



INTEGRATE UK

FINANCIAL STATEMENTS

Year Ended 31st March 2023

Charity number: 1130222

integrateuk.org

INTEGRATE UK

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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.

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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.

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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

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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

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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.

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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;

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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

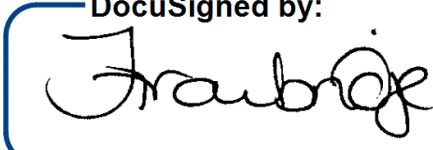
As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of MAAT.

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:

 C2F8368E1B574EA...

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

13/12/2023
 Date.....

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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.

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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:

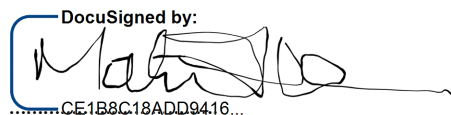
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

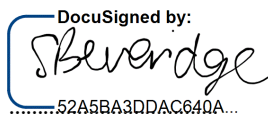
These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS102 SORP.

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:

52A5BA3DDAC640A...

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.
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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.
------------------------------	--

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.
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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.

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.

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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>

Donations and legacies - prior year

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
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>

Charitable Activities - prior year

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
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
	8,034	52,637	60,671	75,163

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
	100,841	104,408	205,249	181,934
Total Charitable expenditure	108,875	157,045	265,920	257,097

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	50,790	183,218	234,008
Expenditure On:			
Charitable activities	41,507	215,590	257,097
Total	41,507	215,590	257,097
Net income/(expenditure)	9,283	(32,372)	(23,089)
Transfers between funds	19,535	(19,535)	-
Other Recognised Gains/Losses	-	-	-
Net movement in funds	28,818	(51,907)	(23,089)
Reconciliation of Funds:			
Total funds brought forward	104,207	260,022	364,229
Total funds carried forward	133,025	208,115	341,140