

# INSIUK

England & Wales · Charity number 1144296

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [07635486](#)

**Registered** 2011-10-17

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Thomson Reuters  
5 Canada Square  
Floor 8  
London

**Phone** 00447766814274

**Email** [elena.cosentino@newssafety.org](mailto:elena.cosentino@newssafety.org)

**Website** [www.newssafety.org](http://www.newssafety.org)

## Activities

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**Objects:** THE CHARITY'S OBJECTS SHALL BE TO PROMOTE THE PHYSICAL SAFETY AND PROFESSIONAL WELL BEING OF ALL WHO WORK IN JOURNALISM AND NEWS GATHERING.

**Activities:** The charity provides organizational and financial support for activities such as conferences, workshops and symposia around the world on topics in news safety for news media workers; engages with employers to collaborate in providing financial support for news safety training; and formulates and promotes news safety best practices for training, equipment and field work.

## Classification

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- **How:** Provides Other Finance, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Other Defined Groups

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£266,000	£210,000	-	-
2024-03-31	£235,530	£230,848	-	-
2023-03-31	£213,673	£234,256	-	-
2022-03-31	£228,922	£180,050	-	-
2021-03-31	£290,520	£261,119	-	-

## Trustees

Name	Role	Appointed
Francesca Mary Unsworth	Chair	2024-04-17
Andrew Roy		2025-12-04
Antonio Zappulla		2019-04-29
Caroline Drees		2021-03-05
Cilla Benko		2015-10-28
Elizabeth Claire Spiller		2020-05-19
Giles Antony Hunt		2024-09-12
Jonathan Williams		2013-10-30
Mark Grant		2023-03-01
Michael Herrod		2017-11-02
Paul Danahar		2021-12-06
Phil Chetwynd		2025-06-04
RICHARD GRAHAM TAIT		2011-10-17
Salim Amin		2013-10-30
Simon James Gardner		2024-02-21
Timothy Singleton		2020-12-31

**INSIUK**

England & Wales - Charity number 1144296

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# Accounts

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**COMPANY REGISTRATION NUMBER: 07635486**  
**CHARITY REGISTRATION NUMBER: 1144296**

**INSIUK**

**Company Limited by Guarantee**

**Unaudited Financial Statements**

**31 March 2025**

# **INSIUK**

**Company Limited by Guarantee**

**Financial Statements**

**Year ended 31 March 2025**

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# INSIUK

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

#### Year ended 31 March 2025

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The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

#### Reference and administrative details

**Registered charity name** INSIUK

**Charity registration number** 1144296

**Company registration number** 07635486

**Principal office and registered office** Thomson Reuters  
5 Canada Square  
Floor 8  
London  
E14 5AQ

#### The trustees

Antonio Zappulla  
Caroline Drees  
Cilla Benko  
Deborah Rayner  
Elizabeth Spiller  
Jan Thompson (Resigned 4 June 2024)  
Jonathan Williams  
Mark Grant  
Michael Herrod  
Neil Ashton (Resigned 12 September 2024)  
Paul Danahar  
Richard Tait  
Robin Elias (Resigned 17 April 2024)  
Salim Amin  
Timothy Singleton  
Simon Gardner  
Francesca Unsworth (Appointed 17 April 2024)  
Giles Hunt (Appointed 12 September 2024)  
Phil Chetwynd (Appointed 4 June 2025)

#### Independent examiner

Joseph Robinson FCCA  
Robinsons Consulting Limited  
Chartered Certified Accountants  
5 Underwood Street  
London  
N1 7LY

# **INSIUK**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2025**

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##### **Structure, governance and management**

The charity is a company limited by guarantee governed by the Articles of Association dated 16 May 2011 as amended on 28 September 2011 and 30 October 2013.

The Charity's governing document is its Articles of Association which defines the Charity's objectives and sets out the role of the Board of INSIUK to ensure that these objectives are achieved by INSIUK's staff, supervise its management and finances and more generally work to promote the cause of journalist safety.

None of the trustees has any beneficial interest in the Charity.

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity.

INSIUK will recruit by either identifying individuals known to them or by giving due consideration to nominations and recommendations. Once identified as a potential Trustee, the candidate will be invited to an interview which will be conducted by one or more of the existing Trustees to identify the applicant's suitability to act as a Trustee for the Charity. Details of the interview will be submitted to all existing Trustees who should unanimously agree upon the appointment of an applicant in order for it to proceed. The successful applicant will be given a detailed explanation of the Charity's aims and objectives which they will be required to accept and support in addition to the tenets of faith which are fundamental to the Charity. Should the applicant accept the above, their appointment will be confirmed in writing and the necessary searches made of Companies House will take place to ensure their suitability which will then be followed by the completion of appropriate legal documentation for their registration.

INSIUK has staff to manage its day to day administrative requirements in the UK. The staff report regularly to the Trustees and interface with the accountancy firm and lawyers appointed to act on INSIUK's behalf.

The Trustees will meet periodically to ensure that the aims and objectives of the charity are being fulfilled. To do this, a formal Agenda will be prepared by the Chairman who will receive submissions in advance by any Trustee wishing to place items on the Agenda. Meeting dates will be agreed upon and the Agenda distributed in advance. Notes will be kept of the discussions and distributed in a timely manner to Trustees for them to review before they are formally ratified. In some cases a meeting might be by conference call rather than a physical gathering depending on the availability of Trustees.

##### **Risk management**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

# INSIUK

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### Objectives and activities

The charity's objectives are to advance health, promote safety and save lives of news and media workers, often working in dangerous and potentially high risk situations worldwide such as natural disasters and war. In furtherance of this objective, the charity's main activities are to provide financial assistance, training, support and practical advice; to provide organisational and financial support for activities such as conferences, workshops and symposia around the world on topics in news safety for news media workers; to engage with employers to collaborate in providing financial support for news safety training; and to formulate and promote news safety best practices for training, equipment and field work.

#### Public benefit

The charity's main activities undertaken to further its purposes are for the public benefit – the protection of journalists from physical and psychological harm to allow them to report freely is a key factor in ensuring and promoting Freedom of Expression – an important public right as defined in Article 11 of the European Convention on Human Rights. The trustees have given regard to the Charity Commission's guidance on public benefit.

The trustees have considered this matter and concluded:

- That the aims of the organisation continue to be charitable;
- That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
- That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
- That there is no detriment or harm arising from the aims or activities.

#### Achievements and performance

In the last year, INSIUK has continued to hold the majority of its regular meetings on journalists' safety online, rather than in person, for its members in the news media. The charity has organised webinars and Q&A sessions, facilitated confidential information exchanges about a variety of global events and published safety advisories to address key areas of concern for news organisations. Our members tell us they find these meetings extremely valuable for keeping their journalists safe, sharing good practices and providing networking opportunities. This has been particularly true throughout the war in Ukraine and conflict in the Middle East, which continued to dominate INSIUK members' activities the past year. From the onset, INSIUK organised regular Zoom meetings to huge attendance and participation, had an extremely active confidential email chain with hundreds of safety exchanges, and worked tirelessly to share high-level advice and feedback from members on the ground.

#### Financial review

The charity was financed predominantly by donations from UK and international media organisations.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to around one year of expenditure. The unrestricted funds of the charity as at 31 March 2025 amounted to £340,777 (2024 : £284,851).

The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

# INSIUK

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2025

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#### Plans for future periods

Throughout the coming year it will be the charity's intention to ensure it expands its provision of services globally. Furthermore the Trustees will pay careful consideration to both existing and new projects in the news safety field that could possibly be assisted with funds from the charity and that fall within the aims and objectives of the Charity.

#### Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

SIGNED SECURELY  
18/09/2025  
18/09/2025 at 3:29:03 PM UTC

The trustees' annual report was approved on ..... and signed on behalf of the board of trustees by:

SIGNED SECURELY  
*Giles Hunt*  
18/09/2025 at 3:29:03 PM UTC

Giles Hunt  
Trustee

# **INSIUK**

## **Company Limited by Guarantee**

### **Independent Examiner's Report to the Trustees of INSIUK**

#### **Year ended 31 March 2025**

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I report to the trustees on my examination of the financial statements of INSIUK ('the charity') for the year ended 31 March 2025.

#### **Responsibilities and basis of report**

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Since 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 the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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).

# **INSIUK**

## **Company Limited by Guarantee**

### **Independent Examiner's Report to the Trustees of INSIUK *(continued)***

#### **Year ended 31 March 2025**

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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.



Joseph Robinson FCCA  
Robinsons Consulting Limited  
Chartered Certified Accountants  
Independent Examiner

5 Underwood Street  
London  
N1 7LY

# INSIUK

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		2025		2024
		Unrestricted funds	Total funds	Total funds
	Note	£	£	£
<b>Income and endowments</b>				
Donations and legacies	5	259,454	259,454	232,201
Investment income	6	4,509	4,509	2,329
Other income	7	1,800	1,800	1,000
<b>Total income</b>		<u>265,763</u>	<u>265,763</u>	<u>235,530</u>
<b>Expenditure</b>				
Expenditure on charitable activities	8,9	<u>209,837</u>	<u>209,837</u>	<u>230,848</u>
<b>Total expenditure</b>		<u>209,837</u>	<u>209,837</u>	<u>230,848</u>
<b>Net income and net movement in funds</b>		<u>55,926</u>	<u>55,926</u>	<u>4,682</u>
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>284,851</u>	<u>284,851</u>	<u>280,169</u>
<b>Total funds carried forward</b>		<u>340,777</u>	<u>340,777</u>	<u>284,851</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 11 to 18 form part of these financial statements.

# INSIUK

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2025

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	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible fixed assets	15	2,987	–
<b>Current assets</b>			
Debtors	16	13,744	–
Cash at bank and in hand		359,802	317,010
		<u>373,546</u>	<u>317,010</u>
<b>Creditors: amounts falling due within one year</b>	17	<u>35,756</u>	<u>32,159</u>
<b>Net current assets</b>		<u>337,790</u>	<u>284,851</u>
<b>Total assets less current liabilities</b>		<u>340,777</u>	<u>284,851</u>
<b>Net assets</b>		<u>340,777</u>	<u>284,851</u>
<b>Funds of the charity</b>			
Unrestricted funds		340,777	284,851
<b>Total charity funds</b>	19	<u>340,777</u>	<u>284,851</u>

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The statement of financial position  
continues on the following page.  
The notes on pages 11 to 18 form part of these financial statements.

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# INSIUK

## Company Limited by Guarantee

### Statement of Financial Position *(continued)*

**31 March 2025**

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These financial statements were approved by the board of trustees and authorised for issue on 18/09/2025 and are signed on behalf of the board by:

SIGNED SECURELY  
18/09/2025  
18/09/2025 at 3:29:03 PM UTC

SIGNED SECURELY  
*Giles Hunt*  
18/09/2025 at 3:29:03 PM UTC

Giles Hunt  
Trustee

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The notes on pages 11 to 18 form part of these financial statements.

# INSIUK

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2025

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	2025	2024
	£	£
<b>Cash flows from operating activities</b>		
Net income	55,926	4,682
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	996	–
Other interest receivable and similar income	(4,509)	(2,329)
Accrued expenses	3,154	3,351
<i>Changes in:</i>		
Trade and other debtors	(13,744)	4,798
Trade and other creditors	443	(6,852)
Cash generated from operations	42,266	3,650
Interest received	4,509	2,329
Net cash from operating activities	<u>46,775</u>	<u>5,979</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(3,983)	–
Net cash used in investing activities	<u>(3,983)</u>	<u>–</u>
<b>Net increase in cash and cash equivalents</b>	42,792	5,979
<b>Cash and cash equivalents at beginning of year</b>	317,010	311,031
<b>Cash and cash equivalents at end of year</b>	<u>359,802</u>	<u>317,010</u>

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The notes on pages 11 to 18 form part of these financial statements.

# INSIUUK

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2025

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#### 1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Thomson Reuters, 5 Canada Square, Floor 8, London, E14 5AQ.

#### 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### 3. Accounting policies

##### Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

##### Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements.

##### Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

##### Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis, inclusive of value added tax. All expenses, including support costs and governance costs, are allocated to the one charitable activity in the statement of financial activities.

Governance costs include those costs incurred in the governance of the charity's assets and are primarily associated with constitutional and statutory requirements.

##### Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

##### Depreciation

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

Equipment - 25% straight line

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### **Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

##### **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, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

##### **Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 4. Limited by guarantee

The company is limited by guarantee whereby each member of the company undertakes to contribute to the company in the event of a winding up. Every member of the company guarantees to contribute £10 in the event of a winding up.

#### 5. Donations and legacies

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
<b>Subscriptions</b>				
Membership subscription	256,794	256,794	228,292	228,292
<b>Other donations and legacies</b>				
Other donations and legacies	<u>2,660</u>	<u>2,660</u>	<u>3,909</u>	<u>3,909</u>
	<u>259,454</u>	<u>259,454</u>	<u>232,201</u>	<u>232,201</u>

#### 6. Investment income

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>4,509</u>	<u>4,509</u>	<u>2,329</u>	<u>2,329</u>

#### 7. Other income

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Website revenue	<u>1,800</u>	<u>1,800</u>	<u>1,000</u>	<u>1,000</u>

#### 8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Safety awareness	191,302	191,302	211,878	211,878
Support costs	<u>18,535</u>	<u>18,535</u>	<u>18,970</u>	<u>18,970</u>
	<u>209,837</u>	<u>209,837</u>	<u>230,848</u>	<u>230,848</u>

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# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 9. Expenditure on charitable activities by activity type

	Safety Awareness 2025 £	Safety Awareness 2024 £
Staff costs	141,112	149,845
Consultancy	35,466	12,130
Travel	2,393	2,229
Depreciation	996	-
Safety training course	1,280	2,553
Members meeting expenses	1,071	2,634
Conference fees	3,915	5,237
Special events	5,069	37,250
	<u>191,302</u>	<u>211,878</u>

#### 10. Analysis of support costs

	Analysis of support costs £	Total 2025 £	Total 2024 £
Communications and IT	9,955	9,955	8,913
General office	2,584	2,584	3,552
Governance costs	4,816	4,816	5,739
Advertising and marketing	198	198	-
Insurance	863	863	519
Bank charges	119	119	247
	<u>18,535</u>	<u>18,535</u>	<u>18,970</u>

#### 11. Net income

Net income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	<u>996</u>	<u>-</u>

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# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 12. Independent examination fees

	<b>2025</b>	2024
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	3,500	3,500
Other financial services	<u>1,247</u>	<u>2,191</u>
	<u><u>4,747</u></u>	<u><u>5,691</u></u>

#### 13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	<b>2025</b>	2024
	£	£
Wages and salaries	127,974	136,524
Social security costs	11,233	11,303
Employer contributions to pension plans	<u>1,905</u>	<u>2,018</u>
	<u><u>141,112</u></u>	<u><u>149,845</u></u>

The average head count of employees during the year was 2 (2024: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	<b>2025</b>	2024
	No.	No.
Administration	<u>2</u>	<u>2</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	<b>2025</b>	2024
	No.	No.
£100,000 to £109,999	<u>1</u>	<u>1</u>

#### 14. Trustee remuneration and expenses

None of the trustees (or any persons connected with them) received any remuneration or benefits during the current or prior year. None of the trustees received reimbursement for expenses paid on behalf of the charity.

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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##### 15. Tangible fixed assets

	Equipment £
<b>Cost</b>	
At 1 April 2024	–
Additions	3,983
<b>At 31 March 2025</b>	<u>3,983</u>
<b>Depreciation</b>	
At 1 April 2024	–
Charge for the year	996
<b>At 31 March 2025</b>	<u>996</u>
<b>Carrying amount</b>	
<b>At 31 March 2025</b>	<u>2,987</u>
At 31 March 2024	<u>–</u>

##### 16. Debtors

	2025 £	2024 £
Trade debtors	<u>13,744</u>	<u>–</u>

##### 17. Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals and deferred income	27,216	24,062
Social security and other taxes	4,639	4,175
Other creditors	3,901	3,922
	<u>35,756</u>	<u>32,159</u>

##### 18. Pensions and other post retirement benefits

###### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,905 (2024: £2,018).

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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##### 19. Analysis of charitable funds

###### Unrestricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
General funds	<u>284,851</u>	<u>265,763</u>	<u>(209,837)</u>	<u>340,777</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>280,169</u>	<u>235,530</u>	<u>(230,848)</u>	<u>284,851</u>

##### 20. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2025 £
Tangible fixed assets	2,987	2,987
Current assets	373,546	373,546
Creditors less than 1 year	<u>(35,756)</u>	<u>(35,756)</u>
<b>Net assets</b>	<u>340,777</u>	<u>340,777</u>

	Unrestricted Funds £	Total Funds 2024 £
Tangible fixed assets	–	–
Current assets	317,010	317,010
Creditors less than 1 year	<u>(32,159)</u>	<u>(32,159)</u>
<b>Net assets</b>	<u>284,851</u>	<u>284,851</u>

##### 21. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	<u>317,010</u>	<u>42,792</u>	<u>359,802</u>

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**INSIUK**

England & Wales - Charity number 1144296

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# Accounts

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**COMPANY REGISTRATION NUMBER: 07635486**  
**CHARITY REGISTRATION NUMBER: 1144296**

**INSIUK**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31 March 2024**

# **INSIUK**

**Company Limited by Guarantee**

**Financial Statements**

**Year ended 31 March 2024**

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# INSIUK

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

#### Year ended 31 March 2024

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The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

#### Reference and administrative details

<b>Registered charity name</b>	INSIUK
<b>Charity registration number</b>	1144296
<b>Company registration number</b>	07635486
<b>Principal office and registered office</b>	Thomson Reuters 5 Canada Square Floor 8 London E14 5AQ

#### The trustees

	Antonio Zappulla	
	Caroline Drees	
	Cilla Benko	
	Deborah Rayner	
	Elizabeth Spiller	
	Jan Thompson	(Resigned 4 June 2024)
	Jonathan Williams	
	Mark Grant	
	Michael Herrod	
	Neil Ashton	(Resigned 12 September 2024)
	Paul Danahar	
	Richard Tait	
	Robin Elias	(Resigned 17 April 2024)
	Salim Amin	
	Timothy Singleton	
	Simon Gardner	(Appointed 21 February 2024)
	Francesca Unsworth	(Appointed 17 April 2024)
	Giles Hunt	(Appointed 12 September 2024)
	Michael Christie	(Resigned 13 June 2023)
	Marcelo Moreira	(Resigned 13 June 2023)
	Ian Phillips	(Resigned 13 June 2023)
<b>Independent examiner</b>	Joseph Robinson FCCA Robinsons Consulting Limited Chartered Accountants 5 Underwood Street London N1 7LY	

# **INSIUK**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2024**

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##### **Structure, governance and management**

The charity is a company limited by guarantee governed by the Articles of Association dated 16 May 2011 as amended on 28 September 2011 and 30 October 2013.

The Charity's governing document is its Articles of Association which defines the Charity's objectives and sets out the role of the Board of INSIUK to ensure that these objectives are achieved by INSIUK's staff, supervise its management and finances and more generally work to promote the cause of journalist safety.

None of the trustees has any beneficial interest in the Charity.

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity.

INSIUK will recruit by either identifying individuals known to them or by giving due consideration to nominations and recommendations. Once identified as a potential Trustee, the candidate will be invited to an interview which will be conducted by one or more of the existing Trustees to identify the applicant's suitability to act as a Trustee for the Charity. Details of the interview will be submitted to all existing Trustees who should unanimously agree upon the appointment of an applicant in order for it to proceed. The successful applicant will be given a detailed explanation of the Charity's aims and objectives which they will be required to accept and support in addition to the tenets of faith which are fundamental to the Charity. Should the applicant accept the above, their appointment will be confirmed in writing and the necessary searches made of Companies House will take place to ensure their suitability which will then be followed by the completion of appropriate legal documentation for their registration.

INSIUK has staff to manage its day to day administrative requirements in the UK. The staff report regularly to the Trustees and interface with the accountancy firm and lawyers appointed to act on INSIUK's behalf.

The Trustees will meet periodically to ensure that the aims and objectives of the charity are being fulfilled. To do this, a formal Agenda will be prepared by the Chairman who will receive submissions in advance by any Trustee wishing to place items on the Agenda. Meeting dates will be agreed upon and the Agenda distributed in advance. Notes will be kept of the discussions and distributed in a timely manner to Trustees for them to review before they are formally ratified. In some cases a meeting might be by conference call rather than a physical gathering depending on the availability of Trustees.

##### **Risk management**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

# INSIUK

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2024

---

##### Objectives and activities

The charity's objectives are to advance health, promote safety and save lives of news and media workers, often working in dangerous and potentially high risk situations worldwide such as natural disasters and war. In furtherance of this objective, the charity's main activities are to provide financial assistance, training, support and practical advice; to provide organisational and financial support for activities such as conferences, workshops and symposia around the world on topics in news safety for news media workers; to engage with employers to collaborate in providing financial support for news safety training; and to formulate and promote news safety best practices for training, equipment and field work.

##### Public benefit

The charity's main activities undertaken to further its purposes are for the public benefit – the protection of journalists from physical and psychological harm to allow them to report freely is a key factor in ensuring and promoting Freedom of Expression – an important public right as defined in Article 11 of the European Convention on Human Rights. The trustees have given regard to the Charity Commission's guidance on public benefit.

The trustees have considered this matter and concluded:

- That the aims of the organisation continue to be charitable;
- That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
- That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
- That there is no detriment or harm arising from the aims or activities.

##### Achievements and performance

In the last year, INSIUK has continued to hold the majority of its regular meetings on journalists' safety online, rather than in person, for its members in the news media. The charity has organised webinars and Q&A sessions, facilitated confidential information exchanges about a variety of global events and published safety advisories to address key areas of concern for news organisations. Our members tell us they find these meetings extremely valuable for keeping their journalists safe, sharing good practices and providing networking opportunities. This has been particularly true throughout the war in Ukraine and conflict in the Middle East, which continued to dominate INSIUK members' activities the past year. From the onset, INSIUK organised regular Zoom meetings to huge attendance and participation, had an extremely active confidential email chain with hundreds of safety exchanges, and worked tirelessly to share high-level advice and feedback from members on the ground.

##### Financial review

The charity was financed predominantly by donations from UK and international media organisations.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to around one year of expenditure. The unrestricted funds of the charity as at 31 March 2024 amounted to £284,851 (2023 : £280,169).

The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

# INSIUK

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

---

#### Plans for future periods

Throughout the coming year it will be the charity's intention to ensure it expands its provision of services globally. Furthermore the Trustees will pay careful consideration to both existing and new projects in the news safety field that could possibly be assisted with funds from the charity and that fall within the aims and objectives of the Charity.

#### Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 16 January 2025 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to read 'Giles Hunt', is written above the date '16.1.25'.

Giles Hunt  
Trustee

# INSIUK

## Company Limited by Guarantee

### Independent Examiner's Report to the Trustees of INSIUK

Year ended 31 March 2024

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I report to the trustees on my examination of the financial statements of INSIUK ('the charity') for the year ended 31 March 2024.

#### Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

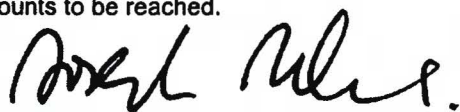
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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.



Joseph Robinson FCCA  
Robinsons Consulting Limited  
Chartered Accountants  
Independent Examiner

17.1.25.

5 Underwood Street  
London  
N1 7LY

17 January 2025

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# INSIUK

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		2024		2023
	Note	Unrestricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>				
Donations and legacies	5	232,201	232,201	213,605
Investment income	6	2,329	2,329	68
Other income	7	1,000	1,000	–
<b>Total income</b>		<u>235,530</u>	<u>235,530</u>	<u>213,673</u>
<b>Expenditure</b>				
Expenditure on charitable activities	8,9	<u>230,848</u>	<u>230,848</u>	<u>234,256</u>
<b>Total expenditure</b>		<u>230,848</u>	<u>230,848</u>	<u>234,256</u>
<b>Net income/(expenditure) and net movement in funds</b>		<u>4,682</u>	<u>4,682</u>	<u>(20,583)</u>
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>280,169</u>	<u>280,169</u>	<u>300,752</u>
<b>Total funds carried forward</b>		<u>284,851</u>	<u>284,851</u>	<u>280,169</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 14 form part of these financial statements.

# INSIUK

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors	14	–	4,798
Cash at bank and in hand		317,010	311,031
		<u>317,010</u>	<u>315,829</u>
<b>Creditors: amounts falling due within one year</b>	15	32,159	35,660
<b>Net current assets</b>		<u>284,851</u>	<u>280,169</u>
<b>Total assets less current liabilities</b>		<u>284,851</u>	<u>280,169</u>
<b>Net assets</b>		<u>284,851</u>	<u>280,169</u>
<b>Funds of the charity</b>			
Unrestricted funds		<u>284,851</u>	<u>280,169</u>
<b>Total charity funds</b>	17	<u>284,851</u>	<u>280,169</u>


For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 16 January 2025 and are signed on behalf of the board by:



16.1.25

Giles Hunt  
Trustee

The notes on pages 9 to 14 form part of these financial statements.

# INSIUK

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2024

---

	2024	2023
	£	£
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	4,682	(20,583)
<i>Adjustments for:</i>		
Other interest receivable and similar income	(2,329)	(68)
Accrued expenses	3,351	20,711
<i>Changes in:</i>		
Trade and other debtors	4,798	4,902
Trade and other creditors	(6,852)	1,961
Cash generated from operations	3,650	6,923
Interest received	2,329	68
Net cash from operating activities	<u>5,979</u>	<u>6,991</u>
<b>Net increase in cash and cash equivalents</b>	5,979	6,991
<b>Cash and cash equivalents at beginning of year</b>	311,031	304,040
<b>Cash and cash equivalents at end of year</b>	<u>317,010</u>	<u>311,031</u>

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The notes on pages 9 to 14 form part of these financial statements.

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2024

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#### 1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Thomson Reuters, 5 Canada Square, Floor 8, London, E14 5AQ.

#### 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### 3. Accounting policies

##### Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

##### Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements.

##### Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 3. Accounting policies *(continued)*

##### **Incoming resources**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

##### **Resources expended**

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis, inclusive of value added tax. All expenses, including support costs and governance costs, are allocated to the one charitable activity in the statement of financial activities.

Governance costs include those costs incurred in the governance of the charity's assets and are primarily associated with constitutional and statutory requirements.

##### **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, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

---

##### Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 4. Limited by guarantee

The company is limited by guarantee whereby each member of the company undertakes to contribute to the company in the event of a winding up. Every member of the company guarantees to contribute £10 in the event of a winding up.

#### 5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
<b>Subscriptions</b>				
Membership subscription	228,292	228,292	210,900	210,900
<b>Other donations and legacies</b>				
Other donations and legacies	3,909	3,909	2,705	2,705
	<u>232,201</u>	<u>232,201</u>	<u>213,605</u>	<u>213,605</u>

#### 6. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	2,329	2,329	68	68

#### 7. Other income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Website revenue	1,000	1,000	—	—

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# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 8. Expenditure on charitable activities by fund type

	Unrestricted Funds	Total Funds 2024	Unrestricted Funds	Total Funds 2023
	£	£	£	£
Safety awareness	211,878	211,878	198,637	198,637
Support costs	18,970	18,970	35,619	35,619
	<u>230,848</u>	<u>230,848</u>	<u>234,256</u>	<u>234,256</u>

#### 9. Expenditure on charitable activities by activity type

	Safety Awareness 2024	Safety Awareness 2023
	£	£
Staff costs	149,845	169,824
Consultancy	12,130	23,501
Travel	2,229	2,192
Safety training course	2,553	636
Members meeting expenses	2,634	2,484
Conference fees	5,237	--
Special events	37,250	--
	<u>211,878</u>	<u>198,637</u>

#### 10. Analysis of support costs

	Analysis of support costs	Total 2024	Total 2023
	£	£	£
Communications and IT	8,913	8,913	25,406
General office	3,552	3,552	2,238
Governance costs	5,739	5,739	7,600
Advertising and marketing	--	--	975
Insurance	519	519	(873)
Bank charges	247	247	273
	<u>18,970</u>	<u>18,970</u>	<u>35,619</u>

#### 11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	3,500	5,812
Other financial services	2,191	1,740
	<u>5,691</u>	<u>7,552</u>

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# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	136,524	156,607
Social security costs	11,303	11,256
Employer contributions to pension plans	2,018	1,961
	<u>149,845</u>	<u>169,824</u>

The average head count of employees during the year was 2 (2023: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Administration	<u>2</u>	<u>2</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2024	2023
	No.	No.
£90,000 to £99,999	–	1
£100,000 to £109,999	<u>1</u>	<u>–</u>
	<u>1</u>	<u>1</u>

#### 13. Trustee remuneration and expenses

None of the trustees (or any persons connected with them) received any remuneration or benefits during the current or prior year. One of the trustees was reimbursed expenses of £Nil (2023: £820) for expenses paid on behalf of the charity.

#### 14. Debtors

	2024	2023
	£	£
Prepayments and accrued income	–	302
Other debtors	<u>–</u>	<u>4,496</u>
	<u>–</u>	<u>4,798</u>

#### 15. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	–	76
Accruals and deferred income	24,062	20,711
Social security and other taxes	4,175	3,733
Other creditors	<u>3,922</u>	<u>11,140</u>
	<u>32,159</u>	<u>35,660</u>

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# INSIUK

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 16. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,018 (2023: £1,961).

#### 17. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>280,169</u>	<u>235,530</u>	<u>(230,848)</u>	<u>284,851</u>

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	<u>300,752</u>	<u>213,673</u>	<u>(234,256)</u>	<u>280,169</u>

#### 18. Analysis of net assets between funds

	Unrestricted Funds	Total Funds 2024
	£	£
Current assets	317,010	317,010
Creditors less than 1 year	(32,159)	(32,159)
<b>Net assets</b>	<u>284,851</u>	<u>284,851</u>

	Unrestricted Funds	Total Funds 2023
	£	£
Current assets	315,829	315,829
Creditors less than 1 year	(35,660)	(35,660)
<b>Net assets</b>	<u>280,169</u>	<u>280,169</u>

#### 19. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	At 31 Mar 2024
	£	£	£
Cash at bank and in hand	<u>311,031</u>	<u>5,979</u>	<u>317,010</u>

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**INSIUK**

England & Wales - Charity number 1144296

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# Accounts

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Charity Registration No. 1144296

Company Registration No. 07635486 (England and Wales)

**INSIUK**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

# INSIUK

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Antonio Zappulla Caroline Drees Cilla Benko Deborah Rayner Elizabeth Spiller Jan Thompson Jonathan Williams Mark Grant Michael Herrod Neil Ashton Paul Danahar Richard Tait Robin Elias Salim Amin Timothy Singleton	(Appointed 1 March 2023)
<b>Charity number</b>	1144296	
<b>Company number</b>	07635486	
<b>Registered office</b>	Thomson Reuters 5 Canada Square Floor 8 London E14 5AQ	
<b>Independent examiner</b>	Mark Taylor HW Fisher LLP Acre House 11-15 William Road London NW1 3ER	
<b>Bankers</b>	Barclays Bank Plc 1 Churchill Place London E14 5HP	

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# INSIUK

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# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

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The trustees present their report and accounts for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 1 January 2019).

#### Structure, governance and management

The charity is a company limited by guarantee governed by the Articles of Association dated 16 May 2011 as amended on 28 September 2011 and 30 October 2013.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Antonio Zappulla	
Caroline Drees	
Cilla Benko	
Deborah Rayner	
Elizabeth Spiller	
Ian Phillips	(Resigned 13 June 2023)
Jan Thompson	
Jonathan Williams	
Marcelo Moreira	(Resigned 13 June 2023)
Mark Grant	(Appointed 1 March 2023)
Michael Christie	(Resigned 13 June 2023)
Michael Herrod	
Neil Ashton	
Paul Danahar	
Richard Tait	
Robin Elias	
Salim Amin	
Thomas Evans	(Resigned 2 March 2023)
Timothy Singleton	

The Charity's governing document is its Articles of Association which defines the Charity's objectives and sets out the role of the Board of INSIUK to ensure that these objectives are achieved by INSIUK's staff, supervise its management and finances and more generally work to promote the cause of journalist safety.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

INSIUK will recruit by either identifying individuals known to them or by giving due consideration to nominations and recommendations. Once identified as a potential Trustee, the candidate will be invited to an interview which will be conducted by one or more of the existing Trustees to identify the applicant's suitability to act as a Trustee for the Charity. Details of the interview will be submitted to all existing Trustees who should unanimously agree upon the appointment of an applicant in order for it to proceed. The successful applicant will be given a detailed explanation of the Charity's aims and objectives which they will be required to accept and support in addition to the tenets of faith which are fundamental to the Charity. Should the applicant accept the above, their appointment will be confirmed in writing and the necessary searches made of Companies House will take place to ensure their suitability which will then be followed by the completion of appropriate legal documentation for their registration.

# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

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INSIUK has staff to manage its day to day administrative requirements in the UK. The staff report regularly to the Trustees and interface with the accountancy firm and lawyers appointed to act on INSIUK's behalf.

The Trustees will meet periodically to ensure that the aims and objectives of the charity are being fulfilled. To do this, a formal Agenda will be prepared by the Chairman who will receive submissions in advance by any Trustee wishing to place items on the Agenda. Meeting dates will be agreed upon and the Agenda distributed in advance. Notes will be kept of the discussions and distributed in a timely manner to Trustees for them to review before they are formally ratified. In some cases a meeting might be by conference call rather than a physical gathering depending on the availability of Trustees.

#### **Risk management**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

#### **Objectives and activities**

The charity's objectives are to advance health, promote safety and save lives of news and media workers, often working in dangerous and potentially high risk situations worldwide such as natural disasters and war. In furtherance of this objective, the charity's main activities are to provide financial assistance, training, support and practical advice; to provide organisational and financial support for activities such as conferences, workshops and symposia around the world on topics in news safety for news media workers; to engage with employers to collaborate in providing financial support for news safety training; and to formulate and promote news safety best practices for training, equipment and field work.

#### **Public benefit**

The charity's main activities undertaken to further its purposes are for the public benefit – the protection of journalists from physical and psychological harm to allow them to report freely is a key factor in ensuring and promoting Freedom of Expression – an important public right as defined in Article 11 of the European Convention on Human Rights. The trustees have given regard to the Charity Commission's guidance on public benefit.

The trustees have considered this matter and concluded:

- That the aims of the organisation continue to be charitable;
- That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
- That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
- That there is no detriment or harm arising from the aims or activities.

#### **Achievements and performance**

In the last year, INSIUK has continued to hold the majority of its regular meetings on journalists' safety online, rather than in person, for its members in the news media. The charity has organised webinars and Q&A sessions, facilitated confidential information exchanges about a variety of global events and published safety advisories to address key areas of concern for news organisations. Our members tell us they find these meetings extremely valuable for keeping their journalists safe, sharing good practices and providing networking opportunities. This has been particularly true throughout the war in Ukraine, which continued to dominate INSIUK members' activities the past year. From the onset, INSIUK organised regular Zoom meetings to huge attendance and participation, had an extremely active confidential email chain with hundreds of safety exchanges, and worked tirelessly to share high-level advice and feedback from members on the ground.

#### **Financial review**

The charity was financed predominantly by donations from UK and international media organisations.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to around one year of expenditure. The unrestricted funds of the charity as at 31 March 2023 amounted to £280,169 (2022 : £300,752).

The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

#### **Plans for the future**

Throughout the coming year it will be the charity's intention to ensure it expands its provision of services globally. Furthermore the Trustees will pay careful consideration to both existing and new projects in the news safety field that could possibly be assisted with funds from the charity and that fall within the aims and objectives of the Charity.

# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

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The trustees' report was approved by the Board of Trustees.

*Neil Ashton*  
.....

**Neil Ashton**  
Trustee 18 Dec 2023  
Dated: .....

# INSIUK

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF INSIUK

---

I report to the trustees on my examination of the financial statements of INSIUK (the charity) for the year ended 31 March 2023.

#### **Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements 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 financial statements to be reached.

*Mark Taylor*

Mark Taylor  
HW Fisher LLP  
Acre House  
11-15 William Road  
London  
NW1 3ER

19 Dec 2023

Dated: .....

# INSIUK

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2023**

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	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
<b>Income from:</b>			
Donations and legacies	3	213,605	220,638
Charitable activities	5	-	8,282
Investments	4	68	2
<b>Total income</b>		<u>213,673</u>	<u>228,922</u>
<b>Expenditure on:</b>			
Charitable activities	6	<u>234,256</u>	<u>180,050</u>
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		(20,583)	48,872
Fund balances at 1 April 2022		<u>300,752</u>	<u>251,880</u>
<b>Fund balances at 31 March 2023</b>		<u><u>280,169</u></u>	<u><u>300,752</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# INSIUK

## BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
<b>Current assets</b>					
Debtors	10	4,798		9,700	
Cash at bank and in hand		311,031		304,040	
		<u>315,829</u>		<u>313,740</u>	
<b>Creditors: amounts falling due within one year</b>	11	<u>(35,660)</u>		<u>(12,988)</u>	
Net current assets			280,169		300,752
<b>Income funds</b>					
Unrestricted funds			280,169		300,752
			<u>280,169</u>		<u>300,752</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

18 Dec 2023

The financial statements were approved by the Trustees on .....

*Neil Ashton*  
.....

**Neil Ashton**  
Trustee

*Robin Elias*  
.....

**Robin Elias**  
Trustee

Company Registration No. 07635486

# INSIUK

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 MARCH 2023**

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		2023		2022	
	Notes	£	£	£	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	13		6,923		41,428
<b>Investing activities</b>					
Interest received		68		2	
<b>Net cash generated from investing activities</b>					
			68		2
<b>Net increase in cash and cash equivalents</b>					
			6,991		41,430
Cash and cash equivalents at beginning of year			304,040		262,610
<b>Cash and cash equivalents at end of year</b>					
			311,031		304,040

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## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 1 Accounting policies

##### Company information

INSIUK is a private company limited by guarantee incorporated in England and Wales. The registered office is Thomson Reuters 5 Canada Square, Floor 8, London, E14 5AQ.

##### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum & Articles of Association, the Companies Act 2006, Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective from 1 January 2019). The charity is a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

##### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

##### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

##### 1.5 Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis, inclusive of value added tax. All expenses, including support costs and governance costs, are allocated to the one charitable activity in the statement of financial activities.

Governance costs include those costs incurred in the governance of the charity's assets and are primarily associated with constitutional and statutory requirements.

##### 1.6 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, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

##### 1.7 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements.

#### 3 Donations and legacies

	<b>Unrestricted funds</b>	Unrestricted funds
	<b>2023</b>	2022
	<b>£</b>	£
Donations and gifts	213,605	220,638
	<u>          </u>	<u>          </u>

#### 4 Investments

	<b>Unrestricted funds</b>	Unrestricted funds
	<b>2023</b>	2022
	<b>£</b>	£
Interest receivable	68	2
	<u>          </u>	<u>          </u>

#### 5 Charitable activities

	<b>Project income</b>	Project income
	<b>2023</b>	2022
	<b>£</b>	£
Sales within charitable activities	-	8,282
	<u>          </u>	<u>          </u>

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 6 Charitable activities

	<b>Safety awareness 2023 £</b>	Safety awareness 2022 £
Staff costs	169,824	118,905
Consultancy	23,501	31,897
Travel	2,192	518
Safety training course	636	1,799
Foreign exchange difference	-	(854)
Members meeting expense	2,484	-
	<u>198,637</u>	<u>152,265</u>
Share of support costs (see note 7)	28,019	21,619
Share of governance costs (see note 7)	7,600	6,166
	<u>234,256</u>	<u>180,050</u>

#### 7 Support costs

	<b>Support costs £</b>	<b>Governance costs £</b>	<b>2023 £</b>	Support costs £	Governance costs £	2022 £
Website & IT expenses	25,406	-	25,406	13,785	-	13,785
Bank charges	273	-	273	3,094	-	3,094
Insurance	(873)	-	(873)	3,033	-	3,033
Miscellaneous expense	2,238	-	2,238	1,707	-	1,707
Advertising & marketing	975	-	975	-	-	-
Accountancy	-	7,552	7,552	-	6,131	6,131
Legal and professional	-	48	48	-	35	35
	<u>28,019</u>	<u>7,600</u>	<u>35,619</u>	<u>21,619</u>	<u>6,166</u>	<u>27,785</u>
Analysed between						
Charitable activities	<u>28,019</u>	<u>7,600</u>	<u>35,619</u>	<u>21,619</u>	<u>6,166</u>	<u>27,785</u>

Accountancy includes payments to the independent examiner of £5,812 (2022: £5,535) for independent examination fee and £1,740 (2022: £596) for other services.

#### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits during the current or prior year. One of the trustees was reimbursed expenses of £820 (2022: £nil) for expenses paid on behalf of the charity.

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

#### 9 Employees

The average monthly number of employees during the year was:

2023	2022
Number	Number
2	2

#### Employment costs

	2023	2022
	£	£
Wages and salaries	156,607	108,771
Social security costs	11,256	8,472
Other pension costs	1,961	1,662
	<u>169,824</u>	<u>118,905</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2023	2022
	Number	Number
£80,000 to £90,000	-	1
£90,000 to £100,000	1	-

#### 10 Debtors

	2023	2022
	£	£
<b>Amounts falling due within one year:</b>		
Other debtors	4,496	-
Prepayments and accrued income	302	9,700
	<u>4,798</u>	<u>9,700</u>

#### 11 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	3,733	700
Trade creditors	76	-
Other creditors	11,139	6,508
Accruals and deferred income	20,712	5,781
	<u>35,660</u>	<u>12,989</u>

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2023

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#### 12 Related party transactions

There were no other related party transactions during the current or prior period, apart from the transactions already disclosed in note 8.

<b>13 Cash generated from operations</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
(Deficit)/surplus for the year	(20,583)	48,872
Adjustments for:		
Investment income recognised in statement of financial activities	(68)	(2)
Movements in working capital:		
Decrease/(increase) in debtors	4,902	(255)
Increase/(decrease) in creditors	22,672	(7,187)
	<u>6,923</u>	<u>41,428</u>
<b>Cash generated from operations</b>	<u><u>6,923</u></u>	<u><u>41,428</u></u>

**INSIUK**

England & Wales - Charity number 1144296

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# Accounts

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Charity Registration No. 1144296

Company Registration No. 07635486 (England and Wales)

**INSIUK**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**



# INSIUK

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# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2022

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#### **Structure, governance and management**

The charity is a company limited by guarantee governed by the Articles of Association dated 16 May 2011 as amended on 28 September 2011 and 30 October 2013.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Amy Selwyn	(Resigned 31 January 2022)
Andrew Roy	(Resigned 6 December 2021)
Antonio Zappulla	
Caroline Drees	
Cilla Benkö	
Deborah Rayner	
Elizabeth Spiller	
Ian Phillips	(Appointed 6 December 2021)
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Jonathan Simon Williams	
Marcelo Moreira	
Michael Christie	
Michael Herrod	
Neil Ashton	
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INSIUK will recruit by either identifying individuals known to them or by giving due consideration to nominations and recommendations. Once identified as a potential Trustee, the candidate will be invited to an interview which will be conducted by one or more of the existing Trustees to identify the applicant's suitability to act as a Trustee for the Charity. Details of the interview will be submitted to all existing Trustees who should unanimously agree upon the appointment of an applicant in order for it to proceed. The successful applicant will be given a detailed explanation of the Charity's aims and objectives which they will be required to accept and support in addition to the tenets of faith which are fundamental to the Charity. Should the applicant accept the above, their appointment will be confirmed in writing and the necessary searches made of Companies House will take place to ensure their suitability which will then be followed by the completion of appropriate legal documentation for their registration.

# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

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The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

---

The trustees' report was approved by the Board of Trustees.

*Neil Ashton*

**Neil Ashton**

Trustee 21 Dec 2022

Dated: .....

# INSIUK

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF INSIUK

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#### **Responsibilities and basis of report**

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements 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 financial statements to be reached.

*Andrew Rich*

Andrew Rich  
c/o HW Fisher LLP  
Chartered Accountants  
Acre House  
11-15 William Road  
London  
NW1 3ER

21 Dec 2022

Dated: .....

# INSIUK

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2022**

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	Notes	Unrestricted funds 2022 £	Unrestricted funds 2021 £
<b>Income from:</b>			
Donations and legacies	3	220,638	221,422
Charitable activities	5	8,282	69,086
Investments	4	2	12
<b>Total income</b>		<u>228,922</u>	<u>290,520</u>
<b>Expenditure on:</b>			
Charitable activities	6	<u>180,050</u>	<u>261,119</u>
<b>Net income for the year/ Net movement in funds</b>		48,872	29,401
Fund balances at 1 April 2021		<u>251,880</u>	<u>222,479</u>
<b>Fund balances at 31 March 2022</b>		<u><u>300,752</u></u>	<u><u>251,880</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# INSIUK

## BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
<b>Current assets</b>					
Debtors	10	9,700		9,445	
Cash at bank and in hand		304,040		262,610	
		<u>313,740</u>		<u>272,055</u>	
<b>Creditors: amounts falling due within one year</b>	11	<u>(12,988)</u>		<u>(20,175)</u>	
Net current assets			300,752		251,880
<b>Income funds</b>					
Unrestricted funds			300,752		251,880
			<u>300,752</u>		<u>251,880</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 21 Dec 2022 .....

*Neil Ashton*  
.....

Neil Ashton  
Trustee



Robin Elias  
Trustee

Company Registration No. 07635486

# INSIUK

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 MARCH 2022**

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		2022		2021	
	Notes	£	£	£	£
<b>Cash flows from operating activities</b>					
Cash generated from/(absorbed by) operations	13		41,428		(44,430)
<b>Investing activities</b>					
Interest received		2		12	
<b>Net cash generated from investing activities</b>			2		12
<b>Net increase/(decrease) in cash and cash equivalents</b>			41,430		(44,418)
Cash and cash equivalents at beginning of year			262,610		307,028
<b>Cash and cash equivalents at end of year</b>			304,040		262,610

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2022

---

#### 1 Accounting policies

##### Company information

INSIUK is a private company limited by guarantee incorporated in England and Wales. The registered office is Thomson Reuters 5 Canada Square, Floor 8, London, United Kingdom, E14 5AQ.

##### 1.1 Accounting convention

The financial statements have been prepared in accordance charity's governing document, the Companies Act 2006, Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective from 1 January 2019). The charity is a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

##### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

##### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

##### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Book sales and website advertisement are measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

##### 1.5 Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis, inclusive of value added tax. All expenses, including support costs and governance costs, are allocated to the one charitable activity in the statement of financial activities.

Governance costs include those costs incurred in the governance of the charity's assets and are primarily associated with constitutional and statutory requirements.

##### 1.6 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, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

#### 1 Accounting policies

(Continued)

##### 1.7 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements.

#### 3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	220,638	221,422

#### 4 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	2	12

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

#### 5 Charitable activities

	<b>Project income</b>	Website advertisement income	Project income	Unrestricted funds total
	<b>2022</b>	2021	2021	2021
	<b>£</b>	£	£	£
Sales within charitable activities	8,282	400	68,686	69,086

#### 6 Charitable activities

	<b>Safety awareness</b>	Safety awareness
	<b>2022</b>	2021
	<b>£</b>	£
Staff costs	118,905	92,831
Consultancy	31,897	118,370
Travel	518	782
Safety training course	1,799	30
Foreign exchange difference	(854)	8,108
	<u>152,265</u>	<u>220,121</u>
Share of support costs (see note 7)	21,619	32,374
Share of governance costs (see note 7)	6,166	8,624
	<u>180,050</u>	<u>261,119</u>

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

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7	Support costs	Support costs	Governance costs	2022	Support costs	Governance costs	2021
		£	£	£	£	£	£
	Website	13,785	-	13,785	28,412	-	28,412
	Bank charges	3,094	-	3,094	874	-	874
	Insurance	3,033	-	3,033	1,088	-	1,088
	Rent	-	-	-	2,000	-	2,000
	Miscellaneous expense	1,707	-	1,707	-	-	-
	Accountancy	-	6,131	6,131	-	7,877	7,877
	Legal and professional	-	35	35	-	747	747
		<u>21,619</u>	<u>6,166</u>	<u>27,785</u>	<u>32,374</u>	<u>8,624</u>	<u>40,998</u>
	Analysed between						
	Charitable activities	<u>21,619</u>	<u>6,166</u>	<u>27,785</u>	<u>32,374</u>	<u>8,624</u>	<u>40,998</u>

Accountancy includes payments to the independent examiner of £5,535 (2021: £5,640) for independent examination fee and £596 (2021: £2,237) for other services.

#### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration, expenses or benefits during the year. (2021: One trustee was reimbursed expenses of £307).

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

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#### 9 Employees

##### Number of employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
2	1

##### Employment costs

	2022 £	2021 £
Wages and salaries	108,771	85,000
Social security costs	8,472	6,518
Other pension costs	1,662	1,313
	<u>118,905</u>	<u>92,831</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2022 Number	2021 Number
£80,000 to £90,000	1	1

#### 10 Debtors

	2022 £	2021 £
<b>Amounts falling due within one year:</b>		
Prepayments and accrued income	<u>9,700</u>	<u>9,445</u>

#### 11 Creditors: amounts falling due within one year

	2022 £	2021 £
Accruals and deferred income	<u>12,988</u>	<u>20,175</u>

#### 12 Related party transactions

There were no related party transaction during the year (2021: none).

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2022

---

13	Cash generated from operations	2022 £	2021 £
	Surplus for the year	48,872	29,401
	Adjustments for:		
	Investment income recognised in statement of financial activities	(2)	(12)
	Movements in working capital:		
	(Increase) in debtors	(255)	(9,445)
	(Decrease) in creditors	(7,187)	(64,374)
	<b>Cash generated from/(absorbed by) operations</b>	<u>41,428</u>	<u>(44,430)</u>

**INSIUK**

England & Wales - Charity number 1144296

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# Accounts

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Charity Registration No. 1144296

Company Registration No. 07635486 (England and Wales)

**INSIUK**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

# INSIUK

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Amy Selwyn Andrew Roy (Appointed 19 May 2020) Antonio Zappulla Caroline Drees (Appointed 5 March 2021) Cilla Benko Deborah Rayner Elizabeth Spillar (Appointed 19 May 2020) Jan Thompson Jonathan Williams Marcelo Moreira Michael Christie Michael Herrod Neil Ashton Noriko Kudo Richard Tait Robin Elias Salim Amin Thomas Evans Timothy John Singleton (Appointed 8 December 2020)
<b>Charity number</b>	1144296
<b>Company number</b>	07635486
<b>Registered office</b>	Thomson Reuters 5 Canada Square Floor 8 London E14 5AQ United Kingdom
<b>Independent examiner</b>	Andrew Rich c/o HW Fisher LLP Chartered Accountants Acre House 11-15 William Road London NW1 3ER
<b>Bankers</b>	Barclays Bank Plc 27 Soho Square London W1D 3QR

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# INSIUK

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Independent examiner's report	4
Statement of financial activities	5
Balance sheet	6
Statement of cash flows	7
Notes to the financial statements	8 - 13

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# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

---

The trustees present their report and accounts for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 1 January 2019).

#### Structure, governance and management

The charity is a company limited by guarantee governed by the Articles of Association dated 16 May 2011 as amended on 28 September 2011 and 30 October 2013.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Richard Graham Tait	
Caroline Drees	(Appointed 05 March 2021)
Salim Mohamed Amin	
Michael William Christie	
Marcelo Do Nascimento Moreira	
Jonathan Munro	(Resigned 19 May 2020)
Amy Selwyn	
Timothy John Singleton	(Appointed 08 December 2020)
Jonnathan Simon Williams	
Thomas Evans	
Deborah Rayner	
Neil Ashton	
Cilla Benko	
Michael John Herrod	
Noriko Kudo	
Jan Thompson	
Sally Ann Buzbee	(Resigned 31 May 2021)
Robin Pieter Elias	
Antonio Zappula	
Andrew Rob Roy	(Appointed 19 May 2020)
Elizabeth Claire Spillar	(Appointed 19 May 2020)

The Charity's governing document is its Articles of Association which defines the Charity's objectives and sets out the role of the Board of INSIUK to ensure that these objectives are achieved by INSIUK's staff, supervise its management and finances and more generally work to promote the cause of journalist safety.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

INSIUK will recruit by either identifying individuals known to them or by giving due consideration to nominations and recommendations. Once identified as a potential Trustee, the candidate will be invited to an interview which will be conducted by one or more of the existing Trustees to identify the applicant's suitability to act as a Trustee for the Charity. Details of the interview will be submitted to all existing Trustees who should unanimously agree upon the appointment of an applicant in order for it to proceed. The successful applicant will be given a detailed explanation of the Charity's aims and objectives which they will be required to accept and support in addition to the tenets of faith which are fundamental to the Charity. Should the applicant accept the above, their appointment will be confirmed in writing and the necessary searches made of Companies House will take place to ensure their suitability which will then be followed by the completion of appropriate legal documentation for their registration.

# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

---

INSI UK has staff to manage its day to day administrative requirements in the UK. The staff report regularly to the Trustees and interface with the accountancy firm and lawyers appointed to act on INSIUK's behalf.

The Trustees will meet periodically to ensure that the aims and objectives of the charity are being fulfilled. To do this, a formal Agenda will be prepared by the Chairman who will receive submissions in advance by any Trustee wishing to place items on the Agenda. Meeting dates will be agreed upon and the Agenda distributed in advance. Notes will be kept of the discussions and distributed in a timely manner to Trustees for them to review before they are formally ratified. In some cases a meeting might be by conference call rather than a physical gathering depending on the availability of Trustees.

#### **Risk management**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

#### **Objectives and activities**

The charity's objectives are to advance health, promote safety and save lives of news and media workers, often working in dangerous and potentially high risk situations worldwide such as natural disasters and war. In furtherance of this objective, the charity's main activities are to provide financial assistance, training, support and practical advice; to provide organisational and financial support for activities such as conferences, workshops and symposia around the world on topics in news safety for news media workers; to engage with employers to collaborate in providing financial support for news safety training; and to formulate and promote news safety best practices for training, equipment and field work.

#### **Public Benefit**

The charity's main activities undertaken to further its purposes are for the public benefit – the protection of journalists from physical and psychological harm to allow them to report freely is a key factor in ensuring and promoting Freedom of Expression – an important public right as defined in Article 11 of the European Convention on Human Rights. The trustees have given regard to the Charity Commission's guidance on public benefit.

The trustees have considered this matter and concluded:

1. That the aims of the organisation continue to be charitable;
2. That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
3. That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. That there is no detriment or harm arising from the aims or activities.

#### **Achievements and performance**

In the last year, INSIUK has held its regular meetings on journalists' safety online, rather than in person, for its members in the news media. The charity has organised webinars and Q&A sessions, facilitated confidential information exchanges about a variety of global events and published safety advisories. The charity has also engaged in a project to tackle online harassment of journalists with Tech companies Facebook and Google. Since the very beginning of the pandemic, the charity has organised online medical briefings, members' online meetings, webinars and briefings with experts to address key areas of concern for news organisations and journalists around the world. Our members tell us they find these meetings extremely valuable for keeping their journalists safe, sharing good practices and providing networking opportunities.

#### **Financial review**

The charity was financed predominantly by donations from UK and international media organisations.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to around one year of expenditure. The unrestricted funds of the charity as at 31 March 2021 amounted to £251,880 (2020 : £222,479).

The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

# INSIUK

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### Covid-19

The trustees have considered the effect of the ongoing Covid-19 pandemic. The trustees consider that it is unlikely to cause significant disruption to the charity's activities and are confident that the charity can continue as a going concern for a period of at least 12 months from the date of approval of these financial statements. The trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future.

#### Plans for the future

Throughout the coming year it will be the charity's intention to ensure it expands its provision of services globally. Furthermore the Trustees will pay careful consideration to both existing and new projects in the news safety field that could possibly be assisted with funds from the charity and that fall within the aims and objectives of the Charity.

The trustees' report was approved by the Board of Trustees.



.....  
**Neil Ashton**

Trustee 22 Dec 2021

Dated: .....

# INSIUK

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INSIUK

---

I report to the trustees on my examination of the financial statements of INSIUK (the charity) for the year ended 31 March 2021.

### Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### Independent examiner's statement

Since 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 the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements 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 financial statements to be reached.

*Andrew Rich*

Andrew Rich  
c/o HW Fisher LLP  
Chartered Accountants  
Acre House  
11-15 William Road  
London  
NW1 3ER

22 Dec 2021

Dated: .....

# INSIUK

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2021**

---

	Notes	Unrestricted funds 2021 £	Unrestricted funds 2020 £
<b><u>Income from:</u></b>			
Donations and legacies	3	221,422	183,933
Charitable activities	5	69,086	23,943
Investments	4	12	31
		<hr/>	<hr/>
<b>Total income</b>		290,520	207,907
		<hr/>	<hr/>
<b><u>Expenditure on:</u></b>			
Charitable activities	6	261,119	164,066
		<hr/>	<hr/>
<b>Net income for the year/ Net movement in funds</b>		29,401	43,841
		<hr/>	<hr/>
Fund balances at 1 April 2020		222,479	178,638
		<hr/>	<hr/>
<b>Fund balances at 31 March 2021</b>		251,880	222,479
		<hr/> <hr/>	<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# INSIUK

## BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
<b>Current assets</b>					
Debtors	10	9,445		-	
Cash at bank and in hand		262,610		307,028	
		<u>272,055</u>		<u>307,028</u>	
<b>Creditors: amounts falling due within one year</b>	11	<u>(20,175)</u>		<u>(84,549)</u>	
Net current assets			251,880		222,479
			<u>251,880</u>		<u>222,479</u>
<b>Income funds</b>					
Unrestricted funds			251,880		222,479
			<u>251,880</u>		<u>222,479</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

22 Dec 2021

The financial statements were approved by the Trustees on .....



.....  
Neil Ashton  
Trustee

Company Registration No. 07635486

# INSIUK

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 MARCH 2021**

---

		2021		2020	
	Notes	£	£	£	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	13		(44,430)		118,101
<b>Investing activities</b>					
Interest received		12		31	
<b>Net cash generated from investing activities</b>					
			12		31
<b>Net cash used in financing activities</b>					
			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>					
			(44,418)		118,132
Cash and cash equivalents at beginning of year			307,028		188,896
<b>Cash and cash equivalents at end of year</b>					
			262,610		307,028

---

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

---

### 1 Accounting policies

#### Company information

INSIUK is a private company limited by guarantee incorporated in England and Wales. The registered office is Thomson Reuters 5 Canada Square, Floor 8, London, United Kingdom, E14 5AQ.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective from 1 January 2019). The charity is a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

The trustees have considered the effect of the prolonged Covid-19 outbreak. The trustees consider that the outbreak is unlikely to cause significant disruption to the charity's activities and are confident that the charity can continue as a going concern for a period of at least 12 months from the date of approval of these financial statements. The trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Book sales and website advertisement are measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

#### 1.5 Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis, inclusive of value added tax. All expenses, including support costs and governance costs, are allocated to the one charitable activity in the statement of financial activities.

Governance costs include those costs incurred in the governance of the charity's assets and are primarily associated with constitutional and statutory requirements.

#### 1.6 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, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 1 Accounting policies

(Continued)

##### 1.7 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements.

#### 3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	221,422	183,933

#### 4 Investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Interest receivable	12	31

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### 5 Charitable activities

	<b>Website advertisement income</b>	<b>Project income</b>	<b>Unrestricted funds total</b>	Book sales	Website advertisement income	Project income	Unrestricted funds total
	<b>2021</b>	<b>2021</b>	<b>2021</b>	2020	2020	2020	2020
	<b>£</b>	<b>£</b>	<b>£</b>	£	£	£	£
Sales within charitable activities	400	68,686	69,086	11	400	23,532	23,943
	<u>400</u>	<u>68,686</u>	<u>69,086</u>	<u>11</u>	<u>400</u>	<u>23,532</u>	<u>23,943</u>

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 6 Charitable activities

	<b>Safety awareness</b>	Safety awareness
	<b>2021</b>	2020
	£	£
Staff costs	92,831	11,750
Consultancy	118,370	121,980
Travel	782	15,106
Safety training course	30	30
Foreign exchange difference	8,108	(4,046)
	<u>220,121</u>	<u>144,820</u>
Share of support costs (see note 7)	32,374	13,326
Share of governance costs (see note 7)	8,624	5,920
	<u>261,119</u>	<u>164,066</u>

#### 7 Support costs

	<b>Support costs</b>	<b>Governance costs</b>	<b>2021</b>	Support costs	Governance costs	2020
	£	£	£	£	£	£
Website	28,412	-	28,412	6,798	-	6,798
Sundry	-	-	-	1,286	-	1,286
Bank charges	874	-	874	420	-	420
Insurance	1,088	-	1,088	2,822	-	2,822
Rent	2,000	-	2,000	2,000	-	2,000
Accountancy	-	7,877	7,877	-	5,920	5,920
Legal and professional	-	747	747	-	-	-
	<u>32,374</u>	<u>8,624</u>	<u>40,998</u>	<u>13,326</u>	<u>5,920</u>	<u>19,246</u>
Analysed between						
Charitable activities	<u>32,374</u>	<u>8,624</u>	<u>40,998</u>	<u>13,326</u>	<u>5,920</u>	<u>19,246</u>

Accountancy includes payments to the independent examiner of £5,640 (2020: £5,100) for independent examination fee and £2,237 (2020: £820) for other services.

#### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2020 : NIL). One of the trustees was reimbursed expenses of £307 (2020: nil) during the year.

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 9 Employees

##### Number of employees

The average monthly number of employees during the year was:

2021 Number	2020 Number
1	1

##### Employment costs

	2021 £	2020 £
Wages and salaries	85,000	10,332
Social security costs	6,518	644
Other pension costs	1,313	774
	<u>92,831</u>	<u>11,750</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2021 Number	2020 Number
£80,000 to £90,000	1	-

#### 10 Debtors

	2021 £	2020 £
<b>Amounts falling due within one year:</b>		
Prepayments and accrued income	9,445	-

#### 11 Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	20,175	84,549

Deferred income of £8,282 (2020 : £63,851), relates to project income relating to the next financial year being received in advance.

#### 12 Related party transactions

There were no related party transaction during the year (2020: none).

# INSIUK

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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13 Cash generated from operations	2021	2020
	£	£
Surplus for the year	29,401	43,841
Adjustments for:		
Investment income recognised in statement of financial activities	(12)	(31)
Movements in working capital:		
(Increase) in debtors	(9,445)	-
(Decrease)/increase in creditors	(64,374)	74,291
<b>Cash (absorbed by)/generated from operations</b>	<u>(44,430)</u>	<u>118,101</u>