

Why me? UK

Annual report and financial statements

Year ended 31 August 2021

Charity number 1137123

Company number 06992709



Transforming lives through
Restorative Justice

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Legal and administrative information

Board of Trustees

Gillian Slovo
Cathy James
Belinda Hopkins
William Jacks
Kate Aldous
Victor Azubuike
Davina Cull
Janet Hamilton Fleming
Lucy Knell-Taylor
Richard Monkhouse
David Munro
Brian Neale
Matthew Pink

Chair – *appointed 13 October 2021*
Interim Chair – *resigned as Chair 13 October 2021*
Vice Chair – *appointed 21 October 2020*
Vice Chair – *appointed 21 October 2020*
appointed 18 September 2020
appointed 18 September 2020
resigned 5 December 2020
resigned 21 October 2020
appointed 18 September 2020
resigned 30 June 2021
appointed 13 October 2021
appointed 18 September 2020

Director

Lucy Jaffé

Charity registration no.

1137123

Company registration no.

06992709

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Trustees' annual report

The Board of Trustees, who are also directors of the Charity for the purposes of the Companies Act, and trustees for charity law purposes, submit their annual report and the financial statements of Why me? UK for the year ended 31 August 2021. The Board of Trustees confirms that the annual report and financial statements of the Charity comply with current statutory requirements, including the Charity Act 2011, as well as the requirements of the Charity's governing document and the provisions of the 'Charities SORP (FRS 102) - 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) second edition (effective 1 January 2019)', the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Objectives and activities

Why me? is the national charity campaigning for people affected by crime and other harmful behaviour to have access to Restorative Justice. Victims of crime often feel excluded, confused and re-victimised by the criminal justice process. Restorative Justice brings them back to the heart of the discussion, and allows them to have their voices heard. Restorative Justice gives people the opportunity to talk about the impact of the crime and seek answers about why it happened. Many people affected by crime say that this is empowering and helps them to move forward.

Why me? was established to help people affected by crime to recover and to increase public awareness about the impact of crime through research and other activities.

Founded in 2009, the charity was born out of the story of two men. Will Riley was attacked and burgled in his home by Peter Woolf, whom he next met in a Restorative Justice meeting in HMP Pentonville in 2002. That meeting changed both men's lives. Will experienced the power and potential of Restorative Justice and wanted everyone affected by crime to have access to it. Peter committed to a new crime-free life and works with the charity to this day.

In the twelve years of the charity, Why me? has been the flag bearer for victims' access to Restorative Justice. The organisation has catalysed activity to ensure that victims receive their Victim Code entitlement to be given the option of Restorative Justice.

The Trustees confirm that they have complied with the duty in section 4 of the Charities act 2006 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity.

Achievements and performance in the year

Why me?'s mission is to transform lives through the delivery and promotion of access to Restorative Justice for everyone affected by crime. Restorative Justice brings change and recovery whether that may be one less crime committed or one more person able to sleep at night.

Why me? has adapted positively to challenges that Covid-19 has brought from staff working in a hybrid way to facilitators embracing technology to work with those affected by crime. The increasingly online world of work has given greater opportunity for collaboration on national advocacy with other voluntary sector organisations. The Why me? team runs two online groups – one for RJ providers and one for youth justice services. These monthly forums have given the team the opportunity to increase support for professionals enabling greater learning and sharing of knowledge across the country.

There have been challenges, not least the ability of the Why me? Restorative Justice Service to progress cases at a realistic pace. The pandemic has also given victims a chance to reflect on what has happened to them leading to an increase in the number of general enquiries Why me? has received. Nevertheless, the Why me? team's requests for access to people in custody have taken second place as services, such as HM Prison and Probation Service have had to prioritise resources to manage the pandemic. Despite the increased use of technology to deliver Restorative Justice, some cases have not been able to progress at all due to an inability to access prisoners.

The organisation has been very successful in attracting funding for project work which has led to the staff team expanding. The major challenge has been to secure support and funding for the long term and for core costs. We have built foundations for alternative funding streams, such as growing Why me? trading activity through sales of events and services. The Board invested in a new Fundraising role in August 2021 to support the Director to bring in long-term strategic funding to provide a more stable base and ensure Why me? growth in coming years.

Strategic priorities

Following a consultation about the charity's strategy in Summer 2021 involving staff, volunteers and ambassadors, the Board identified the following strategic priorities for the organisation:

1. **Awareness:** Increase professional and public awareness of Restorative Justice through digital communications, blogs, articles, award nominations, media presence, celebrity endorsement and promotion, tv and plays, and by working closely with Ambassadors.

2. **Access:** Make good quality Restorative Justice available to professional and community stakeholders through consultation and partnerships and through trading, which is grounded in theory and good practice.
3. **Policy:** Improve legislation and policy through lobbying, collaboration with partners, with a focus on the Victim and Policing Bills.
4. **Restorative, sustainable and diverse:** Grow the organisation to achieve these goals and establish a stronger and more long-term funding base.

The themes running through these are:

- to work restoratively throughout everything we do, internally and externally;
- to support, engage and recruit people with lived experience to all levels of the organisation;
- to address the needs of both harmers and harmed;
- to actively promote equality internally and by prioritising work with marginalised communities and in specific crime types;
- to establish a solid evidence base for our work; and,
- to provide staff, volunteers and Board members with the opportunity to develop and thrive.



Trustees, Ambassador and staff October 2021

Restorative Context

Restorative Justice is mainly used within a criminal justice context to repair harm when an offence has been committed.

Restorative Practice is the broad principle of communication between people affected by harm and conflict with the intention of repairing the harm caused. This can take place in a number of formats (circles, one-to-one meetings) and settings including schools, residential care and the workplace.

Restorative Approaches are built on the premise of separating the person from the action. They are used to prevent relationships from breaking down as well as repair harm once they have.

The Restorative Process

The restorative process starts with facilitated conversations with both parties listening and asking some fundamental questions:

What happened?

What did you think and feel then?

What do you think and feel now?

Who has been affected since it happened?

What can be done to put things right?

The facilitator(s) are neutral, participation is voluntary and people only meet if it is safe and appropriate, either in prison or the community. The meeting is conducted in a circle involving the person harmed and the person who has caused harm and possibly family members or professional workers. Everyone will have been prepared in advance about what to expect by the trained facilitators present.

In the meeting, or restorative conference as it is known, the facilitators proceed to ask each person in turn the restorative questions and support participants to talk directly to each other and to listen respectfully. At the end of the meeting, an outcome agreement is made between the participants, signed by all, and with clear, realistic and timebound objectives.

If participants do not want to meet face to face or a meeting is not possible or suitable, then other forms of communication such as a letter exchange or shuttle communication may be facilitated. Many people find it beneficial to talk to a facilitator, even if it does not result in communication between the harmed and the harmer. This is known as a restorative conversation.

Awareness: Promote Restorative Justice to professionals, victims of crime and the public

Valuing Victims

Each year the Ministry of Justice collects data from the 42 elected Police and Crime Commissioners (PCCs) across England and Wales about the impact of Restorative Justice on victims' recovery. This data is not publicly available, despite repeated requests by Why me? over the last six years. Following a Why me? Freedom of Information request, we published our sixth Valuing Victims report in Spring 2021. The analysis found that data supplied by PCCs to the Ministry of Justice is inconsistent with some areas not returning any data at all.

However, we identified a sample of six restorative services where the data does suggest a high number of Restorative Justice cases. Their experience was included in the Valuing Victims' report as examples of good practice. The report's recommendations focussed on improving the Ministry of Justice's outcome monitoring framework for measuring and recording the impact of Restorative Justice and Why me? will continue to campaign for a national framework and publication of data to ensure transparency. It is really important that the electorate can have access to information about the effectiveness of Restorative Justice and of their PCC in making it universally accessible.


Communications

Our communications activity continues to go from strength to strength. There has been a 48% increase in subscribers to our newsletter. Why me?'s activities are now promoted on Twitter, Facebook and Instagram resulting in almost 8,000 followers across the social media platforms.

Why me?'s Restorative Justice Ambassadors have taken their messages about Restorative Justice out to a wide range of audiences. Their key achievements in 2020-21 include:


- Five Ambassadors gave evidence on two occasions to the Independent Commission on Victims and Long-Term prisoners.
- Presenting and talking to restorative practitioners in Europe and Scotland about using Restorative Justice with cases of sexual/domestic abuse. These conversations helped Scotland to produce a national survey and communications campaign as a first step in the Scottish Government's plan to roll out Restorative Justice.
- Media and press engagement – Janika Cartwright and Peter Woolf spoke on the Radio 4 Today programme and their stories were published in Kol Social magazine.


Police and Crime Commissioners Pledge



44 candidates signed the pledge

6 of these became elected PCCs





16 people, representing 15 PCC areas attended our RJ Unpacked for Police and Crime Commissioners event

Why me?

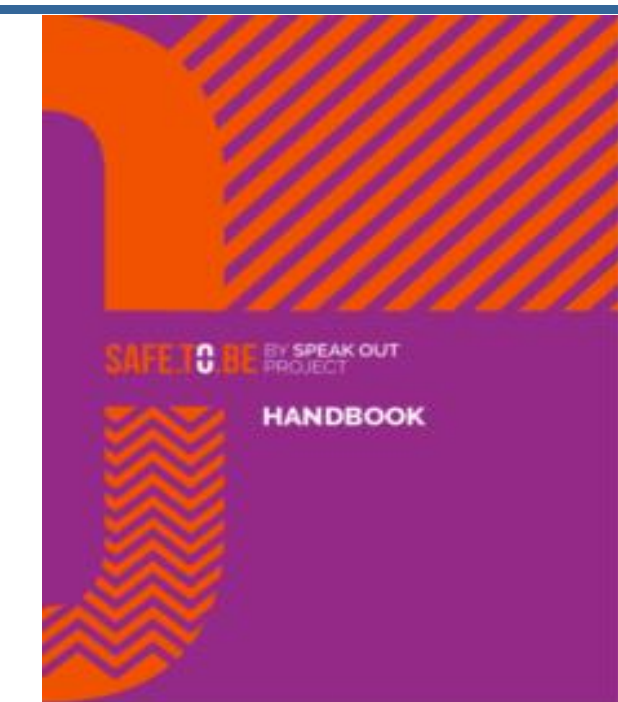
Police and Crime Commissioner Pledge Campaign

During the Police and Crime Commissioner (PCC) elections in May 2021, Why me? ran a campaign asking PCC candidates to #SignTheRJpledge. This pledged their support to any victim of crime being offered a referral to a restorative provider.

The campaign engaged our wider network, with many of our ambassadors, trustees and facilitators writing to their PCC candidates to ask them to sign the pledge and by making personal videos to support the campaign, which received significant engagement on social media.

A follow up event designed for PCCs and their staff led to feedback that was overwhelmingly positive and spontaneous, especially in response to Ambassadors Rob Hall and Teresa Parker's contributions. The people who attended went away with a clear idea about the power, potential and flexibility of Restorative Justice, an understanding about how it works and how to make it happen in their Police area.

The team are continuing to work with regional PCC teams to ensure that a commitment to Restorative Justice is stated in their Police and Crime Plan.



Restorative Justice to address Hate Crime

Why me?'s hate crime work has also featured heavily in our communications activity. A chapter on LGBT+ hate crime and Restorative Justice was published in the European publication Safe to Be Handbook produced by the Speak Out project. The pioneering national RJ for hate crime work we carried out in 2017-2020, which was funded by Barrow Cadbury, provides good foundation for current and future activity. Lucy Jaffé is on the European working group on the Use of Restorative Justice in Violent Extremism and Hate Crime, which published a practice paper in June 2021.

The staff team have presented both in this country and Europe on how Restorative Justice can be used to support victims of hate crime to have the option of RJ. We regularly exchange ideas with individual experts and organisational partners across the globe about good practice and how to build restorative communities and criminal justice systems.

Disclosing information to the Parole Board explained for Restorative Services and Practitioners

March 2021

Why me?



Working with the Parole Board

2020-21 saw the culmination of five years' work with the Parole Board. Six years ago, Why me? was approached by two women who were concerned about how Restorative Justice was viewed by Parole Board panels. There was a need for Restorative Justice practitioners to understand how Restorative Justice impacted on parole decisions and for Parole Board members to learn more about Restorative Justice. Staff and Ambassadors have worked with the Parole Board to launch this year guidance for practitioners on the information that they might be asked to provide to a parole hearing and we provided input to the Board's Restorative Justice Guidance to their members.

In June 2021, we ran two events with the Parole Board to increase understanding of Restorative Justice. Parole Board members were able to hear first-hand about the power of Restorative Justice from our Ambassador, Paul Kohler. Our relationship with the Parole Board shows how successful partnerships can work and ultimately lead to better outcomes for participants in a restorative process.

Access: Be a centre of excellence for Restorative Justice in England and Wales

Why me?'s national Restorative Justice service

During the Covid-19 pandemic the Restorative Justice service team of staff and volunteers continued to support people affected by crime online and by telephone, receiving 34 enquiries from across the country. Referrals to the service from our project work were adversely affected by the pressures on partner organisations to provide frontline services and access to people in custody was very difficult to obtain.

Working online and by phone, the team dealt with 9 cases of a complex and sensitive nature including domestic abuse, historic sexual abuse and LGBT+ hate crime. Many of the enquiries were from survivors of domestic and sexual abuse who were not able to access Restorative Justice from their local service because of problems with referral criteria or lack of facilitator expertise. The decision was taken to facilitate several of these referrals to both meet a need and to develop the evidence and good practice relating to the use of Restorative Justice with such cases.

Why me?'s casework pioneers restorative work with marginalised communities, which supports individuals to cope and recover. It also helps the team to build good practice in new and emerging areas, which is shared through events, training and communications. The service provides evidence for the policy and communications work which Why me? carries out with the aim of making Restorative Justice universally accessible wherever the location and whatever the crime.

This year the power of the restorative conversation using the restorative questions has been a key piece of learning for our staff and volunteer facilitators showing how those harmed can be helped even when it is not possible to contact the perpetrator. Improvements have been made to the way information about restorative cases is recorded to ensure that there is effective evaluation and continuous development of the Restorative Justice service.



RJC Registered Provider

Why me? service has held a national quality service mark since 2017. In July 2021, the team re-registered under the new Restorative Justice Council (RJC) restorative service quality mark scheme. For both staff and volunteers, there was a considerable amount of work, particularly as it required the volunteer facilitators to apply for their own practitioner registration. Shelley Deutsch and Olivia Lyons are registered as Foundation Practitioners; Mark Smith (staff), Gail Waite and Jenny Jones at Intermediate level and Linda Millington (staff) at Advanced Level.

The fact that Why me? holds this quality mark demonstrates that our restorative work meets national standards, so funders and participants in a restorative process can be confident that the work is carried out safely and in line with national and independently established standards.

The registration process also provided the opportunity to carry out a thorough review of the service, leading to the production of a new comprehensive Restorative Justice Service Handbook, which was highly praised by the RJC during registration.

Events and Training

Linda Millington's appointment as Deputy Director has given the organisation the opportunity to evaluate and expand Why me?'s delivery of events and training. Why me? is grateful for investment through generous grants from funders including Matrix Chambers. It is envisaged that this activity will bring more unrestricted income into the organisation during 2021-22 and thereby produce a small surplus from activities and diversify income streams. The delivery of events and training also adds to the social impact that Why me? makes by increasing awareness of Restorative Justice and in development of practitioners' skills across the country.

Foundation (awareness) and facilitation training packages have been developed as part of the Youth Justice and Project Articulate workstreams and as well as a 'Restorative Justice: Unpacked' (a basic knowledge) seminar which can be rolled out to organisations both within and outside of the criminal justice sector. A key feature of all events and training

is the voice of the Why me? Ambassadors, whether that be 'live' or a recorded videos and their input brings to life the practical application of Restorative Justice and empowers them to make a difference.



Leah Robinson and Linda Millington delivering training in Bedfordshire as part of Project Articulate.

Why me? Restorative Justice Ambassadors

2020-21 saw the Why me? Ambassador team expand. The team now includes people with lived experience of Restorative Justice and trained restorative volunteers. This was a result of restructure of the Restorative Justice Service in August 2020. As an inclusive organisation, it is important that the ambassadors influence not only Why me?'s outward facing work but also internal policy. They have taken part in the restorative organisation training; one Ambassador sits on the Youth Justice Advisory Group and the ambassadors who are survivors of domestic and sexual abuse are actively involved in shaping our future plans in this area.

The impact of the Ambassadors with lived experience was keenly felt through their testimonies to the Independent Commission on Victims and Long-Prisoners. Staff helped prepare the Ambassadors for the oral hearings, were present during the evidence gathering stage and debriefed them afterwards. The Commission were so impressed with the Ambassadors that they were asked to take part in a second oral hearing session. The All-Party Parliamentary Group on Restorative Justice heard from the Ambassador team in two oral evidence sessions during their Summer Inquiry, which lead to a national report with 9 clear recommendations for improving universal access to Restorative Justice.

The Ambassadors are passionate about what they do and are keen to ensure that as many victims as possible are able to take part in Restorative Justice.

"I feel very humbled that you have reached out to include me [to speak to Peers about the Policing Bill]."
- Rob Hall, Why me? Ambassador

The power of Restorative Justice - Sherrall Morris



Sherrall contacted Why me? to find out more about Restorative Justice for a play that she was writing about hate crime. She told us that she had been verbally abused by a young person who refused to let her wheelchair pass. She never reported the incident to the police as she thought she wouldn't be taken seriously. But she was still affected by what happened and we offered her the chance to take part in a restorative conversation with two of our RJ service facilitators. They helped Sherrall talk through the incident and the impact it had on her. She said afterwards 'It was good to have the opportunity to talk about the incident and not be judged in any way.'

Sherrall is now one of our Ambassadors talking about her experience of hate crime and Restorative Justice. She has helped us to promote Restorative Justice as a way to address the harm caused by hate crime.

Thank you Sherrall for becoming part of the Why me? team.

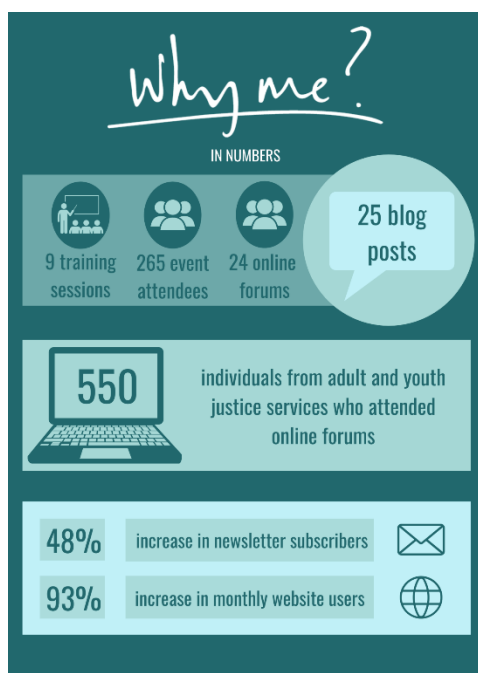
Building National Capacity

The online monthly Youth Justice and Restorative Justice service provider forums continue to provide a valued way to exchange knowledge and learning. The overall number of individual attendances has doubled to 550. This year the forums have received presentations from a Why me? Ambassadors, the Manager of Re:Hub (HMPPS), the Chief Executive of the Restorative Justice Council and the Youth Justice Board. The forums have discussed a range of topics including co-working with other organisations, working in a post lockdown environment and out-of-court disposals.

Outcomes have included the exchange of knowledge between services working with adults and young people, including working restoratively with families. Restorative services often work in isolation from each

other and the forums have demonstrated the issues in the delivery of Restorative Justice are common across the country. For example, the discussion on case management systems demonstrated a need for better ways to extract information from databases for effective reporting on performance.

Why me? was like a life line at the start of COVID, bringing people together when we were all so isolated and creating alternative solutions for how to do Restorative Justice - Feedback from our forums



Policy: Influence policy and legislation to increase access to Restorative Justice for victims



Policing and Out of Court Disposals (OOCs)

In response to the large backlog of cases in the court process, Why me? received funding via The Rank Foundation match-funded with the Department of Culture, Media and Sport to investigate how Restorative Justice can be used to reduce the backlog. The project was hugely successful in raising the profile of Restorative Justice with the Home Office and Ministry of Justice. The findings and recommendations from the project were published in a paper targeted at policy makers and a good practice guide. A national event with over 95 attendees – our biggest attendance at an event this year – discussed the findings and gave feedback to the Ministry of Justice.

All Party-Parliamentary Group on Restorative Justice

Formed in April 2021 by Elliot Colburn, MP, the All Party-Parliamentary Group on Restorative Justice (APPG) represented an opportunity for Why me? to have a voice at the table as a member of the Advisory Board. The APPG's inquiry ran over several weeks during the Summer of 2021 and there was a concerted effort by the Advisory Board members to provide written and oral evidence.

The inquiry's report led to nine recommendations for future action. The APPG heard powerful testimonies from Ambassadors Paul Kohler, Janika Cartwright and Peter Woolf.

We are pleased that three key of Why me?'s campaigning targets are included in the final recommendations:

The right to be referred to a Restorative Justice provider embedded into a Victim Law;

A national Restorative Justice Action Plan, renewed every three years; and,

A national framework for Restorative Justice monitoring and evaluation across England and Wales.



The Police, Crime, Sentencing and Courts Bill

The Police, Crime, Sentencing and Courts Bill proposes many changes to the justice system. Some of the issues raised in the Bill and the accompanying White Paper have a lot of potential to increase access to Restorative Justice. For example, proposed reforms to Out of Court Disposals, deferred sentencing and a pilot of Problem Solving Courts. Our analysis of these changes and recommendations for good practice were published in February and March 2021 and form the basis for ongoing engagement with the Home Office and Ministry of Justice. Why me? are on the Project Reference Group for OOCs advising on guidance which will be published to accompany the Bill.

The passage of this Bill was also an important opportunity to call for more fundamental changes regarding Restorative Justice. In partnership with the Criminal Justice Alliance, Why me? approached Baroness Molly Meacher, a member of the APPG, to propose an amendment in the House of Lords calling on a Restorative Justice Action Plan to be introduced by the Government. At the time of writing this annual report, the amendment had been tabled, with a debate and vote due to take place on it as part the Bill's committee stage in the House of Lords.

Project work

Why me? has continued our work to demonstrate how Restorative Justice can be effective in working with people with protected characteristics and/or hard to reach communities. These projects aim to address the need to ensure that all people affected by crime are informed about and can access Restorative Justice.

Key highlights include:

- Learning Disability and Autism Hate Crime:** This project looks at how Restorative Justice can be used with cases of learning disability and autism hate crime. The partnership with Barnet Mencap has strengthened over 2020-21 and much was learnt from attending two service user forums during the year. The forums gave Why me? an opportunity to hear views about Restorative Justice and led to one person commenting that 'Restorative Justice is real Justice'. A new relationship was formed with Lambeth Disability Hate Crime Partnership which led to increasing awareness of Restorative Justice amongst professionals who support people with disabilities.
- Improving Restorative Practice for children and Young Adults:** This three-year project aims to increase access to Restorative Justice for young people who have committed crime and those harmed by their behaviour. The project



involves Why me? working in partnerships with three Youth Offending Teams (YOT) to help them improve their use of restorative practice, through reviewing their existing processes, interviewing service users, training staff, analysing data, and examining specific issues affecting Black and Ethnic Minority children. We are also examining the application of successful restorative practice in YOTs to young adults. The charity is extremely grateful to The Barrow Cadbury Trust, the Charles Hayward Foundation and the CHK Foundation for supporting this work.



The first partnership with Gloucestershire Youth Support Team led to delivery of training and a report, with recommendations for how they can improve their practices. In a subsequent roundtable after the partnership concluded, they highlighted how helpful this report has been, and showed that they have made many of the suggested changes. This has led to improvements in their use of restorative practice, which is reflected in their current level of restorative work. Work has started on a second partnership in Lambeth. The partnerships have also given Why me? insights about the barriers which prevent the wider use of Restorative Justice in YOTs nationally; this will inform our written findings, sharing of good practice, and influence work later in the project.

- Project Articulate (Restorative Justice for people with English as an Additional Language (EAL)):** This project seeks to open up Restorative Justice for people with English as an Additional Language by working with 3 regional restorative services funded by Police and Crime Commissioners and with local community organisations working with people with EAL. We started with the RJ Service, Bedfordshire Signpost, and with PBIC, who work to meet the needs of East European migrant populations. Our awareness and facilitation training was well received by attendees from both organisations. The feedback indicated that the training helped understanding of the needs of people with EAL and the barriers which need to be addressed. *'The training was of a very high standard and really enjoyable'*. A successful roundtable on language barriers was also held. The success of year one of the project has led to the Bell Foundation funding the project for an additional two years.



- LGBT+ Hate Crime and Young People:** Starting in 2019, this five-year project seeks to increase access to Restorative Justice for LGBT+ people affected by hate crime to empower them to speak out, make positive choices and recover. The focus of the project in years three-five is children who suffer from and perpetrate LGBT+ hate crime. The City Bridge Trust has allowed Why me? to convert the funding for year three of this project to core funding in light of the Covid-19 pandemic for which we are very grateful. However, the decision was made to re-start the project in May 2021. Partnerships have started with a number of organisations including London Borough of Wandsworth's youth justice team service and Free2B (a London based LGBTQ+ community organisation supporting young people and their families) to raise awareness of Restorative Justice and create a referral pathway to Why me?'s Restorative Justice Service.



Organisation: Build an organisation to achieve strategic goals and be sustainable

The Why me? team

Staff

Despite the continuing uncertainties created by the Covid-19 pandemic, Why me? has both increased the size of the staff team from six to nine and the majority of staff are now employed full-time rather than part-time (seven full-time and two part-time). This demonstrates the organisation's success in securing funding for both core costs and project work. New positions include the Deputy Director, Campaigns and Communications Manager, a second Restorative Justice Development Officer and a Fundraising Manager. A review of staff contracts and the Employee Handbook has taken place to ensure that they are compliant and in line with the Government's Good Work Plan guidance (2018).

Trustees

Why me?'s trustees have continued to be hugely supportive of staff, particularly through the months of the pandemic. Cathy James stepped up temporarily as Chair and provided leadership along with the Director to steer the organisation successfully through challenging times. A recruitment campaign was held during Summer 2021 for a new Chair and Board member. We are delighted to welcome Gillian Slovo as the new Chair from October 2021; her experiences through South Africa's Truth and Reconciliation

Commission will be invaluable, as well as David Munro, who is a former Police and Crime Commissioner.

Volunteers

The volunteer facilitators and ambassadors have given their time generously for which Why me? is extremely grateful. The facilitators ensure that we are able to meet the needs of those who want to take part in Restorative Justice and this year, they have continued to adapt their practice to work creatively when it has not been possible to meet face to face. The powerful voice of our ambassadors brings to life what it means to have taken part in Restorative Justice; they never fail to move those to whom they speak; and importantly are increasingly involved in developing Why me? policy and practice.

Becoming a restorative organisation

Why me? is aware that as an organisation promoting Restorative Justice, we too should work as restoratively as possible. We therefore invested in training for the entire Why me? Team (including staff, facilitators, ambassadors and trustees) with Restorative Lab. A restorative approach is now embedded in all internal meetings, using restorative circles and restorative approaches in HR policies and our employment handbook to address conflict and its consequences. There has been great feedback from staff and newly appointed Board members about the welcoming and inclusive nature of the Why me? team. There is also more confidence throughout the team in promoting restorative approaches when we are actually practising them ourselves.

Working as a diverse and inclusive organisation



Why me?'s Equality, Diversity and Inclusion (EDI) Group met regularly during the year to work towards Why me? embedding EDI across all of its activities. The Group has developed a new Equal Opportunities Policy and developed an organisation action plan.



The practical steps taken to ensure we are a diverse and inclusive organisation include:

signing up to the Disability Confident Scheme, level 2;

a review the language on the website and a terminology guide;

Baseline EDI demographic audit of the Why me? team;

Director participation and financial contribution to the 1st year of the Lloyds Bank Foundation 2027 partnership to provide mutual mentoring and new talent in funders;

Director on The Media Trust's Stronger Voices Advisory Board to build communications capacity for equalities organisations with a focus on organisations led by people of colour and deaf and disabled people; and,

Membership of Equally Ours to keep abreast of latest developments and support campaigns for equality.

The finances

The funding for charities such as Why me? has changed dramatically during the Covid 19 pandemic. We are grateful to our funders such as the City Bridge Trust who allowed Why me? to convert this year's funding for the LGBT+ work to core funding. The charity also received a number of donations from individuals and family foundations, which are so valuable in providing unrestricted funds. There has been an increase in income from trading generated by services such as restorative case supervision for Devon and Cornwall Restorative Service. We are also very grateful for the continued support by Porticus for core costs, which provides a solid foundation upon which to build our activities.

The inkind donations make a substantial contribution to our operation, including the huge number of volunteer hours donated by our facilitator and Ambassadors teams and the hours we give ourselves in making sure the charity well governed and staff are well-supported. The law firm Gunnercooke, provides free support and advice to the Director through their foundation, for which we are really grateful. Satyen Dayal from Edelman kindly supported our rebranding journey, bringing much needed commercial and branding expertise to our cause.

Our relationship with the Rank Foundation has been strengthened through the award of a Time to Shine paid internship. Sula Blankenburg joined us as our first Rank intern who has focussed on data and digital marketing.

Thanks are also due to Judy Smith and Louise Adams, who form the Income Generation Group with trustee Will Jacks and who have provided an invaluable source of ideas and connections for future funding and act as a critical friend to any funding proposals.

**Effecting change
through working
together**



Why me? recognises the importance of collaboration with other voluntary organisations and statutory agencies to ensure that there is effective lobbying for coherent policy and legislation as well as minimising duplication of effort. This has been achieved through Director Lucy Jaffe's trusteeship of the Criminal Justice Alliance (representing 160 organisations); membership of the National Victim Commissioner's Advisory Board; membership of The Media Trust's Stronger Voices Advisory Board and participation in the Lloyds' Bank Foundation 2021 partnership.

The organisation is a member of:

- The Advisory Board to the All Party Parliamentary Group on Restorative Justice since May 2021;
- The European Restorative Justice Forum's working groups for Gender Based Violence; and Violent Extremism and hate crime;
- Why me? is a paid up member of the Restorative Justice Council and a registered service provider; liaison between CEOs is regular and fruitful.

Contributes to:

- Ministry of Justice Project Reference Group on Out of Court Disposals;
- The National Hate Crime Action Strategy group;
- Home Office National Retail Crime Steering Group; and,
- The Community Justice Scotland RJ Strategy and Action Plan with especial contribution to the strategy and discussion around RJ for Domestic and Sexual Abuse.

Our work could not continue without the help and support of the restorative services, youth offending teams, community organisations, and national and local statutory agencies that we have worked with. To name a few of the many partnerships that Why me? has: the Parole Board, the Association of Police and Crime Commissioners, the College of Policing, the Restorative Justice Council, Make Amends, Bedfordshire Signpost, Gloucestershire Prospects, Barnet Mencap, Re:Hub, Galop, Free2B, Middlesex University as well the numerous restorative practitioners who have joined our forums through 2020-21. Through such partnerships, Why me? not only learns and shares good practice but also to open up access to Restorative Justice for many more people. We thank all of those involved for helping us throughout this quite extraordinary period of time.

Why me? is a member of:

- ACEVO (Association of Chief Executives of Voluntary Organisations)
- CLINKS
- Criminal Justice Alliance (Why me? Director is Vice Chair of the Board)
- Equally Ours
- European Restorative Justice Forum
- Restorative Justice Council
- Philanthropy Impact
- Small Charities Coalition

Structure, governance and management

Why me? UK is a company limited by guarantee, number 06992709, and a registered charity in England and Wales, number 1137123.

The organisation's Governing Document is its Articles of Association, incorporated 17 August 2009.

Day-to-day management of Why me? UK is delegated by the Trustees to the Director, Lucy Jaffé, who reports to the Board of Trustees at quarterly meetings.

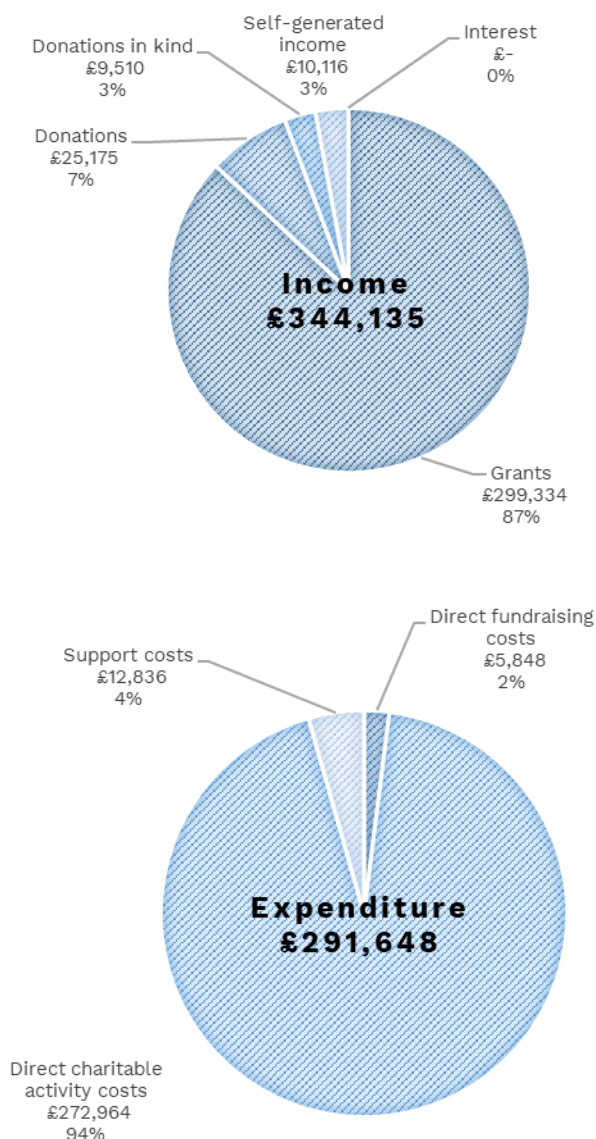
Selection and appointment of Trustees

The Trustees may appoint new members by general agreement, in particular where specialist skills are required.

New members are fully briefed on their obligations under charity and company law, and are given information on the decision-making processes, the financial performance of the Charity and the business plan.

Risk management

The Trustees have considered the major risks to which the Charity is exposed and established procedures to manage those risks. They have implemented reviews and procedures to mitigate those risks, including a review of risks and liabilities at two Board meetings a year.

Financial results

During the current financial year, the Charity achieved a surplus of £52,487 (2020: surplus of £18,327). This resulted in total reserves increasing in the year to £149,098 (2020: £96,611).

The Trustees are satisfied with the financial performance of the Charity throughout the year.

Reserves policy

It is the reserves policy of Why me? that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three months running costs.

The Trustees consider that reserves of this level will ensure that, in the event of a significant drop in restricted funding they will be able to continue their current activities while action is taken to work out ways in which additional funds may be raised.

The balance held as unrestricted funds as at 31st August 2021 was £132,025 (2020: £67,670), all of which consists of general funds.

Actual three months running costs totalled £72,000, meaning the reserves are in excess of this, but given the current funding environment in light of the ongoing COVID-19 pandemic this is not deemed to be excessive.

The trustees review the reserves policy annually to ensure that it meets the objectives of the charity and reviewed the reserves policy during the prior year and set a three month target, removing the requirement for close down costs as well.

Statement of board of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and 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; and,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue its activities.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information

included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In addition, the trustees confirm that they are happy that content of the annual review in pages 3 to 15 of this document meet the requirements of both the Trustees' Annual Report under charity law and the Directors' Report under company law.

They also confirm that the financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 'Charities SORP (FRS 102) - 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) second edition (effective 1 January 2019)', the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Preparation of the report

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006, and the exemptions available for smaller charities under the Statement of Recommended Practice.

This report was approved and authorised for issue by the Board of Trustees on 19 January 2022 and signed on its behalf by:



Gillian Slovo

Chair

Independent examiner's report to the board of trustees of Why me? UK

I report to the Trustees on my examination of the accounts of Why me? UK (charity number 1137123, company number 06992709) for the year ended 31 August 2021 which are set out on pages 17 to 29.

Respective responsibilities of trustees and examiner

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act'). The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 ('the 2011 Act') nor under Part 16 of the 2006 Act, and that an independent examination is needed.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 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.

This report, including my statement, has been prepared for and only for the Charity's Trustees as a body. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body for my examination work, for this report, or for the statements I have made.

Basis of independent examiner's statement

My examination was carried out in accordance with 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 the 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' view and the report

is limited to those matters set out in the statement below.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or,
- the accounts do not accord with those records; or,
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or,
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Haines Watts

Shaun Brownsmith FCA

Fellow of the Institute of Chartered Accountants in England and Wales

Dated: 23 February 2022

Haines Watts
4 Claridge Court
Lower Kings Road
Berkhamsted
Hertfordshire
HP4 2AF

Statement of Financial Activities**Incorporating the Income & Expenditure Account and the Statement of Recognised Gains & Losses
For the year ended 31 August 2021**

	Notes	Unrestricted funds Year ended 31 Aug 2021 £	Restricted funds Year ended 31 Aug 2021 £	Total funds Year ended 31 Aug 2021 £	Total funds Year ended 31 Aug 2020 £
Income from:					
Donations and legacies	3	115,491	218,528	334,019	235,783
Charitable activities	4	10,116	-	10,116	5,915
Investments		-	-	-	68
Total income		125,607	218,528	344,135	241,766
Expenditure on:					
Raising funds	5 & 6	6,368	-	6,368	6,885
Charitable activities	5 & 7	54,884	230,396	285,280	216,554
Total expenditure		61,252	230,396	291,648	223,439
Net income/(expenditure)		64,355	(11,868)	52,487	18,327
Reconciliation of funds:					
Total funds brought forward	12 & 13	67,670	28,941	96,611	78,284
Total funds carried forward	12 & 13	132,025	17,073	149,098	96,611

The notes on pages 19 to 29 form part of the financial statements.

Balance Sheet**As at 31 August 2021**

	Notes	Total 31 Aug 2021		<i>Total</i> <i>31 Aug 2020</i>	
		£	£	£	£
Fixed assets:					
Tangible assets	9		3,974		-
Current assets:					
Stock		1,239		1,237	
Debtors & prepayments	10	25,357		26,711	
Cash at bank and in hand		166,370		132,025	
		192,966		159,973	
Liabilities:					
Creditors: amounts falling due within one year	11	(47,842)		(63,362)	
Net current assets/(liabilities)			145,124		96,611
Net assets/(liabilities)			149,098		96,611
The funds of the charity:					
Restricted funds	12 & 13		17,073		28,941
Unrestricted funds					
General funds	12 & 13	132,025		67,670	
Unrestricted funds			132,025		67,670
Total charity funds			149,098		96,611

The notes on pages 19 to 29 form part of the financial statements.

The financial statements have been prepared in accordance with section 415A of the Companies Act 2006 relating to small companies and FRS 102 Section 1A.

The charitable company is entitled to exemption from audit under section 477 of the Companies Act 2006 for the year ended 31 August 2021, and the members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 August 2021 under section 476 of the Companies Act 2006.

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

They were approved and authorised for issue by the Board of Trustees on 19 January 2022 and signed on their behalf by:

gillian slovo

Gillian Slovo

Chair

Notes to the financial statements

1. Accounting policies

Basis of preparation of the financial statements

The financial statements have been prepared in accordance with 'Charities SORP (FRS 102) - 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) second edition (effective 1 January 2019)', the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The effect of any event relating to the period ended 31 August 2021, which occurred before the date of approval of the financial statements by the Board of Trustees, has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 August 2021 and the results for the year ended on that date.

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

The functional currency of the Charity is sterling and amounts in the financial statements are rounded to the nearest pound.

Going concern

The financial statements have been prepared on the going concern basis as the Board of Trustees is confident that future reserves and future income is more than sufficient to meet current commitments. There are no material uncertainties that impact this assessment and the ongoing COVID-19 pandemic has had no material impact on this.

Legal status

Why me? UK is a charitable company registered in England & Wales and meets the definition of a public benefit entity. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member. The registered address is CAN Mezzanine, 7-14 Great Dover Street, London, SE1 4YR.

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the

specific fund. The aim and use of each restricted fund is set out in note 12 of the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance indicators attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Gift aid receivable is included when claimable.

Grant income is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless the grant relates to a future period, in which case it is deferred.

Income from charitable activities is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless it relates to a specific future period or event, in which case it is deferred.

Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Indirect costs, including governance costs, which cannot be directly attributed to activities, are allocated proportionate to total direct costs allocated to each project area, as outlined in note 5 of the financial statements.

Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their residual value, over their useful life, on the following basis:

Computer equipment	4 years
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Cash at bank and in hand

Cash at bank and in hand includes cash in hand, deposits with banks and funds that are readily convertible into cash at, or close to, their carrying values, but are not held for investment purposes.

Debtors and prepayments

Trade and other debtors are recognised at the settlement amount after any trade discount is applied. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and accruals

Creditors 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.

Critical estimates and judgements

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The annual depreciation charge for tangible fixed assets is sensitive to changes in useful economic lives and residual values of assets. In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Financial instruments

Basic financial instruments are measured at amortised cost other than investments which are measured at fair value.

Pensions

The Charity operates a defined contribution pension scheme which is administered by an external independent pension provider. Contributions are recognised in the Statement of Financial Activities as they fall due.

Stock

Stock is valued at the lower of cost and net realisable value, after due regard for obsolete and slow-moving items. Net realisable value is based on selling price less anticipated costs to completion and selling costs.

2. Comparative statement of financial activities

		<i>Unrestricted funds Year ended 31 Aug 2020</i>	<i>Restricted funds Year ended 31 Aug 2020</i>	<i>Total funds Year ended 31 Aug 2020</i>
	Notes	£	£	£
Income from:				
Donations and legacies	3	106,349	129,434	235,783
Charitable activities	4	5,915	-	5,915
Investments		68	-	68
Total income		112,332	129,434	241,766
Expenditure on:				
Raising funds	5 & 6	4,551	2,334	6,885
Charitable activities	5 & 7	83,334	133,220	216,554
Total expenditure		87,885	135,554	223,439
Net income/(expenditure)		24,447	(6,120)	18,327
Reconciliation of funds:				
Total funds brought forward	12 & 13	43,223	35,061	78,284
Total funds carried forward	12 & 13	67,670	28,941	96,611

3. Income from donations and legacies

	Unrestricted funds Year ended 31 Aug 2021 £	Restricted funds Year ended 31 Aug 2021 £	Total funds Year ended 31 Aug 2021 £
Grants			
AB Charitable Trust	15,000	-	15,000
Allen Lane Foundation	-	5,000	5,000
Barrow Cadbury Trust	-	27,500	27,500
Bell Education Trust	-	48,009	48,009
Charles Hayward Foundation	-	22,917	22,917
CHK Foundation	-	13,333	13,333
City Bridge Trust	-	30,200	30,200
The Northwick Trust	10,000	-	10,000
Porticus UK	50,000	-	50,000
Rank Foundation	7,500	54,498	61,998
Other	3,306	12,071	15,377
Grants	85,806	213,528	299,334
Donations	20,175	5,000	25,175
Donations in kind (see note 14)	9,510	-	9,510
	115,491	218,528	334,019
	<i>Unrestricted funds Year ended 31 Aug 2020 £</i>	<i>Restricted funds Year ended 31 Aug 2020 £</i>	<i>Total funds Year ended 31 Aug 2020 £</i>
Grants			
Allen Lane Foundation	-	1,250	1,250
Barrow Cadbury Trust	-	30,000	30,000
City Bridge Trust	7,150	28,533	35,683
London Community Foundation - London Community Response Fund	-	14,727	14,727
London Community Foundation - Home Office	-	12,590	12,590
London Community Foundation - MOPAC	-	15,167	15,167
Porticus UK	50,000	-	50,000
Rank Foundation	5,734	23,417	29,151
Other	18,794	1,250	20,044
Grants	81,678	126,934	208,612
Donations	8,739	2,500	11,239
Donations in kind (see note 14)	15,932	-	15,932
	106,349	129,434	235,783

4. Income from charitable activities

	Unrestricted funds Year ended 31 Aug 2021 £	Restricted funds Year ended 31 Aug 2021 £	Total funds Year ended 31 Aug 2021 £
Events	4,483	-	4,483
Sales of resources	435	-	435
Case work	3,150	-	3,150
Consultancy	2,048	-	2,048
	10,116	-	10,116

	<i>Unrestricted funds Year ended 31 Aug 2020 £</i>	<i>Restricted funds Year ended 31 Aug 2020 £</i>	<i>Total funds Year ended 31 Aug 2020 £</i>
Events	<i>3,383</i>	-	<i>3,383</i>
Sales of resources	<i>82</i>	-	<i>82</i>
Case work	<i>450</i>	-	<i>450</i>
Consultancy	<i>2,000</i>	-	<i>2,000</i>
	<i>5,915</i>	-	<i>5,915</i>

5. Total expenditure

	Direct staff costs Year ended 31 Aug 2021 £	Direct other costs Year ended 31 Aug 2021 £	Indirect costs Year ended 31 Aug 2021 £	Total costs Year ended 31 Aug 2021 £
Raising funds	3,235	2,613	520	6,368
Charitable activities	211,125	61,839	12,316	285,280
	214,360	64,452	12,836	291,648

	<i>Direct staff costs Year ended 31 Aug 2020 £</i>	<i>Direct other costs Year ended 31 Aug 2020 £</i>	<i>Indirect costs Year ended 31 Aug 2020 £</i>	<i>Total costs Year ended 31 Aug 2020 £</i>
Raising funds	-	6,141	744	6,885
Charitable activities	109,230	95,723	11,601	216,554
	109,230	101,864	12,345	223,439

Indirect costs, including governance costs, which cannot be directly attributed to activities, are allocated proportionate to total direct costs allocated to each project area.

Indirect costs comprise of the following expenses:

	Total costs Year ended 31 Aug 2021 £	<i>Total costs Year ended 31 Aug 2020 £</i>
Indirect staff costs	4,200	4,200
Finance support	6,217	4,557
Independent examination	1,326	1,326
Other indirect costs	1,093	2,262
	12,836	12,345

An analysis of expenditure on raising funds can be found in note 6.

An analysis of expenditure on charitable activities can be found in note 7.

An analysis of staff costs can be found in note 8.

6. Expenditure on raising funds

	Unrestricted funds	Restricted funds	Total funds
	Year ended	Year ended	Year ended
	31 Aug 2021	31 Aug 2021	31 Aug 2021
	£	£	£
Direct staff costs	3,235	-	3,235
Direct other costs	2,613	-	2,613
Indirect costs	520	-	520
	6,368	-	6,368

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total funds</i>
	<i>Year ended</i>	<i>Year ended</i>	<i>Year ended</i>
	<i>31 Aug 2020</i>	<i>31 Aug 2020</i>	<i>31 Aug 2020</i>
	<i>£</i>	<i>£</i>	<i>£</i>
Direct costs	4,266	1,875	6,141
Indirect costs	285	459	744
	4,551	2,334	6,885

7. Expenditure on charitable activities

	Unrestricted funds	Restricted funds	Total funds
	Year ended	Year ended	Year ended
	31 Aug 2021	31 Aug 2021	31 Aug 2021
	£	£	£
Direct staff costs	40,618	170,507	211,125
Direct other costs	11,897	49,942	61,839
Indirect costs	2,369	9,947	12,316
	54,884	230,396	285,280

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total funds</i>
	<i>Year ended</i>	<i>Year ended</i>	<i>Year ended</i>
	<i>31 Aug 2020</i>	<i>31 Aug 2020</i>	<i>31 Aug 2020</i>
	<i>£</i>	<i>£</i>	<i>£</i>
Direct staff costs	42,274	66,956	109,230
Direct other costs	36,622	59,101	95,723
Indirect costs	4,438	7,163	11,601
	83,334	133,220	216,554

8. Staff costs

	Year ended 31 Aug 2021	<i>Year ended 31 Aug 2020</i>
	£	£
Gross salaries	198,303	105,606
Employer's NIC	13,773	5,402
Employer's pension	6,484	2,422
	218,560	113,430

The average headcount during the period was 8 persons (2020: 4 persons).

No employee received employee benefits of more than £60,000 (2020: NIL).

The total employee benefits paid to key management personnel during the year was £89,924 (2020: £47,719).

9. Tangible fixed assets

	Computer equipment	Total
	£	£
Cost		
At 1 September 2020	1,034	1,034
Additions in year	4,633	4,633
Disposals in year	(1,034)	(1,034)
At 31 August 2021	4,633	4,633
Accumulated depreciation		
At 1 September 2020	1,034	1,034
Charge in year	659	659
Disposals in year	(1,034)	(1,034)
At 31 August 2021	659	659
Net book value		
At 1 September 2020	-	-
At 31 August 2021	3,974	3,974

10. Debtors and prepayments

	Year ended 31 Aug 2021	<i>Year ended 31 Aug 2020</i>
	£	£
Accounts receivable	2,148	18,201
Accrued grant income	11,957	1,500
Prepayments	4,297	2,429
Other debtors	6,955	4,581
	25,357	26,711

11. Creditors – amounts falling due within one year

	Year ended 31 Aug 2021	<i>Year ended 31 Aug 2020</i>
	£	<i>£</i>
Accounts payable	1,939	<i>2,693</i>
Accruals	5,554	<i>2,749</i>
Deferred income	32,070	<i>49,326</i>
Wages payable	-	<i>6,224</i>
HMRC liability	6,895	<i>1,964</i>
Pension liability	1,384	<i>406</i>
	47,842	<i>63,362</i>

Deferred income consists of grant income received in the current financial year for activities happening in the next and is broken down as follows:

	Year ended 31 Aug 2021	<i>Year ended 31 Aug 2020</i>
	£	<i>£</i>
Brought forward	49,326	<i>6,684</i>
Amount released to income in year	(49,326)	<i>(6,684)</i>
Amount deferred in year	32,070	<i>49,326</i>
Balance carried forward	32,070	<i>49,326</i>

12. Analysis of charity funds

	Balance brought forward Year ended 31 Aug 2021 £	Income for the period Year ended 31 Aug 2021 £	Expenditure in the period Year ended 31 Aug 2021 £	Transfers between funds Year ended 31 Aug 2021 £	Balance carried forward Year ended 31 Aug 2021 £
Unrestricted funds					
General fund	67,670	125,607	(61,252)	-	132,025
Unrestricted funds	67,670	125,607	(61,252)	-	132,025
Restricted funds					
LGBT+ Hate Crime Project	-	30,200	(30,200)	-	-
Profit for Good	6,151	-	(6,151)	-	-
Youth Justice	-	50,417	(50,417)	-	-
Project Articulate	-	48,009	(48,009)	-	-
Organisational Support & Development	7,500	5,000	(5,928)	-	6,572
Restorative Justice	15,290	47,654	(52,500)	-	10,444
Time to Shine	-	13,592	(13,535)	-	57
COVID-19 response	-	23,656	(23,656)	-	-
Restricted funds	28,941	218,528	(230,396)	-	17,073
Total funds	96,611	344,135	(291,648)	-	149,098

LGBT+ Hate Crime Project

This was funding received from the City Bridge Trust for a project to support work with victims of hate crime from the LGBT+ community and initially ran from January 2019 to December 2020 but was extended for a further two years in January 2021.

Profit for Good

Profit for Good This is a grant from the Rank Foundation to support income diversification and developing skills within this area.

Youth Justice

This is combination of two grants provided for the youth justice project.

Project Articulate

This is grant from the Bell Education Trust for Project Articulate.

Organisational Support & Development

A number of smaller funders and donors provided funds to support organisational support and development within the Charity. Some of these funds were used to recruit a team administrator who started in 2019/2020.

Restorative Justice

Various funders have provided support for the Restorative Justice casework carried out by the charity.

Time to Shine

This was a grant from the Rank Foundation to support an intern role.

COVID-19 response

Several funders provided funding specifically to support the Charity through adapting to challenges provided by the COVID-19 pandemic.

	<i>Balance brought forward Year ended 31 Aug 2020 £</i>	<i>Income for the period Year ended 31 Aug 2020 £</i>	<i>Expenditure in the period Year ended 31 Aug 2020 £</i>	<i>Transfers between funds Year ended 31 Aug 2020 £</i>	<i>Balance carried forward Year ended 31 Aug 2020 £</i>
Unrestricted funds					
General fund	43,223	112,332	(87,885)	-	67,670
Unrestricted funds	<u>43,223</u>	<u>112,332</u>	<u>(87,885)</u>	<u>-</u>	<u>67,670</u>
Restricted funds					
Empowering Victims	2,143	15,167	(17,310)	-	-
LGBT+ Hate Crime Project	-	28,533	(28,533)	-	-
Building a Stronger Britain Together	718	12,590	(13,308)	-	-
Profit for Good	10,700	1,000	(5,549)	-	6,151
Business Development	-	16,667	(16,667)	-	-
Campaigns	-	30,000	(30,000)	-	-
Organisational Support & Development	5,000	2,500	-	-	7,500
Restorative Justice	16,500	2,500	(3,710)	-	15,290
Online hub	-	5,750	(5,750)	-	-
COVID-19 response	-	14,727	(14,727)	-	-
Restricted funds	<u>35,061</u>	<u>129,434</u>	<u>(135,554)</u>	<u>-</u>	<u>28,941</u>
Total funds	<u>78,284</u>	<u>241,766</u>	<u>(223,439)</u>	<u>-</u>	<u>96,611</u>

Empowering Victims

This was funding received from the Mayors Office for Policing and Crime, managed via the London Community Foundation, for a project to support and empower victims of crime and ran from April 2019 to March 2020.

Building a Stronger Britain Together

This was funding received from the Home Office, managed via the London Community Foundation for a project to support and empower victims of crime of hate crime and ran from January 2019 to December 2019.

Business Development

The Rank Foundation provided a three-year grant towards diversifying income generation within the Charity, which ran from July 2017 to June 2020.

Campaigns

The Barrow Cadbury Trust provided funding specifically to support the campaigning work on hate crime carried out by the Charity.

Online hub

The Rank Foundation provided funding to develop an online hub for organisations involved in restorative justice.

13. Analysis of net assets

	Unrestricted funds	Restricted funds	Total funds
	Year ended	Year ended	Year ended
	31 Aug 2021	31 Aug 2021	31 Aug 2021
	£	£	£
Fixed assets	3,974	-	3,974
Current assets	143,823	49,143	192,966
Current liabilities	(15,772)	(32,070)	(47,842)
	132,025	17,073	149,098

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total funds</i>
	<i>Year ended</i>	<i>Year ended</i>	<i>Year ended</i>
	<i>31 Aug 2020</i>	<i>31 Aug 2020</i>	<i>31 Aug 2020</i>
	<i>£</i>	<i>£</i>	<i>£</i>
Current assets	<i>81,706</i>	<i>78,267</i>	<i>159,973</i>
Current liabilities	<i>(14,036)</i>	<i>(49,326)</i>	<i>(63,362)</i>
	<i>67,670</i>	<i>28,941</i>	<i>96,611</i>

14. Donated services

During the previous year the charity was support by a number of organisations through donated services. The income is reflected in note 3, with the matching expenditure allocated as follows:

	Year ended	<i>Year ended</i>
	31 Aug 2021	<i>31 Aug 2020</i>
	£	<i>£</i>
AdWords grant	4,380	<i>10,782</i>
Consultancy support	5,130	<i>5,150</i>
	9,510	<i>15,932</i>

15. Trustee remuneration

During the year, no trustee received any remuneration (2020: £Nil). No members of the Board of Trustees

received reimbursement of expenses for travel to meetings (2020: three members totalling £691).

16. Related party transactions

During the year there were no related party transactions (2020: £Nil).