relief - TOP UP Grant	-	3,485	(533)	-	2,952
Esmee Fairbairn Foundation - COVID	14,056	-	-	-	14,056
Anonymous Grant Giving Foundation	15,857	-	(875)	10,000	24,982
Pilgrim Trust	2,605	-	(30)	-	2,575
National Lottery Community Fund	108,320	41,558	(94,362)	(2,250)	53,266
Anonymous Donor	7,853	750	(1,571)	-	7,032
Global Fund for Children	37,462	33,894	(14,713)	-	56,643
HMPPS	265	-	-	-	265
Paul Hamlyn	645	-	(105)	-	540
UK Youth	2,850	27,122	(238)	-	29,734
Anonymous Donor	16,085	-	-	(10,000)	6,085
Lululemon	-	35,379	(1,320)	-	34,059
Rank Foundation TS	-	20,000	(11,227)	-	8,773
Rosa	-	24,980	(3,027)	-	21,953
Garfield Weston Foundation	-	25,000	(12,773)	-	12,227
Children in Need	-	50,000	(18,271)	-	31,729
Total restricted funds	208,115	262,168	(159,045)	(2,250)	308,988
Unrestricted funds					
General funds	120,167	112,116	(109,945)	15,108	137,446
Designated:					
Anonymous donor	12,858	-	-	(12,858)	-
Total unrestricted funds	133,025	112,116	(109,945)	2,250	137,446
Total funds	341,140	374,284	(268,990)	-	446,434

Purpose of funds

Comic Relief - Top Up - For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality. An additional fund for work and expenses relating to the Covid-19 pandemic was received during the last year.

Esmee Fairbairn Foundation COVID - An additional grant for work and expenses relating to the Covid-19 pandemic was received during this year.

INTEGRATE UK**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2023**

Anonymous Grant Giving Foundation - For general charitable purposes but with a preference for work relating to ending FGM in a generation. Some grants are restricted to the latter.

Pilgrim Trust - Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

National Lottery Community Fund - For core and project costs to run creative and education workshops ending stereotypes and building positive relationships. Funding for peer education workshops, creative projects and conference costs. An additional Covid-19 Emergency fund covered additional costs relating to the pandemic.

Anonymous Donor - Anonymous donation restricted to any unforeseen costs relating to the premises.

Global Fund for Children - All Grants - For staff and creative projects costs. An additional fund was for the relief of immediate hardship due to the Covid-19 pandemic, and another fund to pay for Swedish participants to join a planned film shoot in the UK.

HMPPS - For provision of remote tutoring, PPE and staff salaries.

Paul Hamlyn - A grant to train 25 young people per year to lead workshops, to deliver Integrate's resources and to be advocates for equality and cohesion, and core costs to support the work. Paul Hamlyn grant also focuses on expanding our work in the Midlands and in Wales.

UK Youth - Funding to cover the costs of commissioned work delivering UK Youth's EmpowHer programme.

Lululemon - A grant for Integrate UK's core and project costs which was then reallocated by the funder to project costs only

Rank Foundation TS - For a 15 month, full time internship - Fundraising and Communications assistant

Rosa - Towards the fundraising and communications manager's salary, M&E software and website refresh.

Garfield Weston Foundation - A one-year grant for Integrate UK's core costs

Children in Need - For a youth social action project including core and project costs.

Anonymous Donor (Designated) - An unrestricted grant was awarded towards all Integrate UK's work.

Restricted Fund Transfers:

The £10,000 transfer is to correct an allocation error from the previous year.

The £2,250 transfer is also to correct an allocation error from the previous year.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Fund Analysis - Prior year

Movement in funds	At 01-Apr 2021 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2022 £
Restricted funds					
Comic Relief - COVID	2,189	-	(72)	-	2,117
Comic Relief - TOP UP Grant	39,232	13,942	(53,179)	5	-
Esmee Fairbairn Foundation	19,068	-	-	(19,068)	-
Esmee Fairbairn Foundation - COVID	14,056	-	-	-	14,056
Anonymous donor	12,358	7,499	(4,000)	-	15,857
Pilgrim Trust	-	2,605	-	-	2,605
National Lottery Community Fund	81,142	92,285	(65,107)	-	108,320
Purposeful productions	20	-	-	(20)	-
Anonymous Donor	-	10,000	(2,147)	-	7,853
Global Fund for Children	38,961	23,567	(25,066)	-	37,462
HMPPS	6,350	-	(6,085)	-	265
Paul Hamlyn	39,814	19,970	(59,139)	-	645
Kings of Wessex	335	-	(300)	(35)	-
FYR	417	-	-	(417)	-
UK Youth	-	2,850	-	-	2,850
Anonymous Donor	6,080	10,500	(495)	-	16,085
Total restricted funds	260,022	183,218	(215,590)	(19,535)	208,115
Unrestricted funds					
General funds	91,349	50,790	(41,507)	19,535	120,167
Designated:					
Anonymous donor	12,858	-	-	-	12,858
Total unrestricted funds	104,207	50,790	(41,507)	19,535	133,025
Total funds	364,229	234,008	(257,097)	-	341,140

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

18 Analysis of prior year funds, as required by paragraph 4.2. of the SORP

	<i>Prior Year Unrestricted Funds 2022 £</i>	<i>Prior Year Restricted Funds 2022 £</i>	<i>Prior Year Total Funds 2022 £</i>
Income and Endowments From:			
Donations and legacies	5,729	-	5,729
Charitable activities	45,061	183,218	228,279
Total	<u>50,790</u>	<u>183,218</u>	<u>234,008</u>
Expenditure On:			
Charitable activities	41,507	215,590	257,097
Total	<u>41,507</u>	<u>215,590</u>	<u>257,097</u>
Net income/(expenditure)	9,283	(32,372)	(23,089)
Transfers between funds	19,535	(19,535)	-
Other Recognised Gains/Losses	-	-	-
Net movement in funds	<u>28,818</u>	<u>(51,907)</u>	<u>(23,089)</u>
Reconciliation of Funds:			
Total funds brought forward	104,207	260,022	364,229
Total funds carried forward	<u>133,025</u>	<u>208,115</u>	<u>341,140</u>

Accounts

Charity number: 1130222

INTEGRATE UK

(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR 31 MARCH 2022

INTEGRATE UK

Contents

Legal and administrative information	1
Trustees' report	2-9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13-22

INTEGRATE UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	Michele Scott, Chair	(resigned 25 February 2022)
	Jennifer McLamb, Treasurer	(resigned 26 April 2022)
	Nasra Ahmed	(resigned 25 October 2021)
	Christine Townsend	(resigned 24 September 2022)
	Bethel Tadesse	(resigned 21 May 2022)
	Michael Taylor	(resigned 21 March 2022)
	Kylee Parker	(resigned 01 April 2022)
	Lydia Green	
	Deeqo Shire	
	Ursule Diankela	(appointed 24 September 2022)
	Sophie Beveridge	(appointed 24 September 2022)
	Hoden Ali Warsame	(appointed 25 January 2022)
	Janet Fyle	(appointed 26 April 2022)
Chief Executive	Lisa Zimmerman	
Charity registered number	1130222	
Registered office	Unit 6, Montpelier Central Station Road Montpelier Bristol BS6 5EE	
Banker	CAF Bank 25 Kings Hill Avenue West Malling Kent ME19 4JQ	
Independent Examiner	Geoff Archer Bristol Community Accountants CIC The Park Daventry Road Knowle Bristol BS4 1DQ	

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2022. Legal and administrative information set out on page 1 forms part of this report.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The organisation was constituted under a Deed of Trust dated 7th May 2009 and registered with the Charity Commission on 18th June 2009. This Deed was amended by a Supplemental Deed, signed on 11th September 2015, and registered with the Charity Commission. A minor amendment was signed and dated on 22nd July 2016.

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed. There must be at least Five Trustees. All Trustees other than the Chair must be appointed for a term of two years, the Chair for four years by a resolution of the Trustees passed at an AGM, a Trustees meeting or a special meeting.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity. To this end, potential Trustees must be interviewed by young members to ensure they understand and practice the necessary empowering and facilitative style of working with young people.

Over the past 12 months 5 trustees have been appointed.

c. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

All new Trustees must complete an application form which also sets out the roles of Trustees. They are interviewed and two references are taken up. They are provided information on:

- The obligations of Trustees as per Charity Commission Doc CC3 'Essential Trustee: What You Need to Know'.
- The main documents which set out the operational framework for the charity including the Deed of Trust (working document) New Trustees are asked to access and read information supplied by the Charity Commission. Updates of any Trustee related information are circulated by e-mail and training is encouraged and paid for if required.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

d. PAY POLICY FOR SENIOR STAFF

The remuneration for senior personnel and employer pension contributions is approved by trustees. Decisions about appropriate pay scales are based upon similar positions in comparable organisations of a similar size and the charity's income levels. Pay rates and employer pension contributions are reviewed annually by the Board of Trustees.

e. ORGANISATIONAL STRUCTURE AND DECISION MAKING

Integrate UK currently has a Board consisting of 6 Trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. There have been additional risk management, finance, policy review and strategy meetings held as needed throughout the year. We also operate a system of sub-groups which focus upon specific areas of the organisation and report back to the Board.

f. RELATED PARTY RELATIONSHIPS

For full details of related party transactions and balances relevant to the accounting period, please see note 14, page 23 to these financial statements.

g. RISK MANAGEMENT

The Trustees are aware of their responsibilities to conduct a thorough risk assessment of the charity's activities and have developed a suitable risk management policy. Risks are identified and controlled through a process of management oversight of financial, managerial and strategic issues and our risk register is continuously updated.

Risk management is considered at each quarterly board meeting, covering all the major risks to which the charity could be exposed. The Director, Board of Trustees and where appropriate, employees undertake an annual review of the systems, procedures and policies in place to manage those risks.

The Director has carried out a review of all forms of insurance this year to ensure that the cover provided is adequate for Integrate UK's offices and equipment and the work carried out by the young people. This review will be revisited each year as the policies in place come up for renewal.

Disclosure and Barring Service ("DBS") checks are carried out on all staff, volunteers and Trustees who work with young people under our care. All staff and outreach workers receive Safeguarding training.

We have a register of safeguarding disclosures.

We also have a Declaration of Interests record which is kept updated.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

OBJECTS AND ACTIVITIES

a. Policies and objects of INTEGRATE UK are:

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

Integrate UK's objects are laid out in the Deed of Trust and the organisations strategy and objects are developed within this framework. Our Vision and Mission statement are developed with and for our beneficiaries. Integrate UK's objects are to provide benefit to young people and young adults, especially from racialised communities and cultures nationally by all or any of the following means:

1) Advancement of education by raising aspirations, educational attainment and life chances of young people by:

- Promoting the Integrate UK model of empowering young people through peer education.
- Nurturing and providing new and transferable skills
- Providing leadership and aspirational opportunities for the young people
- Ensuring young people have an equal say in the decision making and development of all Integrate UK strategy and delivery.

2) Promotion of gender equality by supporting young people to challenge

- Female Genital Mutilation (FGM), domestic abuse and sexual violence
- Forced marriage and honour-based abuse
- Patriarchal interpretations of culture.

3) To foster partnership working with young people from different racial and religious backgrounds communities to develop positive relationships, identify commonalities and collaborate in addressing gender and racial inequalities.

b. The aims of INTEGRATE UK

Integrate UK is a youth led charity which aims to ensure that the young people who are a part of the organisation make the decisions about which projects they want to develop within the charity's objects. The overwhelming majority of our activities are delivered by our young people who are engaged as volunteers or sessional outreach workers and peer trainers. They also write and perform songs and make films that accompany education resources about Violence and Abuse Against Women and Girls (VAWG), gender and racial inequalities, Islamophobia, racism and other challenging issues. Using the lesson plans and videos they have developed, Integrate UK's Outreach workers facilitate peer education sessions in schools across the country as well as to front line professionals. Outreach workers are paid, trained young people over sixteen. They also mentor and train newer members of Integrate UK as outreach workers to ensure that peer mentoring is delivered using a sustainable model.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

We also work with young people from different cultural and religious backgrounds to promote gender and racial equality and cross-cultural cohesion and to end all forms of violence and abuse against women and girls. We do this by facilitating peer education sessions and encouraging the young people to develop projects around issues relating to gender and racial inequality that they have identified as important to them, so that the work becomes sustainable in the long term. The young people speak at conferences nationally and internationally, provide consultation and take part in debates and discussions about all forms of gender and racial inequality and VAWG. They are also actively involved in organising their own national conferences and events. This youth led model is effective in ensuring that the objectives of the charity (created with the young people) are met.

C. Activities for Achieving the objectives

- Delivering workshops to engage young people in issues relating to gender and racial inequalities, dispelling misconceptions and empowering them to challenge stereotypes they might hold.
- Writing and performing songs focusing upon topics they will be delivering at schools and conferences focussing on VAWG and gender and racial inequalities
- Developing stories and scripts for films, acting, being involved in the production of films aimed at challenging gender and racial stereotyping and inequalities, using powerful media / social media to influence public opinion and address everyday racism and sexism . The resources encourage young people to identify similarities in terms of the manipulative methods used by perpetrators and to seek help if needed.
- Investing in the skills and talents of young people and providing them with the confidence, training and resources to:
 1. Attend and speak at national and international conferences and high profile events
 2. Deliver peer education workshops to young people and teachers in schools all over the UK using the resources they have developed
 3. Act as role models for other young people, for their peers and their communities
 4. To represent Integrate UK and provide consultation to policy makers to meet our young people's' aims

ACHIEVEMENT AND PERFORMANCE

a. Key Financial Performance Indicators

Integrate UK's work is split between its intensive work with long term service users and its national education and advocacy work. The two are interrelated as Integrate UK young people identify the issues that they consider to be a priority for themselves and their peers, develop educational resources and access training and lead the work themselves. In 2021-22, as Covid restrictions lifted, Integrate UK begun transitioning to post-pandemic delivery. However, many challenges remained. With the risk of failing to make up for the learning loss from the pandemic

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

rated as “critical or very likely” by the Department for Education, schools prioritised core subjects, at the expense of subjects such as PSHE. The needs of young people, especially those facing socioeconomic disadvantage, have grown during the pandemic. There has been an increase in mental health conditions affecting children and young people. There are also concerns about an increase in harmful practices, child abuse and neglect. In this context, Integrate UK continued providing weekly one to one or small group mentoring and pastoral care, academic and careers advice and tutoring and responding to additional needs as they arose. We provided opportunities for public speaking, set up three Youth Led Equalities Councils and ran three creative media projects on issues identified by our beneficiaries as affecting their lives.

Total number of beneficiaries:

369 young people up to the age of 25, from 32 different backgrounds and from 3 continents.

65% from racialised communities

58% Muslim

70% girls / young women

65% on free school meals and/or pupil premium

b. Review of Activities and Evidence of their Impact

The key achievements include:

- Engaging 369 young people in activities over the course of the year
- Reaching 4,580 young beneficiaries directly through peer education workshops - although still lower than pre-COVID, it is an increase of 301% over the previous year.
- Providing training to 335 frontline professionals
- Developing a BLM music video, an educational resource challenging sexual harassment and assault and a resource aimed at de-racialising FGM and empowering men and boys to join the movement.
- Collaborating with UK Youth to deliver the EmpowHER programme for 86 girls.
- Providing 490 remote tutoring sessions in English, Maths and Science to young people most impacted by the lockdowns.
- Delivering training to 44 young people on our resources and organising external training and development opportunities for 42 young people
- Organising and hosting a youth conference attended by 240 delegates
- Attending FGM and VAWG meetings at the Home office
- Embedding the project in four schools through Youth Led Equalities Councils, Ambassador programmes and changes to policy and practice around gender and racial inequalities
- Provided paid and unpaid work experience for 132 young people
- Seven of our young people received prestigious awards, including the Diana Award, The Rising Star Award and NLCF Young Hero Award.

The young people of Integrate UK have continued to play a significant role in the running of the charity, in particular, the creative and educational projects. They continue to deliver our project in participating schools on issues relating to gender and racial equality.

FINANCIAL REVIEW

a. GOING CONCERN

In view of grants recently received and applications pending outcome, the Trustees are confident that the charity is secure for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. RESERVES POLICY

The Trustees have developed a reserves policy based upon continuing the organisation's activities for 8 weeks. The unrestricted undesignated funds, not committed or invested in tangible fixed assets (the free reserves) held by the charity, should be able to cover at least two months core operating costs.

The calculation of two months of core operating costs (for the purposes of a free reserves target) includes salaries for staff, overhead costs (support costs) and one month of direct costs.

At the balance sheet date, the free reserves available were £131,853 (2021: £102,777). The Trustees review their reserves policy annually and have put processes in place to enable them to review the level of free reserves available at least quarterly.

c. PRINCIPAL FUNDING

Our funders over the last 12 months have been:

Global Fund for Children - All Grants - For staff and creative projects costs. An additional fund was for the relief of immediate hardship due to the Covid-19 pandemic, and another fund to pay for Swedish participants to join a planned film shoot in the UK.

National Lottery Community Fund: For core and project costs to run creative and education workshops ending stereotypes and building positive relationships. Funding for peer education workshops, creative projects and conference costs. An additional Covid-19 Emergency fund covered additional costs relating to the pandemic.

EMpower: Funding for a collaborative project between Integrate UK and Association Errahma on empowering disadvantaged and disabled women and girls in the Azilal region of Morocco and for a learning exchange. The fund covers travel costs, accommodation, media production, website development and associated expenses.

Comic Relief - Top Up - For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality. An additional fund for work and expenses relating to the Covid-19 pandemic was received during the last year.

Anonymous grant giver: For general charitable purposes but with a preference for work relating to

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

ending FGM in a generation. Some grants are restricted to the latter.

Paul Hamlyn Foundation: A grant to train 25 young people per year to lead workshops, to deliver Integrate's resources and to be advocates for equality and cohesion, and core costs to support the work. Paul Hamlyn grant focuses on expanding our work in the Midlands and in Wales.

Pilgrim Trust: Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

Anonymous grant giver: Anonymous donation restricted to any unforeseen costs relating to the new premises.

The Rank Foundation: For a 15 month, full time internship - Fundraising and Communications assistant.

HMPPS: For provision of remote tutoring, PPE and staff salaries.

PwC ColourBrave Charity: An unrestricted grant was awarded towards all Integrate UK's work.

Public benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. Trustees are clear that there are identifiable benefits to the work that we do - some of these are identified below;

- o Trustees are clear that these benefits are for a wide cross-section of the public;
- o Trustees are clear that those benefits relate to our aims.
- o Trustees are clear that those benefits outweigh any potential risks.

PLANS FOR THE FUTURE

Since the lifting of restrictions relating to the pandemic, we have continued to deliver face to face and to offer all the pre-pandemic opportunities to our service users. Over the next two years, Integrate UK's staff and trustees will continue to follow our three-year strategic and business plan which includes a level of manageable growth. According to the findings of our questionnaires and surveys and from discussions with our youth board, we will be increasing our work with young men and engaging them in all aspects of the organisation. We also aim to increase staffing so we can respond to the continued increase in demand for our services and to ensure the workload is sustainable.

We will continue our work aimed at achieving gender and racial equality for all young people. For the next financial year, our young people will be developing two media resources and lesson plans, one of which will focus on racism and the other on coercive control and toxic relationships.

STATEMENT OF THE TRUSTEES'S RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees, on 23 December 2022 and signed on their behalf by:



Janet Fyle, Chair

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTEGRATE UK (the 'charity')

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2022.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ('the Charities Act') and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in, any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Geoff Archer
Bristol Community Accountants CIC
The Park Daventry Road
Knowle, Bristol
BS4 1DQ

Date: 23 December 2022

INTEGRATE UK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from :					
Donations and legacies	3	5,729	-	5,729	2,379
Charitable activities	4	45,061	183,218	228,279	470,685
Total Income		50,790	183,218	234,008	473,064
Expenditure on:					
Charitable activities	5	41,507	215,590	257,097	274,606
Total Expenditure		41,507	215,590	257,097	274,606
Net Income for the year		9,283	(32,372)	(23,089)	198,458
Transfer between funds	13	19,535	(19,535)	-	-
Net Movement in funds		28,818	(51,907)	(23,089)	198,458
Reconciliation of funds:					
Funds brought forward		104,207	260,022	364,229	165,771
Funds carried forward		133,025	208,115	341,140	364,229

All activities derive from continuing operations

The notes attached on pages 13 to 22 form an integral part of these accounts.

INTEGRATE UK

BALANCE SHEET AS AT 31 MARCH 2022

			2022	2021
	Notes	£	£	£
FIXED ASSETS				
Tangible fixed assets	9	1,172		1,430
CURRENT ASSETS				
Debtors	10	6,609	16,695	
Cash at bank and in hand:		340,187	367,754	
Total current assets		346,796	384,449	
CREDITORS: amounts falling due within one year	11	(6,828)	(21,650)	
Net Current assets			339,968	362,799
NET ASSETS TOTALS			341,140	364,229
THE FUNDS OF THE CHARITY				
Restricted Fund	12	208,115	260,022	
Unrestricted Fund	12	133,025	104,207	
TOTAL FUNDS			341,140	364,229



Janet Fyle, Chair

Approved by the board of trustees on 23 December 2022.

The notes attached on pages 13 to 22 form an integral part of these accounts.

INTEGRATE UK

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

1. Accounting policies

Basis of preparation and accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (issued on 16 July 2014), as amended by Update Bulletin 2 published in October 2018, effective for accounting periods beginning on or after 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. This has been done to accord with current best practice.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated goods, facilities and services

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. There were no such donations during the year in question. In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

Fund accounting

- ☐ Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- ☐ Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.
- ☐ Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

INTEGRATE UK

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

Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

Tangible fixed assets

Tangible fixed assets are written off over the expected useful life of the asset, at 25% per annum on the reducing balance method. Individual items costing less than £500 are not treated as fixed assets

Debtors

Debtors are measured at their recoverable amounts at the balance sheet date.

Creditors and provisions

All liabilities are recognised as at the end of the financial year

Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year end. Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

The Trustees consider that the charity satisfies the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively on the specific charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity, and is therefore included in the relevant costs in the Statement of Financial Activities.

INTEGRATE UK

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

3 Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Donations	5,729	-	5,729	2,379
Donated Goods	-	-	-	-
Total Donations	5,729	-	5,729	2,379
Total 2021	2,379	-	2,379	

4 Income from Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Grants and Contracts	40,000	183,218	223,218	470,535
Public Speaking and Consultancy	5,061	-	5,061	150
Fee conference Income	-	-	-	-
	45,061	183,218	228,279	470,685
Total 2021	54,150	416,535	470,685	

INTEGRATE UK

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

5 Charitable expenditure

5a Direct programme costs	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Outreach	207	22,939	23,146	16,097
Creative Media Production	11,993	35,863	47,856	35,412
Conference costs	-	-	-	-
Travel and Subsistence	-	-	-	124
COVID Hardship and computers	-	-	-	8,853
Monitoring and evaluation	-	2,917	2,917	1,348
Training - Dissemination mentors	-	1,244	1,244	1,943
	12,200	62,963	75,163	63,777
5b Supports costs	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Liability Insurance	-	1,189	1,189	992
Travel and Subsistence	1,413	3,653	5,066	1,114
Bank charges	60	40	100	75
Professional fees	649	2,651	3,300	3,483
DBS Check		1,966	1,966	1,625
Office costs	(176)	2,601	2,425	5,814
Rent and rates	-	23,148	23,148	24,341
Dues and subscriptions	124	1,244	1,368	1,922
Computer and Internet costs	(1,340)	3,575	2,235	6,064
Staff wages including NI & pension	28,320	110,201	138,521	162,791
Depreciation	168	1,437	1,605	2,057
Governance costs				
Independent examiner fee	89	922	1,011	551
	29,307	152,627	181,934	210,829
Total Charitable expenditure	41,507	215,590	257,097	274,606

INTEGRATE UK

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

6 Analysis of expenditure by Expenditure type

	Staff Cost 2022 £	Depreciati on 2022 £	Other Costs 2022 £	Total 2022 £	Total 2021 £
Activity costs	-	-	75,163	75,163	63,777
Support costs	138,521	1,605	40,797	180,923	210,278
Governance	-	-	1,011	1,011	551
Total costs	138,521	1,605	116,971	257,097	274,606
Total costs in 2021	162,791	2,057	109,758	274,606	

7 Staff Cost analysis

	Total 2022 £	Total 2021 £
Wages and Salaries	129,229	152,610
Social Security costs	6,554	7,292
Other pension costs	2,738	2,889
	138,521	162,791

The average number of staff headcount 8.7 6

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive.
The total employee costs of the key management personnel of the charity were £41,656 (2021: £40,344).

8 Trustees' remuneration and reimbursed expenses

	2022 £	2021 £
Amount reimbursed to trustee	-	-

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity.

INTEGRATE UK

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

9 Tangible Fixed Assets

	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1st April 2021	517	11,962	12,479
Additions	-	1,347	1,347
At 31st March 2022	517	13,309	13,826
Depreciation			
At 1st April 2021	517	10,532	11,049
Provided during year	-	1,605	1,605
At 31st March 2022	517	12,137	12,654
Net book value			-
At 31st March 2022	-	1,172	1,172
At 31st March 2021	-	1,430	1,430

10 Debtors

	2022 £	2021 £
Trade debtors	6,609	1,826
Taxation and Social security	-	2,468
Prepaid expenses and accrued Income	-	12,401
	6,609	16,695

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade Creditors	717	11,586
Taxation and Social security	572	-
Accruals and deferred Income	3,420	7,771
Pension control	2,119	2,293
	6,828	21,650

INTEGRATE UK

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

12 Fund Analysis - Current year

	Balance on 1st April 2021 £	Income £	Expenditure £	Funds transfer £	Balance 31st March 2022 £
Unrestricted Funds					
Designated funds					
Anonymous donor	12,858	-	-	-	12,858
General fund	91,349	50,790	(41,507)	19,535	120,167
Total unrestricted funds	104,207	50,790	(41,507)	19,535	133,025
Restricted Funds					
Comic Relief - COVID	2,189	-	(72)	-	2,117
Comic Relief - TOP UP Grant	39,232	13,942	(53,179)	5	-
Esmee Fairbairn	19,068	-	-	(19,068)	-
Esmee Fairbairn - COVID	14,056	-	-	-	14,056
Anonymous donor	12,358	7,499	(4,000)	-	15,857
Pilgrim Trust	-	2,605	-	-	2,605
National Lottery community fund	81,142	92,285	(65,107)	-	108,320
Purposeful productions	20	-	-	(20)	-
Anonymous Donor	-	10,000	(2,147)	-	7,853
Global Fund for Children	38,961	23,567	(25,066)	-	37,462
HMPPS	6,350	-	(6,085)	-	265
Paul Hamlyn	39,814	19,970	(59,139)	-	645
Kings of Wessex	335	-	(300)	(35)	-
FYR	417	-	-	(417)	-
UK Youth	-	2,850	-	-	2,850
Anonymous Donor	6,080	10,500	(495)	-	16,085
Total restricted funds	260,022	183,218	(215,590)	(19,535)	208,115
Total funds	364,229	234,008	(257,097)	-	341,140

Purpose and application of funds

Unrestricted funds: Unrestricted general funds includes the unrestricted Esmée Fairbairn Racialised Communities Grant.

Restricted funds

Comic Relief - Top Up - For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality. An additional fund for work and expenses relating to the Covid-19 pandemic was received during the last year.

INTEGRATE UK

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

Esmee Fairbairn COVID - An additional grant for work and expenses relating to the Covid-19 pandemic was received during this year.

Anonymous donor - For general charitable purposes but with a preference for work relating to ending FGM in a generation. Some grants are restricted to the latter.

Pilgrim Trust - Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

National Lottery Community Fund - For core and project costs to run creative and education workshops ending stereotypes and building positive relationships. Funding for peer education workshops, creative projects and conference costs. An additional Covid-19 Emergency fund covered additional costs relating to the pandemic.

The Rank Foundation - For a 15 month, full time internship - Fundraising and Communications assistant.

Empower - Funding for a collaborative project between Integrate UK and Association Errahma on empowering disadvantaged and disabled women and girls in the Azilal region of Morocco and for a learning exchange. The fund covers travel costs, accommodation, media production and associated expenses.

Global Fund for Children - All Grants - For staff and creative projects costs. An additional fund was for the relief of immediate hardship due to the Covid-19 pandemic, and another fund to pay for Swedish participants to join a planned film shoot in the UK.

HMPPS - For provision of remote tutoring, PPE and staff salaries.

Paul Hamlyn - A grant to train 25 young people per year to lead workshops, to deliver Integrate's resources and to be advocates for equality and cohesion, and core costs to support the work. Paul Hamlyn grant also focuses on expanding our work in the Midlands and in Wales.

Kings of Wessex - For work relating to ending FGM in a generation (media, events, workshops, travel etc).

UK Youth - Funding to cover the costs of commissioned work delivering UK Youth's EmpowHer programme.

Anonymous Donor - Anonymous donation restricted to any unforeseen costs relating to the premises.

PwC ColourBrave Charity - An unrestricted grant was awarded towards all Integrate UK's work.

Transfer of fund: This was to clear some small funds balances for the activities completed and also the Esmee Fairbairn now classified as unrestricted..

INTEGRATE UK

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

Fund Analysis - Prior year

	Balance on 1st April 2020	Income	Expenditure	Funds transfer	Balance 31st March 2021
	£	£	£	£	£
Designated Funds					
Anonymous donor	12,858	-	-	-	12,858
Unrestricted general fund	22,392	56,529	(893)	13,321	91,349
Total other unrestricted funds	35,250	56,529	(893)	13,321	104,207
Restricted Funds					
Rank Foundation	7,417	13,109	(20,526)	-	-
Quartet - COVID	-	2,000	(2,000)	-	-
Esmee Fairbairn -COVID	-	20,000	(5,944)	-	14,056
Comic Relief - COVID	-	35,000	(32,811)	-	2,189
Comic Relief - TOP UP Grant	23,290	34,856	(18,914)	-	39,232
Esmee Fairbairn	12,992	40,000	(33,924)	-	19,068
Anonymous donor	2,108	11,500	(1,250)	-	12,358
Pilgrim Trust	576	19,635	(20,211)	-	-
HMPPS	-	9,999	(3,649)	-	6,350
National Lottery community fund	38,323	133,014	(90,195)	-	81,142
Purposeful productions	670	-	(650)	-	20
Anonymous Donor	4,436	-	(4,436)	-	-
Global Fund for Children	31,753	22,189	(14,981)	-	38,961
Home Office BSBT	1,224	-	(1,224)	-	-
Paul Hamlyn	900	60,000	(21,086)	-	39,814
Kings of Wessex	335	-	-	-	335
FYR	417	-	-	-	417
UK Youth	-	15,233	(1,912)	(13,321)	-
Anonymous Donor	6,080	-	-	-	6,080
Total restricted funds	130,521	416,535	(273,713)	(13,321)	260,022
Total funds	165,771	473,064	(274,606)	-	364,229

INTEGRATE UK

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

13 Net assets by funds

	Unrestricted £	Restricted £	2022 Total £
At 31st March 2022			
Tangible fixed assets	1,172	-	1,172
Current assets	138,681	208,115	346,796
Creditors due within one year	(6,828)	-	(6,828)
Net assets	<u>133,025</u>	<u>208,115</u>	<u>341,140</u>

Prior Year

	Unrestricted £	Restricted £	2021 Total £
At 31st March 2021			
Tangible fixed assets	1,430	-	1,430
Current assets	124,427	260,022	384,449
Creditors due within one year	(21,650)	-	(21,650)
Net assets	<u>104,207</u>	<u>260,022</u>	<u>364,229</u>

14 Related party transactions

Oliver Zimmermann is the son of Lisa Zimmermann, the Chief Executive of the charity. Oliver is also a Director of Zed Productions. Integrate UK made payments to Zed Productions during the period to the amount of £Nil (2021: £14,850) in respect of film production costs. As at the balance sheet date there were £Nil balances falling due to either Zed Productions or the charity (2021: £Nil).

Accounts

Charity number: 1130222

INTEGRATE UK

(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR 31 MARCH 2021

INTEGRATE UK

Contents

Legal and administrative information	1
Trustees' report	2-9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13-24

INTEGRATE UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees

Michele Scott, Chair
Jennifer McLamb, Treasurer
Nasra Ahmed
Christine Townsend
Bethel Tadesse (appointed 18 June 2020)
Michael Taylor (appointed 28 January 2021)
Kylee Parker (appointed 17 November 2020)
Lydia Green (appointed 28 January 2021)
Deeqo Shire (appointed 18 June 2020)
Dave McCallum (resigned 1 October 2020)
Christine Carter (resigned 5 May 2020)
Leanne Pook (resigned 6 August 2020)
Eli Gascoigne (resigned 5 May 2020)

Chief Executive Lisa Zimmerman

Charity registered number 1130222

Registered office Unit 6, Montpelier Central
Station Road
Montpelier
Bristol
BS6 5EE

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

Independent Examiner Joanne Trowbridge MAAT
Bristol Community Accountants CIC
The Park Daventry Road
Knowle
Bristol
BS4 1DQ

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2021. Legal and administrative information set out on page 1 forms part of this report.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (issued on 16 July 2014), as amended by Update Bulletin 2 published in October 2018, effective for accounting periods beginning on or after 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The organisation was constituted under a Deed of Trust dated 7th May 2009 and registered with the Charity Commission on 18th June 2009. This Deed was amended by a Supplemental Deed, signed on 11th September 2015, and registered with the Charity Commission. A minor amendment was signed and dated on 22nd July 2016.

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed. There must be at least Five Trustees. All Trustees other than the Chair must be appointed for a term of two years, the Chair for four years by a resolution of the Trustees passed at an AGM, a Trustees meeting or a special meeting.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity. To this end, potential Trustees must be interviewed by young members to ensure they understand and practice the necessary empowering and facilitative style of working with young people.

Over the past 12 months 5 trustees have been appointed.

c. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

All new Trustees must complete an application form which also sets out the roles of Trustees. They are interviewed and two references are taken up. They are provided information on:

- The obligations of Trustees as per Charity Commission Doc CC3 'Essential Trustee: What You Need to Know'.
- The main documents which set out the operational framework for the charity including the Deed of Trust (working document)

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

New Trustees are asked to access and read information supplied by the Charity Commission. Updates of any Trustee related information are circulated by e-mail and training is encouraged and paid for if required.

d. PAY POLICY FOR SENIOR STAFF

The remuneration for senior personnel and employer pension contributions is approved by trustees. Decisions about appropriate pay scales are based upon similar positions in comparable organisations of a similar size and the charity's income levels. Pay rates and employer pension contributions are reviewed annually by the Board of Trustees.

e. ORGANISATIONAL STRUCTURE AND DECISION MAKING

Integrate UK currently has a Board consisting of 9 Trustees who meet quarterly and are responsible for the strategic direction and policy of the charity. There have been additional risk management, finance, policy review and strategy meetings held as needed throughout the year. We also operate a system of sub-groups which focus upon specific areas of the organisation and report back to the Board.

f. RELATED PARTY RELATIONSHIPS

For full details of related party transactions and balances relevant to the accounting period, please see note 15, page 24 to these financial statements.

Integrate UK gave careful consideration about appointing Oliver Zimmermann (Director of Zed Productions). The role of media partner was publicly advertised and a panel of two individuals (one staff member and one trustee) evaluated applicants against the required criteria. Zed Productions scored highly in the evaluation and was appointed due to relevant experience and knowledge.

g. RISK MANAGEMENT

The Trustees are aware of their responsibilities to conduct a thorough risk assessment of the charity's activities and have developed a suitable risk management policy. Risks are identified and controlled through a process of management oversight of financial, managerial and strategic issues and our risk register is continuously updated.

Risk management is considered at each quarterly board meeting, covering all the major risks to which the charity could be exposed. The Director, Board of Trustees and where appropriate, employees undertake an annual review of the systems, procedures and policies in place to manage those risks.

The Director has carried out a review of all forms of insurance this year to ensure that the cover provided is adequate for Integrate UK's offices and equipment and the work carried out by the young people. This review will be revisited each year as the policies in place come up for renewal.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

Disclosure and Barring Service ("DBS") checks are carried out on all staff, volunteers and Trustees who work with vulnerable people under our care. All staff and outreach workers receive Safeguarding training.

We have a register of safeguarding disclosures.

We also have a Declaration of Interests record which is kept updated.

OBJECTS AND ACTIVITIES

a. Policies and objects of INTEGRATE UK are:

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The Charity's objects are to provide benefit to young people and adults, especially Black Minority Ethnic and Refugee (BMER) communities and cultures Nationally and Internationally by all or any of the following means:

1. Advancement of Education by raising aspirations, educational attainment and life changes of young people by:
 - Promoting the Integrate UK model of empowering young people through peer education.
 - Nurturing and providing new and transferable skills, such as; peer mentoring, research, public speaking, training etc.
 - Providing empowering experiences for the young people to take increasing responsibility for their activities, their learning, themselves and each other.
 - Ensuring young people have an equal say in the decision making and development of all Integrate UK strategy and delivery.
2. Promotion of gender equality by supporting young people to deal with
 - Female Genital Mutilation (FGM) – ending FGM within a generation, Domestic abuse and sexual violence
 - Forced marriage and honour based abuse
 - Patriarchal interpretations of culture.
3. To encourage partnership working with young people from the other communities in their school and local area by helping them to identify and address examples of violence and abuse of women and girls (VAAWG) in their own communities benefiting from the successful experience of Integrate UK to do this.

b. The aims of INTEGRATE UK

Integrate UK is a youth led charity which aims to ensure that the young people who are a part of the organisation make the decisions about which projects they want to develop within the charity's objects. The overwhelming majority of our activities are delivered by our young people who are engaged as volunteers or sessional outreach workers and peer trainers. They also write and perform songs and make films that accompany education resources about Violence and Abuse Against Women and Girls, gender and racial inequalities, Islamophobia, racism and other challenging issues. Using the lesson plans and videos they have developed, Integrate UK's Outreach workers facilitate peer education sessions in schools across the country as well as to front line professionals. Outreach workers are paid, trained young people over sixteen. They also mentor and train newer members of Integrate UK as outreach workers to ensure that peer mentoring is delivered using a sustainable model.

We also work with young people from different cultural and religious backgrounds to promote gender and racial equality and cross-cultural cohesion and to end all forms of violence and abuse against women and girls. We do this by facilitating peer education sessions and encouraging the young people to develop projects around issues relating to gender and racial inequality that they have identified as important to them, so that the work becomes sustainable in the long term. The young people speak at conferences nationally and internationally, provide consultation and take part in debates and discussions about all forms of gender and racial inequality and VAAWG. They are also actively involved in organising their own national conferences and events. This youth led model is effective in ensuring that the objectives of the charity (created with the young people) are met.

C. Activities for Achieving the objectives

- Delivering workshops to engage young people in issues relating to gender and racial inequalities, dispelling misconceptions and empowering them to challenge stereotypes they might hold.
- Writing and performing songs focusing upon topics they will be delivering at schools and conferences focussing on VAAWG and gender and racial inequalities
- Developing stories and scripts for films, acting, being involved in the production of films aimed at challenging gender and racial stereotyping and inequalities, using powerful media / social media to influence public opinion and address everyday racism and sexism. The resources encourage young people to identify similarities in terms of the manipulative methods used by perpetrators and to seek help if needed.
- Investing in the skills and talents of young people and providing them with the confidence, training and resources to:
 1. Attend and speak at national and international conferences and high profile events
 2. Deliver peer education workshops to young people and teachers in schools all over the UK using the resources they have developed
 3. Act as role models for other young people, for their peers and their communities
 4. To represent Integrate UK and provide consultation to policy makers to meet our young people's aims

ACHIEVEMENT AND PERFORMANCE

a. Key Financial Performance Indicators

With agreement from our funders, our KPI's were adjusted in response to the Covid-19 pandemic. We experienced a considerable increase in demand for our services this year and due to the pandemic, the range of needs increased dramatically amongst those facing social and economic disadvantages. We responded to the lockdowns by moving all our projects online during the lockdowns, providing devices for young people to access our services and remote learning, developed and delivered new creative and educational activities including animation, song writing, poetry and art and a very popular remote tutoring project in core subjects. We worked with 340 young people over this financial year which represents an increase of almost 300%. We secured Covid Emergency funding to respond to immediate hardship, increase staffing levels, ensure the safety of our staff whether working from home, in the office, remotely or face to face. We recruited two additional, temporary project workers and moved staff whose roles were no longer possible into the project team so we could respond to the increased demand and needs. We adapted our peer education resources for remote delivery.

We raised £56,150 in unrestricted income through grants, commissions and donations and have ringfenced this to cover core and project costs so that all activities can continue to the end of July 2022.

b. Review of Activities and Evidence of their Impact

The charity has exceeded the target in terms of long term beneficiaries for this year. Since the first lockdown, demand for our services increased dramatically and over the course of this financial year, we engaged 340 young people in a range of activities and projects. However, due to the restrictions of the various lockdowns, we did not reach our target in terms of peer education workshops. The key achievements include:

- Engaging 340 young people in activities over the course of the year
- Reaching 1,517 young beneficiaries directly through peer education workshops - a much reduced reach due to the Covid-19 lockdowns
- Developing an animation, a podcast and a song remotely
- Developing 6 webinars for teacher training and for NHS professionals
- Collaborating with UK Youth to deliver the EmpowHER programme
- Developing a tutoring programme and delivering 60 tutoring sessions in core subjects each week for young people most impacted educationally by the lockdowns
- Adapting projects and delivering 18 creative project sessions / week online during the first lockdown
- Attending FGM and VAAWG meetings at the Home office
- Embedding the project in four schools through Youth Led Equalities Councils, Ambassador programmes and changes to policy and practice around gender and racial inequalities
- Two of our young activists received the Diana award
- More than 10 occasions when Integrate UK and its young people were in the press

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The young people of Integrate UK have continued to play a significant role in the running of the charity, in particular, the creative and educational projects. They continue to deliver our project in four participating schools on issues relating to gender and racial equality. More than 300 young people have been involved in creative and educational projects and activities and have continued to develop and deliver our activities in spite of the challenges of Covid-19. Once again, all those who have completed A levels have secured university places, 40 secured paid employment and 183 increased their employability through gaining new skills, volunteering and work experience.

FINANCIAL REVIEW

a. GOING CONCERN

Having secured a high net worth unrestricted grant and confirmation of another unrestricted grant for the 2021/22 financial year over 12 months, the Trustees are confident that the charity is secure for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. RESERVES POLICY

The Trustees have developed a reserves policy based upon continuing the organisation's activities for 8 weeks. The unrestricted undesignated funds, not committed or invested in tangible fixed assets (the free reserves) held by the charity, should be able to cover at least two months core operating costs.

The calculation of two months of core operating costs (for the purposes of a free reserves target) includes salaries for staff, overhead costs (support costs) and one month of direct costs.

At the balance sheet date, the free reserves available were £89,919 (2020: £22,392). The Trustees review their reserves policy annually and have put processes in place to enable them to review the level of free reserves available at least quarterly.

c. PRINCIPAL FUNDING

Our funders over the last 12 months have been:

Global Fund for Children ("GFFC"): For staff and creative projects costs. An additional fund was for the relief of immediate hardship due to the Covid-19 pandemic, and another fund to pay for Swedish participants to join a planned film shoot in the UK.

National Lottery Community Fund: For core and project costs to run creative and education workshops ending stereotypes and building positive relationships. Funding for peer education workshops, creative projects and conference costs. An additional Covid-19 Emergency fund covered additional costs relating to the pandemic.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

EMpower: Funding for a collaborative project between Integrate UK and Association Errahma on empowering disadvantaged and disabled women and girls in the Azilal region of Morocco and for a learning exchange. The fund covers travel costs, accommodation, media production, website development and associated expenses.

Comic Relief Top-Up: For core and project costs including peer education workshops, and creative and educational projects aimed at ending gender and racial inequality. An additional fund for work and expenses relating to the Covid-19 pandemic was received during this year.

Anonymous grant giver: For general charitable purposes but with a preference for work relating to ending FGM in a generation. Some grants are restricted to the latter.

Esmee Fairbairn Foundation: An unrestricted core grant towards delivery of all our work. An additional grant for work and expenses relating to the Covid-19 pandemic was received during this year. An unrestricted grant, the Racialised Communities Top Up fund was also awarded.

Kings of Wessex: For work relating to ending FGM in a generation (media, events, workshops, travel etc).

Paul Hamlyn Foundation: To train 25 young people per year to lead workshops, to deliver Integrated resources and to be advocates for equality and cohesion, and core costs to support the work. The Paul Hamlyn grant focuses on expanding our work in the Midlands and in Wales. An additional Covid-19 response grant was also awarded this year.

Pilgrim Trust: Core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers per year and deliver 60 peer education workshops / year using all Integrate UK's resources, covering a wider geographical area.

Anonymous grant giver: Anonymous donation restricted to any unforeseen costs relating to the new premises.

The Rank Foundation: For a 15 month, full time internship - Fundraising and Communications assistant.

HMPPS: For provision of remote tutoring, PPE and staff salaries.

PwC Colour Brave Charity: An unrestricted grant was awarded towards all Integrate UK's work.

Public benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. Trustees are clear that there are identifiable benefits to the work that we do - some of these are identified below;

- o Trustees are clear that these benefits are for a wide cross-section of the public;
- o Trustees are clear that those benefits relate to our aims.
- o Trustees are clear that those benefits outweigh any potential risks.

INTEGRATE UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

PLANS FOR THE FUTURE

Covid-19: Since March 2021 when schools reopened, we are now delivering in person in all partner schools. We continue to follow our Covid secure working policy and are restricting the number of young people in the office.

Organisational plans: We will continue to provide services either remotely or in person according to government guidelines around Covid 19. We are actively looking for grants to allow us to continue responding to the increased demand in our services both from service users and schools.

Project work: Due to the easing of restrictions in terms of Covid-19, we are planning to proceed with three media productions in late spring / summer and are hoping to host a youth conference in September, guidelines permitting. We are also considering trialing a new creative intervention with young offenders over the summer holidays when our usual projects have come to an end.

STATEMENT OF THE TRUSTEES'S RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees, on 07 October 2021 and signed on their behalf by:

Michele Scott

Michele Scott, Chair

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTEGRATE UK (the 'charity')

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2021.

Responsibilities and basis of report

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ('the Charities Act') and that an independent examination is needed.

As 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 MAAT.

It is my responsibility to:

- Examine the accounts under section 145 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' and the report is limited to those matters set out in the statement below.

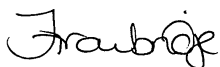
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in, any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Joanne Towbridge MAAT
Bristol Community Accountants CIC
The Park Daventry Road
Knowle, Bristol
BS4 1DQ

Date: 07 October 2021

INTEGRATE UK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from :					
Donations and legacies	3	2,379	0	2,379	3,712
Charitable activities	4	54,150	416,535	470,685	245,198
					0
Total Income		56,529	416,535	473,064	248,910
Expenditure on:					
Charitable activities	5	893	273,713	274,606	263,701
Total Expenditure		893	273,713	274,606	263,701
Net Income for the year		55,636	142,822	198,458	(14,791)
Transfer between funds	13	13,321	(13,321)	0	0
Net Movement in funds		68,957	129,501	198,458	(14,791)
Reconciliation of funds:					
Funds brought forward		35,250	130,521	165,771	180,562
Funds carried forward		104,207	260,022	364,229	165,771

All activities derive from continuing operations

The notes attached on pages 13 to 24 form an integral part of these accounts.

INTEGRATE UK

BALANCE SHEET AS AT 31 MARCH 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible fixed assets	9		1,430		1,509
CURRENT ASSETS					
Stocks	10	0		674	
Debtors	11	16,695		12,047	
Cash at bank and in hand:		367,754		169,554	
Total current assets		384,449		182,275	
CREDITORS: amounts falling due within one year	12	(21,650)		(18,013)	
Net Current assets			362,799		164,262
NET ASSETS TOTALS			364,229		165,771
THE FUNDS OF THE CHARITY					
Restricted Fund	13		260,022		130,521
Unrestricted Fund	13		104,207		35,250
TOTAL FUNDS			364,229		165,771

Jennifer McLamb

Jennifer McLamb, Treasurer

Approved by the board of trustees on 07 October 2021.

The notes attached on pages 13 to 24 form an integral part of these accounts.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting policies

Basis of preparation and accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (issued on 16 July 2014), as amended by Update Bulletin 2 published in October 2018, effective for accounting periods beginning on or after 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. This has been done to accord with current best practice.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated goods, facilities and services

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. There were no such donations during the year in question. In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

Fund accounting

- ☐ Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- ☐ Designated funds are unrestricted funds set aside by the Management Committee for particular purposes.
- ☐ Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

Tangible fixed assets

Tangible fixed assets are written off over the expected useful life of the asset, at 25% per annum on the reducing balance method. Individual items costing less than £500 are not treated as fixed assets

Debtors

Debtors are measured at their recoverable amounts at the balance sheet date.

Creditors and provisions

All liabilities are recognised as at the end of the financial year

Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year end. Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

The Trustees consider that the charity satisfies the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively on the specific charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity, and is therefore included in the relevant costs in the Statement of Financial Activities.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

3 Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations	2,379	0	2,379	3,712
Donated Goods	0	0	0	0
Total Donations	<u>2,379</u>	<u>0</u>	<u>2,379</u>	<u>3,712</u>
Total 2020	<u>3,712</u>		<u>3,712</u>	

4 Income from Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Grants and Contracts	54,000	416,535	470,535	244,808
Public Speaking and Consultancy	150	0	150	390
Fee conference Income	0	0	0	0
	<u>54,150</u>	<u>416,535</u>	<u>470,685</u>	<u>245,198</u>
Total 2020	<u>7,390</u>	<u>237,808</u>	<u>245,198</u>	

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

5 Charitable expenditure

5a Direct programme costs	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Outreach	0	16,097	16,097	7,436
Creative Media Production	0	35,412	35,412	49,366
Conference costs	0	0	0	2,336
Travel and Subsistence	124	0	124	2,165
COVID Hardship and computers	200	8,653	8,853	0
Monitoring and evaluation	0	1,348	1,348	1,302
Training - Dissemination mentors	137	1,806	1,943	2,575
Total Charitable expenses	461	63,316	63,777	65,180

5b Supports costs	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2020 £
Liability Insurance		992	992	1,091
Travel and Subsistence	386	728	1,114	12,086
Bank charges	75	0	75	79
Professional fees	1,838	1,645	3,483	9,823
DBS Check		1,625	1,625	1,059
Office costs	6	5,808	5,814	11,267
Rent and rates	154	24,187	24,341	22,731
Dues and subscriptions	611	1,311	1,922	1,405
Computer and Internet costs	535	5,529	6,064	4,085
Office move costs			0	1,325
Staff wages including NI & pension	(3,867)	166,658	162,791	130,642
Depreciation	143	1,914	2,057	1,398
Total support costs	(119)	210,397	210,278	196,991

5c Governance costs	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Independent examiner fee	551	0	551	1500

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Training and Board related costs	0	0	0	30
Total Governance costs	551	0	551	1,530
Total Charitable expenditure	893	273,713	274,606	263,701

6 Analysis of expenditure by Expenditure type

	Staff Cost 2021 £	Depreciated on 2021 £	Other Costs 2021 £	Total 2020 £	Total 2020 £
Total cost of Charitable expenses	162,791	2,057	109,207	274,055	262,171
Expenditure on Governance	0	0	551	551	1,530
Total costs	162,791	2,057	109,758	274,606	263,701
Total costs in 2020	130,642	1,398	131,661	263,701	

7 Staff Cost analysis

	Total 2021 £	Total 2020 £
Wages and Salaries	152,610	123,124
Social Security costs	7,292	5,511
Other pension costs	2,889	2,007
	162,791	130,642

The average number of staff headcount 8.7 6

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive. The total employee costs of the key management personnel of the charity were £40,344 (2020: £40,344).

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

8 Trustees' remuneration and reimbursed expenses

	2021	2020
	£	£
Amount reimbursed to trustee	0	0
	<u>0</u>	<u>0</u>

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity.

9 Tangible Fixed Assets

	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1st April 2020	517	9,985	10,502
Additions	-	1,977	1,977
At 31st March 2021	<u>517</u>	<u>11,962</u>	<u>12,479</u>
Depreciation			
At 1st April 2020	517	8,476	8,993
Provided during year	-	2,056	2,056
At 31st March 2021	<u>517</u>	<u>10,532</u>	<u>11,049</u>
Net book value			0
At 31st March 2021	<u>0</u>	<u>1,430</u>	<u>1,430</u>
At 31st March 2020	<u>0</u>	<u>1,509</u>	<u>1,509</u>

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

10 Stocks

	2021	2020
	£	£
Merchandise Stocks	0	674
	<u>0</u>	<u>674</u>

11 Debtors

	2021	2020
	£	£
Trade debtors	1,826	2,426
Taxation and Social security	2,468	0
Prepaid expenses and accrued Income	12,401	9,621
	<u>16,695</u>	<u>12,047</u>

12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade Creditors	11,586	7,569
Accruals and deferred Income	7,771	10,441
Pension control	2,293	3
	<u>21,650</u>	<u>18,013</u>

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

13 Fund Analysis - Current year

	Balance on 1st April 2020 £	Income £	Expenditure £	Funds transfer £	Balance 31st March 2021 £
Unrestricted Funds					
Designated funds					
Anonymous giver	12,858	0	0	0	12,858
	12,858	0	0	0	12,858
General fund	22,392	56,529	(893)	13,321	91,349
Total unrestricted funds	35,250	56,529	(893)	13,321	104,207
Restricted Funds					
Rank Foundation	7,417	13,109	(20,526)	0	0
Quartet - COVID	0	2,000	(2,000)	0	0
Comic Relief - COVID	0	35,000	(32,811)	0	2,189
Comic Relief - TOP UP Grant	23,290	34,856	(18,914)	0	39,232
Esmee Fairbairn	12,992	40,000	(33,924)	0	19,068
Esmee Fairbairn - COVID		20,000	(5,944)	0	14,056
Anonymous grant giver	2,108	11,500	(1,250)	0	12,358
Pilgrim Trust	576	19,635	(20,211)	0	0
National Lottery community fund	38,323	97,014	(67,823)	0	67,514
National Lottery community fund COVID	0	36,000	(22,372)	0	13,628
EMpower	670	0	(650)	0	20
Anonymous Donor	4,436	0	(4,436)	0	0
Global Fund for Children - All grants	31,753	22,189	(10,246)	(4,735)	38,961
Global Fund for Children - COVID	0	0	(4,735)	4,735	0
Home Office BSBT	1,224		(1,224)	0	0
HMPPS	0	9,999	(3,649)	0	6,350
Paul Hamlyn	900	60,000	(21,086)	0	39,814
Kings of Wessex	335	0	0	0	335
FYR	417	0	0	0	417
UK Youth	0	15,233	(1,912)	(13,321)	0
Anonymous Donor	6,080	0	0	0	6,080
Total restricted funds	130,521	416,535	(273,713)	(13,321)	260,022
Total funds	165,771	473,064	(274,606)	0	364,229

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Purpose and application of funds

Unrestricted funds

Unrestricted general funds includes Esmée Fairbairn Racialised Communities Grant - This unrestricted fund will be designated at the next board meeting

Restricted funds

Comic Relief Main Fund ("Everybody's Business") - A grant funding core/overhead costs and travel and training costs for peer education workshops (FGM, forced marriage, HBV etc), creative media / project costs and conference costs.

Comic Relief Top Up ("Everybody's Business") - A grant funding core/overhead and project costs to empower young people to lead a movement for gender and racial equality and to end all forms of VAAWG, including advocating for themselves amongst those most likely to fear or mistrust them.

Comic Relief COVID - A grant covering core and project costs and increased costs relating to the pandemic.

The Care Forum - A grant towards 1-to-1 remote tutoring in core subject for young people negatively affected by lockdowns.

Quartet COVID - A grant covering immediate needs of young people including tutoring, art supplies and books.

Esmée Fairbairn - A grant restricted to core costs to support Integrate UK's work on issues relating to culture-specific domestic violence and sexual exploitation, racism and Islamophobia, to provide training, creative project and influencing opportunities for 300 BAME / Muslim young people in Bristol and to deliver workshop to 24,000 young people nationally.

Esmée Fairbairn COVID - An additional grant to cover increased costs related to the pandemic.

Anonymous grant giver - For work relating to ending FGM in a generation (media, events, workshops, travel etc) and for general costs.

Pilgrim Trust ('Intrepid') - A grant for core costs and funding for assemblies, meetings and talks to recruit new members, train 25 new outreach workers / year and deliver 60 peer education workshops / year using all Integrate's resources, covering a wider geographical area.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

National Lottery Community Fund ("Fearless") - A grant for core and project costs to run creative and educational workshops on issues relating to gender and racial equality, to facilitate collaborative work between young people from different cultural, racial and religious backgrounds, ending stereotypes and building positive relationships.

National Lottery Community Fund COVID - A grant covering core and project costs following increased demand for our services and costs relating to the pandemic .

EMpower - Funding for a collaborative project between Integrate UK and Association Errahma on empowering disadvantaged and disabled women and girls in the Azilal region of Morocco and for a learning exchange. The fund covers travel costs, accommodation, media production and associated expenses.

Anonymous donor – Funding for work relating to gender and racial inequality and sexual harassment. The fund also contains a designated portion for new equipment for project workers.

Global Fund For Children - All Grants - A series of grants covering core and project costs.

Global Fund For Children COVID - A grant covering additional staffing and project costs due to increased costs relating to the pandemic.

Paul Hamlyn – A grant to train 25 young people per year to lead workshops, to deliver Integrate's resources and to be advocates for equality and cohesion, and core costs to support the work. Paul Hamlyn grant focuses on expanding our work in the Midlands and in Wales.

Kings of Wessex - A restricted donation for work relating to ending FGM in a generation (media, events, workshops, travel etc).

Anonymous donor - A donation towards unforeseen expenses.

UK Youth - Funding to cover the costs of commissioned work delivering UK Youth's EmpowHer programme.

HMPPS - A grant covering the cost of 1-to-1 tutoring sessions, associated costs and PPE.

ColourBrave - An unrestricted grant.

Transfer of fund: This was to reflect changes in funds being transferred from restricted to earned income and within restricted. For example EmpowHer became an earned income and Global Fund COVID was moved to its restricted fund. All have been reported and confirmed by the funders before any changes were made.

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Fund Analysis - Prior year

	Balance on 1st April 2019 £	Income £	Expenditure £	Funds transfer £	Balance 31st March 2020 £
Designated Funds					
Esme Fairbairn	4	0	0	(4)	
Anonymous giver	12,955	0	(97)	0	12,858
Total Designated funds	12,959	0	(97)	(4)	12,858
Unrestricted Funds					
Other Unrestricted general fund	17,622	11,102	(11,199)	4,867	22,392
Total other unrestricted funds	17,622	11,102	(11,199)	4,867	22,392
Restricted Funds					
Rank Foundation	0	12,561	(5,144)	0	7,417
BCC PH	174	0	0	(174)	0
Comic Relief - Main fund	5	0	0	(5)	0
Comic Relief - TOP UP Grant	14,883	34,856	(26,449)	0	23,290
Esme Fairbairn	3,276	40,000	(27,008)	(3,276)	12,992
Anonymous grant giver	2,108	0	0	0	2,108
Pilgrim Trust	463	17,292	(17,179)	0	576
Bristol University	333	0	(333)	0	0
National Lottery community fund	25,470	95,083	(82,230)	0	38,323
Stars Foundation	0	0	0	0	0
EMpower	10,446	0	(9,776)	0	670
Anonymous Donor	23,747		(17,955)	(1,356)	4,436
Global Fund for Children	17,671	27,988	(13,906)	0	31,753
Home Office BSBT	15,368	9,140	(23,284)	0	1,224
Paul Hamlyn	28,170	0	(27,270)	0	900
Kings of Wessex	335	0	0	0	335
FYR	0	888	(471)	0	417
Up our street	52	0	0	(52)	0
Anonymous Donor	7,480	0	(1,400)	0	6,080
Total restricted funds	149,981	237,808	(252,405)	(4,863)	130,521
Total funds	180,562	248,910	(263,701)	0	165,771

INTEGRATE UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

14 Net assets by funds

	Unrestricted £	Restricted £	2021 Total £
At 31st March 2020			
Tangible fixed assets	1,430	0	1,430
Current assets	124,427	260,022	384,449
Creditors due within one year	(21,650)	0	(21,650)
Net assets	104,207	260,022	364,229

Prior Year

	Unrestricted £	Restricted £	2020 Total £
At 31st March 2019			
Tangible fixed assets	1,509	0	1,509
Current assets	51,754	130,521	182,275
Creditors due within one year	(18,013)	0	(18,013)
Net assets	35,250	130,521	165,771

15 Related party transactions

Oliver Zimmermann is the son of Lisa Zimmermann, the Chief Executive of the charity. Oliver is also a Director of Zed Productions. Integrate UK made payments to Zed Productions during the period to the amount of £14,850 (2020: £21,167) in respect of film production costs. As at the balance sheet date there were £Nil balances falling due to either Zed Productions or the charity (2020: £1,800).