



# INTEGRATE UK

## FINANCIAL STATEMENTS

Year Ended 31st March 2024

Charity number: 1130222

[integrateuk.org](https://integrateuk.org)

CONTENTS

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

## REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, 31 MARCH 2024

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

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### CONSTITUTION

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

#### METHODS OF APPOINTMENT OR ELECTION OF TRUSTEES

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

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

Over the past 12 months 1 trustee has been appointed.

#### POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

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

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

#### PAY POLICY FOR SENIOR STAFF

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

## ORGANISATIONAL STRUCTURE AND DECISION MAKING

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

## RELATED PARTY RELATIONSHIPS

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

## RISK MANAGEMENT

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

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

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

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

We have a register of safeguarding disclosures.

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

## OBJECTS AND ACTIVITIES

### POLICIES AND OBJECTS OF INTEGRATE UK ARE:

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

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

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

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

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

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

**THE AIMS OF INTEGRATE UK**

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

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

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

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

**ACTIVITIES FOR ACHIEVING THE OBJECTIVES**

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

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

## ACHIEVEMENT AND PERFORMANCE

### KEY PERFORMANCE INDICATORS

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

Minoritised and / or Muslim: 242

White British or white other: 60

Young women: 190

Young men: 75

Non binary: 12

Identify within the LGBTQ+ community: 8

**Total: 277**

### REVIEW OF ACTIVITIES AND EVIDENCE OF THEIR IMPACT

The key achievements include:

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

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

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

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

### Integrate UK Youth Conference 2023

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

### Integrate's Got Talent - a black mental health project

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

### Employability:

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

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



## TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

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

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

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

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

### **Press, awards and recognition:**

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

## FINANCIAL REVIEW

**GOING CONCERN**

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

**RESERVES POLICY**

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

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

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

**PRINCIPAL FUNDING**

Our funders over the last 12 months have been:

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

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

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

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

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

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

Funds carried over from 2022-23:

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

Comic Relief – COVID

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024**

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

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

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

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

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

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

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

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

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

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

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

**PUBLIC BENEFIT**

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

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

**PLANS FOR THE FUTURE**

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

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

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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

STATEMENT OF THE TRUSTEES'S RESPONSIBILITIES

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

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

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

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

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



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

Janet Fyle, Chair

22 Jan 2025

Date.....

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

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

**Responsibilities and basis of report**

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

It is my responsibility to:

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

**Basis of independent examiner's report**

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

**Independent examiner's statement**

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

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

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

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

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

*JTrowbridge*

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

Joanne Trowbridge MAAT

Bristol Community Accountants CIC

The Park Daventry Road

Knowle

Bristol

BS4 1DQ

23 Jan 2025

Date.....

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

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

All of the activities of the charity are classed as continuing

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

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

# BALANCE SHEET

YEAR ENDED 31 MARCH 2024

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

22 Jan 2025

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



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



Ursule Diankela (Thu, 23rd Jan 2025 15:41:27 GMT)  
Ursule Diankela - Treasurer

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

## 1 ACCOUNTING POLICIES

### Basis of preparation

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

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

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

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

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

### Change in basis of accounting or to previous accounts

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

### Fund accounting

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

### Income

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



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

### Expenditure

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

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

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

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

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

### Taxation

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

### Tangible fixed assets and depreciation

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

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

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

### Trade and other debtors

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

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

### Cash and cash equivalents

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

**Trade and other creditors**

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

**Financial Instruments**

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

**Pensions costs**

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

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

## Income and Endowments From:

## 2 Donations and Legacies

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

## 3 Charitable Activities

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

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

## Expenditure on:

## 4 Direct programme costs

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

## 5 Support costs

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

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

## Prior Year Comparison:

## 6 Direct programme costs

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

## 7 Support costs

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

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

## 8 Analysis of expenditure by expenditure type

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

## 9 Net incoming resources for the year

This is stated after charging:

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

## 10 Staff costs and numbers

The aggregate payroll costs were:

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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

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

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

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

**Trustee expenses**

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). Three trustees were reimbursed for travel and training expenses during the year, £357 (2023: £39 One Trustee). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

**11 Related Party Transactions**

There were no related party transactions in the year.

**12 Tangible fixed assets**

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

**13 Debtors**

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

## 14 Creditors: amounts falling due within one year

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

## 15 Analysis of net assets between funds

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

## Analysis of net assets between funds - prior year

	General Fund £	Restricted Funds £	Total £
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)
<b>Total</b>	<u>137,446</u>	<u>308,988</u>	<u>446,434</u>



## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

## 16 Movement in funds

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

## Purpose of funds

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

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

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

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

**Esmee Fairbairn Foundation** - Core Costs.

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

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

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

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

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

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

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

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

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

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

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

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

#### **Restricted Fund Transfers:**

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

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

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

## Fund Analysis - Prior year

Movement in funds	At 01-Apr 2022 £	Incoming resources £	Outgoing resources £	Transfers £	At 31-Mar 2023 £
<b>Restricted funds</b>					
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
<b>Unrestricted funds</b>					
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
<b>Total funds</b>	341,140	374,284	(268,990)	-	446,434

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

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

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



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Thu, 23rd Jan 2025 11:23:17 GMT	Joanne Trowbridge - Signer (da081a7618c85c129dce9cf78be0d2f5)

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Thu, 23rd Jan 2025 10:36:49 GMT	Ursule Diankela opened the document email. (66.249.93.33)
Wed, 22nd Jan 2025 18:44:22 GMT	Ursule Diankela viewed the envelope (92.40.177.126)
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Wed, 22nd Jan 2025 15:38:01 GMT	Janet Fyle opened the document email. (104.28.40.140)
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