

Charity number: 1130222

INTEGRATE UK

(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR 31 MARCH 2022

INTEGRATE UK

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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	

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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.

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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.

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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.

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

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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

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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

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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.

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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.

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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.

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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.

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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	

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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

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

6 Analysis of expenditure by Expenditure type

	Staff Cost 2022 £	Depreciated 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.

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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

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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.

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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..

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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

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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	133,025	208,115	341,140

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	104,207	260,022	364,229

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).