



**Report of the Trustees and
Financial Statements for the Year Ended 31 December 2023
for
One By One**

REGISTERED CHARITY NUMBER: 114503



One By One

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for the Year Ended 31 December 2023

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One By One

Report of the Trustees
for the Year Ended 31 December 2023

The Trustees present their report with the financial statements of the Charity for the year ended 31 December 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Charity's objects are:-

- 1) to relieve poverty and sickness and to promote and preserve good health by the provisions of goods and services of any kind as the Trustees from time to time may think fit.
- 2) to relieve persons who are trafficked, exploited or enslaved or, have been or are at risk of being trafficked, exploited or enslaved
- 3) to advance the education of the public regarding people trafficking and slavery in particular but not exclusively through congresses, seminars, fora and publications.
- 4) to advance education that will lead to the prevention of vulnerable people from being trafficked, exploited or enslaved in such ways as the Trustees from time to time may think fit
- 5) to support the advancement of the Christian religion and ethos through partnerships with local churches and other NGOs
- 6) to promote such other charitable purposes as the Trustees from time to time may think fit.

One By One
Report of the Trustees
for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

Significant activities

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set. Through its activities this year the Trustees believe they have provided public benefit within the scope of its charitable objectives. There follows a summary of the highlights of the activities of the Charity which demonstrate this.

Main activities in Kenya:

Kings Education Centre seeks to provide quality education for all the children in our care, meeting the needs of all of our young people whilst also working as a prevention mechanism - research suggests that the lack of access to quality education exacerbates vulnerabilities and puts children more at risk of human trafficking. 2023 has seen some notable achievements:

Kings Primary School implemented a new national curriculum which aims to find and nurture the natural talents of all children, covering technical skills such as agriculture, sewing, cooking, knitting, and art, as well as more traditional academic subjects such as Mathematics, Science, English, Swahili, and Social Studies. The students have been loving the practical elements of the course and have enjoyed showing visitors their plots of land with maize growing, placemats that have been sewn, and scarves that have been knitted. Students are building their life skills in ICT also, using the Kings computer lab as part of their Computer Science lessons.

Successful KCPE (Kenya Certificate of Primary Education) examination results were achieved with our top scoring student attained 396 marks (out of 500) putting him in the top 1% of candidates of the country - only 0.6% of candidates scored 400 marks or higher nationally.

- o 5 students scored over 350 marks.
- o Nationally, 24.9% of students scored above 300 marks, for Kings it was 67% (14 out of 21 students)
- o Nationally, 72.5% of students scored above 200 marks, for Kings it was 100%
- o Nationally the mean score was 250, for Kings it was 312.

Transition of residential children that can be reintegrated with their families through the on-going support of One By One's social worker and team. This has commenced with residential students being reintegrated in a phased approach to ensure a safe and successful transition. These students will continue to receive educational support and meals (as they did when they were residential), but now they return to their families over the evenings, weekends and school holidays). The integration plan will continue to unroll in 2024, until the children are permanently relocated into a family setting.

Supported highest achieving students through university - this includes tuition fees, accommodation and all living costs associated with living in the cities where their university is based.

We ran One By One's first Community Conversations - gathering local leaders to talk about how we can all play a part in ending human trafficking in our locations.

In March 2023 we also began a training programme for health professionals to identify signs of patients who could be potential victims of modern-day slavery. This was conducted in the Busia hospital.

Finally, we invested heavily into safeguarding training for the staff, updating policies and protocols.

Despite the investment into extensive training for staff, a safeguarding issue arose which was reported to One By One in Oct 2023. The Trustees brought in an independent investigator (a lawyer specialising in child protection and crimes against children in Africa) who visited the site in November 2023 and the official report and recommendations were completed in December 2023 following which a report was made to the Charity Commission for England and Wales.

The recommendations from the independent investigator were sent on to the Kings Education Centre for immediate implementation.

The Trustees believe that all the necessary steps have now been taken to address the issue and that the recommendations will minimise the opportunity for this situation to reoccur in the future.

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Report of the Trustees
for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

The Charity Commission were satisfied with One By One's response and the case is now closed. Even more stringent oversight measures and enhanced reporting will allow the Trustees and Executive Team to maintain enhanced monitoring.

Main activities in South Asia:

Safe House

The children in our safe house continue to thrive, with regular games nights being their highlight. Staff have commented on how the children love being in a safe and healthy environment, where they can enjoy simply being children. A stark contrast from the 14-hour days some of them were working in brick factories under the most brutal conditions.

STAT: 83 children living in our South Asia safe house, rescued from modern-day slavery and given access to education providing them with hope of a better future.

Brick factory outreach

During 2023 we were able to expand our outreach programme, taking on more staff, gaining access to more brick factories, and reaching more children - children who are growing up in the struggle and atrocity of modern-day slavery.

STAT: Over 1,400 children reached every week across 65 brick factories through our outreach programme.

Main activities in Uganda:

First ever police training

One by One held its first ever police training programme in Jinja, Uganda during October 2023 partnering with speakers from the Office of the Director of Public Prosecution and the Human Trafficking Institute, One by One was able to train key investigative officers on current trends of trafficking in Uganda (and more specifically Jinja), and the major trafficking threats faced by local communities.

Officers have praised One By One for increasing their knowledge around case identification, victim handling, and how to build a case against alleged perpetrators. Incredibly, it took less than 3 days for us to hear from officers about the positive impact of the training on their daily practice with Detective Dominic Dulu contacting One by One to commend the impact the training had on his victim handling skills when he found two sisters, aged 16 and 19, being held at a guesthouse in Jinja. It became apparent that the girls had moved with a trafficker from Tororo in Eastern Uganda on the promise of a job offer in a factory. Upon their arrival to Jinja the girls were separated, kept in a guesthouse, and one of them abused. It is believed the traffickers intention was to use them as sex workers.

In November 2023, Detective Moses Mukooli led an investigation into a Rwandan national who was found to have trafficked a minor from Rwanda to Uganda, held him in terrible conditions, and abused and tortured him. Detective Mukooli conveyed that the knowledge acquired from the training was pivotal in identifying the Trafficking in Persons element of the case, alongside the abuse. The perpetrator is now behind bars, whilst One by One was able to refer the victim to a specialist shelter in Kampala who handle the reintegration of victims back to their families.

STAT: 27 lead investigation officers were nominated by the Office of Public Prosecutions to attend the police training, with at least 1 attendee from each of the 16 police stations in Jinja.

Community Conversations

Community Conversations are a key part of our prevention work in Jinja leveraging the power of collaboration we bring together a range of community spokespeople and key leaders, including local village council chairpersons, to initiate conversations around the serious issue of human trafficking and modern-day slavery, and we encourage leaders to put Trafficking in Persons (TIP) high on their agenda.

We've been amazed by the responses and conversations harvested, with numerous village leaders commenting that they know such offences exist in their communities but were unaware of the criminal and legal aspects.

One By One

Report of the Trustees for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

By engaging with communities we believe we will see sustainable outcomes, including increased knowledge and awareness, the ability to act quickly when issues arise, the sharing of crucial information within families, institutions, and schools, and increased collaboration between leaders and neighbourhoods. These outcomes all contribute to better prevention of the devastating crime of trading in human beings.

STAT: 60 local village leaders have participated in Community Conversations in 2023

Dignity Days

Our most recent Dignity Days took place in October 2023 with over 1,000 girls attending over two days, taking the total number reached since the Dignity Project was founded to almost 40,000. The Dignity Project continues to be a valuable prevention mechanism where girls are educated on the dangers of trafficking and given reusable, washable sanitary wear. By giving the girls such sanitary wear they otherwise wouldn't be able to access, the Dignity Project addresses a big underlying factor to trafficking, period poverty. The girls and their teachers were extremely grateful, highlighting the fact that they will be able to stay in school more, and as such perform better academically and give themselves a better platform for their future.

Representatives from the local police force were in attendance on both days, and their message was invaluable in highlighting local areas of concern and giving the girls information and how and where to report their concerns.

STAT: 38,565 girls reached through the Dignity Project since its inception in 2016

STAT: Schools that took part in the Dignity Day we held in Uganda in March showed an average of a 26% increase in girls attendance in the 6 months post the event

Other

STAT: 53 medical professionals trained in TiP awareness, victim handling, and reporting

Main activities in Rwanda

One By One has connected with a local law firm based in Kigali with the intention of providing focused legal services to victims of trafficking, including legal representation.

The National Action Plan for Combating Trafficking in Persons in Rwanda highlights that while the number of law enforcement reported incidents of human trafficking increases every year, the number of human trafficking-related convictions remains relatively low.

In connection with the local law firm we have entered into an MOU with the Office of Public Prosecutions to be a referral point for cases.

Main activities in Sri Lanka:

Oversee the running of seven Sewing Centres across the north of Sri Lanka for widows to use to develop their own micro-businesses. These businesses are now self-sufficient as the widows buy more materials out of their profits and then can sell more products.

Dignity Project:

- February 2023 to Zambia by the CEO who trained up a local team - reached 2,197 girls in Chifubu, Ndola region with training and distribution of re-usable sanitary pads.

- March 2023 to UK, CEO spoke in 5 secondary schools and 8 primary schools in Rotherham, bringing training and running a workshop about the prevention tools. 6,000 children reached.

- March 2023 to Kenya, 588 girls reached in Bumala'B region with training and distribution of re-usable sanitary pads.

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Report of the Trustees for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

- March 2023 to Uganda, 613 girls reached in Jinja region with training and distribution of re-usable sanitary pads.
- July 2023 to Uganda, 750 girls reached in Kibibi Primary school Jinja region with training and distribution of re-usable sanitary pads.
- Oct 2023 to Uganda, 1,070 girls reached in Jinja region with training and distribution of re-usable sanitary pads.
- Total girls reached in 2023 was 11,218 - taking the overall total of girls reached by the initiative to 38,565 girls.

Advocacy:

CEO held several meetings with political leaders to discuss the work of One By One in tackling modern slavery:

Jan 2023 CEO meeting in the White House, in Washington DC with senior advisors.

Feb 2023 CEO meeting in 10 Downing Street, London with advisor to PM.

April 2023 CEO gave evidence to Home Affairs Select Committee.

May 2023 CEO testified to Senate for Subcommittee on Human Rights in Washington DC, invited by Congressman Smith's Office.

Oct 2023 hosting Churches Against Trafficking in parliament, bringing MP's and church leaders together to discuss how we can all play our part.

Nov 2023 CEO meeting with Theresa May to discuss The Global Commission on Modern Slavery and Human Trafficking and One By One's work.

- CEO wrote and presented TV shows across TBN UK to promote the work of the charity and advocate for our anti-slavery work.

- CEO had several radio interviews across Premier, UCB, BBC Stoke and BBC Sheffield to promote the work of the Charity and advocate for our anti-slavery work.

FINANCIAL REVIEW

Financial position

In 2022, the Trustees of the Charity made provision through the creation of a designated fund the "Designated Strategic Plan Reserve" to fund strategic opportunities involving projects and programmes. Upon its creation and as stated in the 2022 Financial Statements, the Trustees indicated that they envisioned this fund would be utilised within two to three years of its creation.

During the year under review, the Trustees committed to a number of such investments, and thus utilised £92,480 from the Strategic Plan Reserve.

As a result of these investments, the Charity sustained a deficit of £166,112 in the year (2022 - surplus £165,280) resulting in total funds at the year-end of £657,331 (2022 - £823,443). Of the funds held at year end £567,207 (2022 - £569,919) were unrestricted as to use. The Trustees are happy that this level of reserves meets the reserves policy below.

In their forward planning, the Trustees anticipate that further investments into programmes and strategic opportunities will be made during 2024 and expect to utilise more of the Designated Strategic Plan Reserve.

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Report of the Trustees
for the Year Ended 31 December 2023

FINANCIAL REVIEW

Reserves policy

The Charity has an approved reserves policy for retaining the level of readily accessible funds within its unrestricted reserves to mitigate financial and operational risks, ensuring that the work of the Charity is sustained with minimal disruption and where necessary to provide short term funding for new projects. The reserves policy is set out in note 13.

Restricted reserves represent income received but not yet expended in accordance with donors wishes. Some restricted donations are given to fund multi-period projects. These are recorded in the period when the donation is received or receivable.

The expenditure from restricted funds is recorded in the period when the funds are used for the restricted purpose. This means that in some accounting periods, there will be significant restricted reserves carried forward to future periods and in some accounting periods, there may be an excess of restricted expenditure over restricted funds received in that period. The Trustees will review the policy at least annually in order to consider the needs and appropriate size of designated reserves for specific future uses, as well as maintaining sufficient other unrestricted funds for contingency purposes.

Going concern

The accounts have been prepared on a going concern basis as the Charity has sufficient funds to meet its liabilities as they fall due and expenditure is not authorised unless sufficient funds are in place.

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Report of the Trustees for the Year Ended 31 December 2023

FUTURE PLANS

Kenya: 2024

- Transition of any residential children that can be re-integrated back with families through the on-going support of One By One's social worker and team.
- Increase safe-guarding training and policies and monitor implementation.
- Continue the funding of the Kings Education Centre which supports vulnerable children with education and meals.

South Asia: 2024

- To continue funding the safe house and outreach projects into the brick factories.
- To investigate new opportunities to help families to be released from bonded labour.

Uganda 2024

- To continue running the Dignity Project throughout local schools and with community leaders.
- To continue training to local police departments.
- To continue Community Conversations - gather local leaders to talk about how we can all play a part in ending human trafficking in our locations.
- To continue training programme for health professionals to identify signs of patients who could be potential victims of modern-day slavery.
- Investigate and research potential of One By One launching a short term residential facility for children brought out of slavery, bringing counselling and support for reintegration back with their families/foster families.

Rwanda 2024

- To commence with the first private prosecutions, providing focused legal services to victims of trafficking, including legal representation.

Sri Lanka: 2024

- To continue all 7 Sewing Centres and ensure they are benefitting widows and their families.
- To run a Dignity Project event reaching thousands of girls in Colombo.

Dignity Project: 2024

- To expand into Sri Lanka.
- Looking at ways we can expand our influence in UK/USA/Canada.
- To continue reaching more lives in the nations One By One is based in (Kenya, Uganda and South Asia).

Advocacy 2024

- To continue raising awareness through TV and radio.
- To build on connections and increase One By One's influence with State departments and government leaders.
- To continue the church programme "Churches Against Trafficking" to see how the local church can play a part in ending exploitation.

Planned overseas trips: 2024

- CEO and staff to visit base in Kenya
- CEO and staff to visit base in South Asia
- CEO and staff to visit base in Uganda.
- CEO and staff to visit Rwanda regarding new prosecution work
- CEO to visit Sri Lanka for the Dignity Project
- CEO and staff to visit USA for advocacy work and fund raising

One By One

Report of the Trustees for the Year Ended 31 December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is operated under the rules of its Trust Deed which was adopted on 4th November 2011, with supplemental deed amendments in November 2021.

The Charity is governed by the Trustees who determine strategic direction and policy. Trustees meet once a quarter. The day to day running of the Charity is carried out by the CEO and its employees, with assistance from Trustees and volunteers.

The Charity has close links with the American non-profit One By One, which is a registered 501(c)(3) and is governed by Byelaws and overseen by a board of directors. The two organisations were both established by Rebecca Murray and both organisations work with the same purpose of achieving the main objectives of the Charity, which are for the public benefit.

Risk management

The Trustees take the identification of operational, financial and reputational risk seriously. The Trustees have put in place structures to ensure that the many and varied risks the Charity is exposed to are identified, addressed as appropriate and monitored effectively. The day-to-day running of the organisation, and therefore the identification, reporting and mitigation of risk is tasked to the CEO and the Executive Team. The Executive Team execute their responsibilities through a robust risk identification procedure which they continue to develop.

As indicated in the 2023 report, during the year One By One became a member of the Misconduct Disclosures Scheme as recommended by the Charity Commission.

The significant risks identified during the year were;

Safeguarding

The Charity recognises the importance of ensuring that the appropriate procedures, policies and oversight are in place to ensure the health and safety of the young people in its care. A programme of training and awareness has been established and rolled out to Kenyan and Pakistani senior management during the year, the challenge is now to ensure those policies are embedded.

Global economy

There is a risk of reduction in income due to the impact of globally rising commodity prices and their impact on donors. Equally, governments are not immune from the global financial pressure, and there is concern that this could impact government aid spend. The Executive Team maintain a close watch on both the maintenance of existing income streams as well as the development of new ones.

Programme quality

This is a constant risk, but especially so for a Charity with plans and ambitions for expansion and development, both geographically and in programme depth and spread. The challenge to maintain and develop the quality of the Charity's programmes so they remain world-class is huge. In 2023, the Charity has invested heavily in increasing its sophistication in programme development and subsequent monitoring, evaluation and research; this investment will continue in 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1145034

Principal address

PO Box 762
Rotherham
S60 9JB

One By One

Report of the Trustees for the Year Ended 31 December 2023

Trustees

D Williams (Chairperson)
L J Benting
I Silgram (appointed 30.3.23)
G Thomas (appointed 30.3.23)
R Murray (resigned 18.1.24)
P Buttery (resigned 13.7.23)

Independent Examiner

T A Kelliher ACA
Enigma Accountants Ltd
Office B5, Croft Myl
West Parade
Halifax
West Yorkshire
HX1 2EQ

CEO

Rebecca Murray

Bank

HSBC Bank plc
PO Box 6201
Coventry
CV3 9HW

TRUSTEES' RESPONSIBILITY STATEMENT

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

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

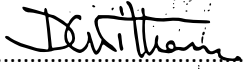
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed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

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

One By One

Report of the Trustees
for the Year Ended 31 December 2023

Approved by order of the board of trustees on20th May 2024..... and signed on its behalf by:



.....
D Williams - Trustee

Independent Examiner's Report to the Trustees of
One By One

Independent examiner's report to the trustees of One By One

I report to the charity trustees on my examination of the accounts of One By One (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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 material 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 Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



T A Kelliher ACA
The Institute of Chartered Accountants in England and Wales

Enigma Accountants Limited
Office B5, Croft Myl
West Parade
Halifax
West Yorkshire
HX1 2EQ

Date: 21/7/2024

One By One

Statement of Financial Activities
for the Year Ended 31 December 2023

		Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	318,086	219,934	538,020	700,210
Other trading activities	3	9,992	3,435	13,427	5,376
Investment income	4	21,293	4	21,297	571
Other income		<u>400</u>	<u>15,700</u>	<u>16,100</u>	<u>7,900</u>
Total		<u>349,771</u>	<u>239,073</u>	<u>588,844</u>	<u>714,057</u>
EXPENDITURE ON					
Raising funds	5	72,821	2,102	74,923	12,993
Charitable activities	6				
Programmatic costs		167,233	462,491	629,724	509,042
Administrative costs		21,418	7,130	28,548	18,961
Governance costs		<u>2,872</u>	<u>32,912</u>	<u>35,784</u>	<u>7,781</u>
Total		<u>264,344</u>	<u>504,635</u>	<u>768,979</u>	<u>548,777</u>
Net gains on investments		<u>14,023</u>	-	<u>14,023</u>	-
NET INCOME/(EXPENDITURE)		99,450	(265,562)	(166,112)	165,280
Transfers between funds	13	<u>(102,163)</u>	<u>102,163</u>	-	-
Net movement in funds		(2,713)	(163,399)	(166,112)	165,280
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>569,919</u>	<u>253,524</u>	<u>823,443</u>	<u>658,163</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>567,206</u></u>	<u><u>90,125</u></u>	<u><u>657,331</u></u>	<u><u>823,443</u></u>

The notes form part of these financial statements

One By One

Balance Sheet
31 December 2023

		Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
	Notes				
FIXED ASSETS					
Investment property	10	127,000	-	127,000	112,977
CURRENT ASSETS					
Debtors	11	20,349	-	20,349	52,907
Cash at bank		<u>537,412</u>	<u>90,124</u>	<u>627,536</u>	<u>669,487</u>
		557,761	90,124	647,885	722,394
CREDITORS					
Amounts falling due within one year	12	(117,554)	-	(117,554)	(11,928)
		<u>440,207</u>	<u>90,124</u>	<u>530,331</u>	<u>710,466</u>
NET CURRENT ASSETS					
		567,207	90,124	657,331	823,443
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>567,207</u>	<u>90,124</u>	<u>657,331</u>	<u>823,443</u>
NET ASSETS					
		<u>567,207</u>	<u>90,124</u>	<u>657,331</u>	<u>823,443</u>
FUNDS	13				
Unrestricted funds				567,207	569,919
Restricted funds				<u>90,124</u>	<u>253,524</u>
TOTAL FUNDS				<u>657,331</u>	<u>823,443</u>

The financial statements were approved by the Board of Trustees and authorised for issue on20th May 2024..... and were signed on its behalf by:



.....
L J Benting - Trustee

One By One

Cash Flow Statement
for the Year Ended 31 December 2023

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(63,248)</u>	<u>129,733</u>
Net cash (used in)/provided by operating activities		<u>(63,248)</u>	<u>129,733</u>
 Cash flows from investing activities			
Interest received		<u>21,297</u>	<u>571</u>
Net cash provided by investing activities		<u>21,297</u>	<u>571</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		(41,951)	130,304
Cash and cash equivalents at the beginning of the reporting period		<u>669,487</u>	<u>539,183</u>
 Cash and cash equivalents at the end of the reporting period		<u>627,536</u>	<u>669,487</u>

The notes form part of these financial statements

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Notes to the Cash Flow Statement
for the Year Ended 31 December 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.23	31.12.22
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(166,112)	165,280
Adjustments for:		
Gains on investments	(14,023)	-
Interest received	(21,297)	(571)
Decrease/(increase) in debtors	32,558	(41,173)
Increase in creditors	105,626	6,197
Net cash (used in)/provided by operations	<u>(63,248)</u>	<u>129,733</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23	Cash flow	At 31.12.23
	£	£	£
Net cash			
Cash at bank	<u>669,487</u>	<u>(41,951)</u>	<u>627,536</u>
	<u>669,487</u>	<u>(41,951)</u>	<u>627,536</u>
Total	<u>669,487</u>	<u>(41,951)</u>	<u>627,536</u>

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 December 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

Income

All income is recognised in the Statement of Financial Activities once the Charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

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

Trip contributions are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless the contribution relates to a trip in a future year, in which case it is deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants to other organisations are recognised as expenditure when there is a legal or constructive obligation to make the grant. This is usually on receipt of the funding request from the relevant partner organisation.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the Statement of Financial Activities.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

2. DONATIONS AND LEGACIES

	31.12.23	31.12.22
	£	£
Donations	448,857	480,013
Sponsorship	87,628	134,965
Partnerships	1,535	46,453
Contribution from One by One US	<u>-</u>	<u>38,779</u>
	<u>538,020</u>	<u>700,210</u>

3. OTHER TRADING ACTIVITIES

	31.12.23	31.12.22
	£	£
Flat rent received	7,950	5,364
Other trading activities	<u>5,477</u>	<u>12</u>
	<u>13,427</u>	<u>5,376</u>

4. INVESTMENT INCOME

	31.12.23	31.12.22
	£	£
Investments	<u>21,297</u>	<u>571</u>

5. RAISING FUNDS

Raising donations and legacies

	31.12.23	31.12.22
	£	£
Processing fees	6,099	12,993
Fundraising	<u>68,824</u>	<u>-</u>
	<u>74,923</u>	<u>12,993</u>

6. CHARITABLE ACTIVITIES COSTS

	31.12.23	31.12.22
	£	£
Programmatic costs	629,724	509,042
Administrative costs	28,548	18,961
Governance costs	<u>35,784</u>	<u>7,781</u>
	<u>694,056</u>	<u>535,784</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

7. TRUSTEES' REMUNERATION AND BENEFITS

During the year one Trustee, Rebecca Murray, received remuneration in her role as CEO as a paid employee of the Charity. Total remuneration during this period came to £51,719 (2022 - £51,388).

This remuneration is permitted under the Trust deed which constitutes the Charity and she was not involved in the decision making process around either her employment or remuneration.

No other Trustees receive remuneration or other benefit for their work with the charity but can be reimbursed for expenses incurred on behalf of the Charity.

Total donations from Trustees in the year amounted to £ 766 (2022 - £1,303). All honorariums received by the CEO for speaking engagements are donated back to the Charity.

8. STAFF COSTS

	31.12.23	31.12.22
	£	£
Wages and salaries	67,403	59,272
Social security costs	3,101	879
Other pension costs	1,449	1,466
	<u>71,953</u>	<u>61,617</u>

The average monthly number of employees during the year was as follows:

	31.12.23	31.12.22
Employees	<u>2</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

Total remuneration to key management personnel in the year was £51,719 (2022-£51,388).

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	512,085	188,125	700,210
Other trading activities	5,376	-	5,376
Investment income	571	-	571
Other income	<u>7,900</u>	<u>-</u>	<u>7,900</u>
Total	<u>525,932</u>	<u>188,125</u>	<u>714,057</u>
EXPENDITURE ON			
Raising funds	12,993	-	12,993

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable activities			
Programmatic costs	292,994	216,048	509,042
Administrative costs	18,961	-	18,961
Governance costs	<u>7,781</u>	<u>-</u>	<u>7,781</u>
Total	<u>332,729</u>	<u>216,048</u>	<u>548,777</u>
 NET INCOME/(EXPENDITURE)	 193,203	 (27,923)	 165,280
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>376,716</u>	<u>281,447</u>	<u>658,163</u>
 TOTAL FUNDS CARRIED FORWARD	 <u>569,919</u>	 <u>253,524</u>	 <u>823,443</u>

10. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2023	112,977
Revaluation	<u>14,023</u>
At 31 December 2023	<u>127,000</u>
 NET BOOK VALUE	
At 31 December 2023	<u>127,000</u>
At 31 December 2022	<u>112,977</u>
 Fair value at 31 December 2023 is represented by:	
	£
Valuation in 2023	14,023
Cost	<u>112,977</u>
	<u>127,000</u>

If investment property had not been revalued it would have been included at the following historical cost:

	31.12.23	31.12.22
	£	£
Cost	<u>112,977</u>	<u>112,977</u>

Investment property was valued on an open market basis on 31 December 2023 by the Trustees.

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Other debtors	644	-
Accrued gift aid	7,190	52,068
Accrued interest	4,131	216
Prepayments	<u>8,384</u>	<u>623</u>
	<u>20,349</u>	<u>52,907</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade creditors	7,720	6,621
Taxation and social security	-	1,302
Other creditors	<u>109,834</u>	<u>4,005</u>
	<u>117,554</u>	<u>11,928</u>

13. MOVEMENT IN FUNDS

	At 1.1.23	Net	Transfers	At
	£	movement	between	31.12.23
		in funds	funds	£
		£	£	
Unrestricted funds				
General fund	308,500	-	-	308,500
Unrestricted funds	30,419	99,451	(9,683)	120,187
Strategic funds	<u>231,000</u>	<u>-</u>	<u>(92,480)</u>	<u>138,520</u>
	569,919	99,451	(102,163)	567,207
Restricted funds				
Dignity Project	18,159	(7,812)	-	10,347
Kenya	162,819	(143,255)	-	19,564
Pakistan	26,220	(80,063)	53,843	-
Afghanistan	6,186	-	-	6,186
Sri Lanka	40,140	13,719	168	54,027
Uganda	-	(46,525)	46,525	-
Rwanda	<u>-</u>	<u>(1,627)</u>	<u>1,627</u>	<u>-</u>
	<u>253,524</u>	<u>(265,563)</u>	<u>102,163</u>	<u>90,124</u>
TOTAL FUNDS	<u>823,443</u>	<u>(166,112)</u>	<u>-</u>	<u>657,331</u>

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted funds	349,771	(264,343)	14,023	99,451
Restricted funds				
Dignity Project	15,044	(22,856)	-	(7,812)
Kenya	86,406	(229,661)	-	(143,255)
Pakistan	77,039	(157,102)	-	(80,063)
Sri Lanka	13,887	(168)	-	13,719
Uganda	26,146	(72,671)	-	(46,525)
Rwanda	20,551	(22,178)	-	(1,627)
	<u>239,073</u>	<u>(504,636)</u>	<u>-</u>	<u>(265,563)</u>
TOTAL FUNDS	<u>588,844</u>	<u>(768,979)</u>	<u>14,023</u>	<u>(166,112)</u>

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
Unrestricted funds	376,716	193,203	569,919
Restricted funds			
Dignity Project	64,854	(46,695)	18,159
Kenya	101,001	61,817	162,818
Bereavement Support	35	(35)	-
Metro World Child	75	(75)	-
Pakistan	80,438	(54,218)	26,220
Afghanistan	5,781	405	6,186
Sri Lanka	<u>29,263</u>	<u>10,878</u>	<u>40,141</u>
	<u>281,447</u>	<u>(27,923)</u>	<u>253,524</u>
TOTAL FUNDS	<u>658,163</u>	<u>165,280</u>	<u>823,443</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	525,932	(332,729)	193,203
Restricted funds			
Dignity Project	13,340	(60,035)	(46,695)
Kenya	84,016	(22,199)	61,817
Bereavement Support	-	(35)	(35)
Metro World Child	-	(75)	(75)
Pakistan	79,178	(133,396)	(54,218)
Afghanistan	405	-	405
Sri Lanka	<u>11,186</u>	<u>(308)</u>	<u>10,878</u>
	<u>188,125</u>	<u>(216,048)</u>	<u>(27,923)</u>
TOTAL FUNDS	<u><u>714,057</u></u>	<u><u>(548,777)</u></u>	<u><u>165,280</u></u>

The Trustees recognise the importance of establishing a reserves policy in line with the Charity Commission's CC19 Charity Reserves: building resilience.

The Charity will keep under regular review the level of its reserves and its reserves policy and will review this policy at least annually. The Charity will continue to run its finances in an efficient and cost-effective manner with the objective of maintaining a balanced budget and to get the maximum value from the Charity expenditures. However the Charity recognises that there are inherent uncertainties in the budgeting process and that prudent financial management may require the maintenance of unrestricted reserves in certain circumstances.

The Charity has identified through a risk review process that it may have to hold reserves for designated purposes. The level of each designated reserve is reviewed on an annual basis.

Designated Strategic Plan Reserve

This reserve recognises that current operating income may not be available to explore new strategic opportunities involving new projects or programs in countries where the Charity already operates or in new parts of the world. This reserve may also be required to help fund the closure of existing projects or programs that no longer meet the goals of the Charity. The quantum of this reserve will be determined by specific items within the Charity's strategic plans for growth and expansion. The Charity expects items in this reserve to be utilised within two to three years of its creation.

General Reserves

The Board reviews the financial risks facing the Charity and the financial needs of the Charity on a regular basis and in response creates reserves to offset these risks and/or meet the needs. The Charity needs to ensure that it has sufficient general reserves to meet its immediate liabilities and commitments such as salaries, rents and other committed expenditure, not covered by specific funding with restricted reserves.

The Trustees consider a reserve policy of between three and six months of expenditure is required.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

These are held to further the Charity's aims both in the UK and overseas, these aims are stated in the objectives and activities section in the Trustee Report.

Dignity Project

These are donations received for the Dignity Project Work internationally.

Kenya

These are donations received for the work in Kenya

Pakistan

These are donations received for the work in Pakistan.

Afghanistan

These are donations received to support the ongoing humanitarian crisis in Afghanistan.

Sri Lanka

These are donations received for the various areas of work in Sri Lanka.

Uganda

These are donations received for the various areas of work in Uganda.

Rwanda

These are donations received for the various areas of work in Rwanda.

14. RELATED PARTY DISCLOSURES

Expand Consultancy is a limited company owned and run by Matthew Murray, husband of Rebecca Murray and provides PR, fundraising and media consultancy services for One By One. Expand Consultancy Limited received £41,950 (2022 £8,000) for services provided during the year. In addition Matthew Murray was paid £8,300 (2022: £Nil) for PR, fundraising and consultancy services.

There are no other related party transactions in either the current or prior year.

