

Charity number: 1130222

INTEGRATE UK

(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR 31 MARCH 2021

INTEGRATE UK

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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)

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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.

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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

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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.

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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.

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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.

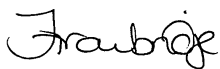
Independent examiner's statement

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

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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.

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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.

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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.

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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.

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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>	

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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

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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
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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).