



Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2024
for
One By One

One By One

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for the Year Ended 31 December 2024**

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One By One
Report of the Trustees
for the Year Ended 31 December 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. 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.

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for the Year Ended 31 December 2024

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. Here follows a summary of the highlights of the activities of the Charity which demonstrate this.

Main activities in Kenya:

King's Education Centre is run in conjunction with our implementation partner to provide quality education for all the children in our care, meeting the needs of all young people whilst also working as a human trafficking prevention mechanism - research suggests that the lack of access to quality education exacerbates vulnerabilities and puts children more at risk of human trafficking.

At King's Primary School, 2024 saw the very first candidates take their national examinations in the new Kenya national curriculum. Kenya Primary School Education Assessment (KPSEA) is a national exam administered to Grade 6 students in Kenya at the end of their primary education, before they proceed to Junior Secondary School. Results were positive and all students moved onto join Secondary School.

A revamp of the Kenyan national curriculum has seen the end to the Kenyan Certificate of Primary Education (KCPE) examinations historically taken by grade 8 students.

At King's Secondary School we had similar success to previous years. Our highest performing student achieved a mean grade of a B, meaning he ranked in the top 7.5% of all students completing the exams nationally. A further 2 students achieved a mean grade of a C+, putting them in the top 25.7% of students nationally. 80% of King's students achieved grades which placed them in the top half of results nationally.

Overall, King's Secondary School ranked 7th out of 31 schools in Butula sub-county, and 23rd out of 92 schools in Busia county. Another King's child performed exceptionally well in her KCAL examinations. She was supported to study at Bunyore Girls National School after her performance in national primary school exams qualified her 4 years ago. She achieved a mean grade of a B+ in her KCSE, meaning she was in the top 3% of students nationally.

Celebrating an individual success of one of the students at King's Secondary School, a One By One student progressed all the way to the National Schools Singing Championship. He represented King's at sub-county level, finishing in 1st place with his vocal solo performance, and followed that with another 1st place finish at the County Championships in Busia. From there the student went to the regional competition where they finished 2nd in Western Kenya and then finally in the national championships in Eldoret they finished in 5th place.

All children are now successfully re-integrated in family centred care. The social work team continue to carry out home visits as well as holding parenting classes planned for upcoming years to ensure safe environments for every child.

One By One has supported its highest achieving students through university - this includes tuition fees, accommodation and all living costs associated with living in the cities where students are studying.

Sadly, despite One By One continuing to carry out safeguarding training for staff and updating policies and protocols there was one incident in September 2024 which was not reported by the implementation partner, namely King's Children's Home and School in Kenya, to One By One in the necessary timescales as set out in our policy.

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OBJECTIVES AND ACTIVITIES

Other major procedures in relation to this incident - including immediately suspending the staff member concerned pending an investigation and reporting the situation to the police and health centre were correctly implemented. The implementation partner should have then reported this to One By One within 24 hours, but procedure wasn't followed, and it wasn't reported until later. One By One's Trustees sent a letter of written warning to the implementation partner regarding the breach of protocol with delay in reporting to One By One. One By One reported the matter immediately to the Charity Commission and has provided further training and resources to help equip the implementation partner to follow best practice.

The Trustees believe that all the necessary steps have now been taken to address the issue and that the recommendations going forward will minimise the opportunity for a situation like this to repeat.

The Charity Commission were satisfied with One By One's response and the case is now closed.

Even more stringent oversight measures implemented as a result of this incident along with enhanced reporting now allows the Trustees and executive team to maintain closer monitoring.

Main activities in South Asia:

Safe House

The children once impacted by bonded labour in One By One's safe house continue to thrive. Staff have commented on how the children love being in a safe and healthy environment, where they can enjoy simply being themselves. Their weekly games nights are their favourite activities. This is a stark contrast from the 14-hour days some of them were working in brick factories under the most brutal conditions. There are 85 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 2024 we were able to run weekly outreach programmes into 65 brick factories and regularly reach 1,500 children. This is often the highlight of the week for children still trapped in brick kilns.

Micro-business launch

We helped one family set up a micro-business operating a taxi. This resulted in the debt for the entire family including their children being paid off and so allowing them to leave the brick kiln where they had all worked.

Main activities in Uganda:

Our new team in Uganda has made incredible progress. Here are their highlights:

Reached a total of 3,670 children across Jinja with the Dignity Project (our trafficking prevention programme).

427 influential local leaders (elected village leaders, community health trainers, motorcycle taxi leaders, stage leaders, women's savings group leaders) have participated in Community Conversations in 2024.

Professionals from 14 medical institutions (hospitals, clinics, and village health centres), 28 schools, and 30 local councils went through our Trafficking Prevention training programme.

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

Commenced the registration process for the Mercy Centre - a short term residential centre to house and rehabilitate girl survivors of human trafficking. We identified a building and took out a tenancy agreement in October 2024. The staff recruitment will take place in 2025, and the centre is due to open operationally in summer 2025.

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for the Year Ended 31 December 2024



OBJECTIVES AND ACTIVITIES

Dignity Project

The Dignity Project is One By One's trafficking prevention programme which:

- 1) Equips girls with reusable sanitary products (enabling the girl child to remain in education every week of the month by tackling period poverty).
- 2) Educates children on human trafficking and the common tactics used by traffickers.
- 3) Empowers girls to know their human rights and speak up to report injustice and abuse.

In 2024 we ran several Dignity Project events across Africa and Asia. This was predominantly in school settings, but in May we also reached females in refugee camps too. The figures:

March 2024 - 432 girls reached in Mafubira Sub-county, Jinja, Uganda.

May 2024 - 400 ladies reached in refugee camps in South Asia.

June 2024 - 727 girls reached in Kimasa Primary school, Jinja, Uganda.

July 2024 - 350 reached on 3rd July, 988 reached on 8th July and 437 reached on 10th July across Northern Jinja, Uganda.

Sept 2024 - 2,308 girls reached in Sri Lanka and local team trained up and equipped.

October 2024 - 736 girls reached in Jinja, Uganda.

The total girls reached in 2024 was 6,378, taking the overall total reached by the initiative to 44,943.

Main activities in Rwanda

The prosecutor's office has agreed to reopen several sex trafficking cases where victims were trafficked from Rwanda to Uganda. We are currently awaiting the international co-operation papers to be drafted and submitted and the investigation will be reopened. Our partner law firm continues to meet regularly with government officials.

Main activities in Sri Lanka

We oversee the running of seven sewing centres across the north of Sri Lanka for women to use to develop their own micro-businesses. These centres are now self-sufficient and the clients - all of whom are widows - buy more materials out of their profits to sell more products.

CEO Rebecca Murray visited Sri Lanka with a team of volunteers to hold a Dignity Project event. Training sessions for 30 schools across six locations were held, reaching a total of 2,308 girls.

Advocacy:

CEO Rebecca Murray and other speakers in UK, USA and Canada held several meetings with church leaders to raise awareness on the growing issue of human trafficking and modern day slavery.

Ran an online forum in Canada to raise awareness and education seminar of how human trafficking is impacting Canada.

CEO and other spokespeople represented the charity in national and local media, promoting the charity's work on TV, radio, online and in print.

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Report of the Trustees for the Year Ended 31 December 2024

FINANCIAL REVIEW

Financial position

During the year under review, the Charity ended the year with a surplus of £51,600 (2023 - deficit £166,112) resulting in total funds at the year-end of £708,931 (2023 - £657,331). Of the funds held at year end £483,794 (2023 - £567,207) were unrestricted as to use. This demonstrates the continued investment by the charity into programmes - both existing and new.

Included within the surplus for the year under review are funds totalling £179,006 restricted for the launch and operation of a new programme based in Uganda - The Mercy Centre - a short-term residential centre to house and rehabilitate girl survivors of human trafficking. This programme will commence operation in early summer 2025.

In its review of the Charity's reserves position and taking account the introduction of the Mercy Centre programme in Uganda, The Trustees have allocated a further £50,000 to the designated General Fund - this fund ensures that the Charity has sufficient liquidity to support its on-going programmes. Having made this provision, the Trustees are happy that the reserves meet the Charity's reserves policy - providing between three and six months overhead liquidity.

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.

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 2024**

PLANS FOR FUTURE

Our goals for 2025 include:

Kenya: 2025

- To reach over 1,000 girls with the Dignity Project in Kisumu city, Busia, and Butula county.
- Continue the funding of King's Education Centre which supports vulnerable children with education and meals.

South Asia: 2025

- To continue funding the safe house and outreach projects into brick factories.

Uganda 2025

- To launch the Mercy Centre - a crisis centre for girls aged 7-17 rescued out of human trafficking, bringing counselling and support for family reintegration.
- To continue running the Dignity Project throughout local schools and with community leaders.
- To continue training police departments.
- To continue Community Conversations where we gather local leaders to talk about how we can all play a part in identifying and ending human trafficking in our locality.
- To continue training programmes for health professionals to identify signs of patients who could be victims of modern-day slavery.

Rwanda 2025

- To commence with the private prosecutions, providing focused legal services to victims of trafficking, including legal representation, and to continue to build relationships with senior government officials.

Sri Lanka: 2025

- To continue all seven sewing centres and ensure they are benefitting widows and their families.
- To run a Dignity Project event through schools using the local team trained up in 2024.

Dignity Project: 2025

- To explore expansion into Philippines.
- Look at ways we can expand our influence in UK/USA/Canada.
- To continue reaching more girls in Kenya and Uganda via our local teams.

Advocacy 2025

- To continue raising awareness through media outlets.
- To build relationships with politicians and governments and speak up for everyone.

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.

One By One

Report of the Trustees **for the Year Ended 31 December 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

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 executes its responsibilities through a robust risk identification procedure which they continue to develop.

One By One continues to be 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 appropriate procedures, policies and oversight are in place to ensure the health and safety of the young people in its care. Continued training has been established and rolled out to Kenyan and South Asian implementation partners as well as to One By One global staff.

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. One By One has invested in programme development and subsequent monitoring, evaluation and research; this investment will continue in 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1145034

Principal address

PO Box 762
Rotherham
S60 9JB

Trustees

D Williams Chairperson
L J Benting
I Silgram (resigned 26.9.2024)
G Thomas
R Murray (resigned 18.1.2024)

Independent Examiner

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

CEO Rebecca Murray

One By One

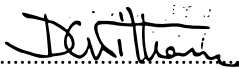
Report of the Trustees
for the Year Ended 31 December 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Bank

HSBC Bank plc
PO Box 6201
Coventry
CV3 9HW

Approved by order of the board of trustees on 04/08/2025 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 2024.

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.

Tracy Kelliher

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

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

Date: *4 August 2025*.....

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Statement of Financial Activities
for the Year Ended 31 December 2024

		Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	273,846	307,999	581,845	538,020
Other trading activities	3	9,123	1,931	11,054	13,427
Investment income	4	20,276	-	20,276	21,297
Other income		-	18,200	18,200	16,100
Total		303,245	328,130	631,375	588,844
EXPENDITURE ON					
Raising funds	5	49,321	2,889	52,210	74,923
Charitable activities	6				
Programmatic costs		135,468	356,875	492,343	629,724
Administrative costs		12,534	6,964	19,498	28,548
Governance costs		15,527	197	15,724	35,784
Total		212,850	366,925	579,775	768,979
Net gains on investments		-	-	-	14,023
NET INCOME/(EXPENDITURE)		90,395	(38,795)	51,600	(166,112)
Transfers between funds	14	(173,410)	173,410	-	-
Net movement in funds		(83,015)	134,615	51,600	(166,112)
RECONCILIATION OF FUNDS					
Total funds brought forward		567,207	90,124	657,331	823,443
TOTAL FUNDS CARRIED FORWARD		484,192	224,739	708,931	657,331

The notes form part of these financial statements

One By One

Balance Sheet
31 December 2024

		Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
	Notes				
FIXED ASSETS					
Investment property	11	127,000	-	127,000	127,000
CURRENT ASSETS					
Debtors	04/08/2025 12	33,034	-	33,034	20,349
Cash at bank		<u>365,878</u>	<u>224,737</u>	<u>590,615</u>	<u>627,536</u>
		398,912	224,737	623,649	647,885
CREDITORS					
Amounts falling due within one year	13	(41,718)	-	(41,718)	(117,554)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>357,194</u>	<u>224,737</u>	<u>581,931</u>	<u>530,331</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>484,194</u>	<u>224,737</u>	<u>708,931</u>	<u>657,331</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET ASSETS		<u>484,194</u>	<u>224,737</u>	<u>708,931</u>	<u>657,331</u>
FUNDS	14				
Unrestricted funds				484,194	567,207
Restricted funds				<u>224,737</u>	<u>90,124</u>
TOTAL FUNDS				<u>708,931</u>	<u>657,331</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
04/08/2025..... and were signed on its behalf by:


.....
L J Benting - Trustee

One By One

Cash Flow Statement
for the Year Ended 31 December 2024

	Notes	31.12.24 £	31.12.23 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(57,197)</u>	<u>(63,248)</u>
Net cash used in operating activities		<u>(57,197)</u>	<u>(63,248)</u>
 Cash flows from investing activities			
Interest received		<u>20,276</u>	<u>21,297</u>
Net cash provided by investing activities		<u>20,276</u>	<u>21,297</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		(36,921)	(41,951)
Cash and cash equivalents at the beginning of the reporting period		<u>627,536</u>	<u>669,487</u>
Cash and cash equivalents at the end of the reporting period		<u><u>590,615</u></u>	<u><u>627,536</u></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 2024

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

	31.12.24	31.12.23
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	51,600	(166,112)
Adjustments for:		
Losses on investments	-	(14,023)
Interest received	(20,276)	(21,297)
(Increase)/decrease in debtors	(12,685)	32,558
(Decrease)/increase in creditors	<u>(75,836)</u>	<u>105,626</u>
Net cash used in operations	<u><u>(57,197)</u></u>	<u><u>(63,248)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24	Cash flow	At 31.12.24
	£	£	£
Net cash			
Cash at bank	<u>627,536</u>	<u>(36,921)</u>	<u>590,615</u>
	<u>627,536</u>	<u>(36,921)</u>	<u>590,615</u>
Total	<u><u>627,536</u></u>	<u><u>(36,921)</u></u>	<u><u>590,615</u></u>

The notes form part of these financial statements

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Notes to the Financial Statements for the Year Ended 31 December 2024

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.

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Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

2. DONATIONS AND LEGACIES

	31.12.24	31.12.23
	£	£
Donations	500,587	448,857
Sponsorship	80,433	87,628
Partnerships	825	1,535
	<u>581,845</u>	<u>538,020</u>

3. OTHER TRADING ACTIVITIES

	31.12.24	31.12.23
	£	£
Flat rent received	8,275	7,950
Other trading activities	<u>2,779</u>	<u>5,477</u>
	<u>11,054</u>	<u>13,427</u>

4. INVESTMENT INCOME

	31.12.24	31.12.23
	£	£
Investments	<u>20,276</u>	<u>21,297</u>

5. RAISING FUNDS

Raising donations and legacies

	31.12.24	31.12.23
	£	£
Processing fees	6,890	6,099
Fundraising	<u>45,320</u>	<u>68,824</u>
	<u>52,210</u>	<u>74,923</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Totals £
Programmatic costs	374,302	118,041	492,343
Administrative costs	19,498	-	19,498
Governance costs	<u>15,724</u>	-	<u>15,724</u>
	<u>409,524</u>	<u>118,041</u>	<u>527,565</u>

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Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

7. GRANTS PAYABLE

	31.12.24	31.12.23
	£	£
Programmatic costs	<u>118,041</u>	<u>223,450</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

Rebecca Murray, received remuneration in her role as CEO of the Charity. She resigned as a Trustee on 18/1/2024.

No 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 £NIL (2023 - £766); donations of £26 were received from Matthew Murray (husband of the CEO).

All honorariums generated by the CEO for speaking engagements are donated directly to the Charity by the donor.

9. STAFF COSTS

	31.12.24	31.12.23
	£	£
Wages and salaries	78,557	67,403
Social security costs	4,811	3,101
Other pension costs	<u>3,646</u>	<u>1,449</u>
	<u>87,014</u>	<u>71,953</u>

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

	31.12.24	31.12.23
	3	2
Employees	<u>3</u>	<u>2</u>

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

Total remuneration to key management personnel in the year was £60,372 (2023-£51,719).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	318,086	219,934	538,020
Other trading activities	9,992	3,435	13,427
Investment income	21,293	4	21,297
Other income	<u>400</u>	<u>15,700</u>	<u>16,100</u>
Total	<u>349,771</u>	<u>239,073</u>	<u>588,844</u>
EXPENDITURE ON			
Raising funds	72,821	2,102	74,923
Charitable activities			
Programmatic costs	167,233	462,491	629,724

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Administrative costs	21,418	7,130	28,548
Governance costs	<u>2,872</u>	<u>32,912</u>	<u>35,784</u>
Total	<u>264,344</u>	<u>504,635</u>	<u>768,979</u>
Net gains on investments	<u>14,023</u>	<u>-</u>	<u>14,023</u>
NET INCOME/(EXPENDITURE)	99,450	(265,562)	(166,112)
Transfers between funds	<u>(102,163)</u>	<u>102,163</u>	<u>-</u>
Net movement in funds	(2,713)	(163,399)	(166,112)
RECONCILIATION OF FUNDS			
Total funds brought forward	569,919	253,524	823,443
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	<u>567,206</u>	<u>90,125</u>	<u>657,331</u>

11. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 January 2024	
and 31 December 2024	<u>127,000</u>
NET BOOK VALUE	
At 31 December 2024	<u>127,000</u>
At 31 December 2023	<u>127,000</u>
Fair value at 31 December 2024 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:

	31.12.24	31.12.23
	£	£
Cost	<u>112,977</u>	<u>112,977</u>

Investment property was valued on an open market basis on 31 December 2024 by the Trustees.

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Other debtors	4,745	644
Accrued gift aid	5,369	7,190
Accrued interest	2,329	4,131
Prepayments	<u>20,591</u>	<u>8,384</u>
	<u><u>33,034</u></u>	<u><u>20,349</u></u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Trade creditors	1,464	7,720
Other creditors	<u>40,254</u>	<u>109,834</u>
	<u><u>41,718</u></u>	<u><u>117,554</u></u>

14. MOVEMENT IN FUNDS

	At 1.1.24	Net movement	Transfers	At
	£	in funds	between	31.12.24
		£	funds	£
Unrestricted funds				
General fund	308,499	2,330	(187,661)	123,168
Unrestricted funds	120,188	88,067	36,851	245,106
Strategic funds	<u>138,520</u>	<u>-</u>	<u>(22,600)</u>	<u>115,920</u>
	567,207	89,997	(173,410)	484,194
Restricted funds				
Dignity Project	10,347	(3,928)	-	6,419
Kenya	19,564	6,102	-	25,666
Pakistan	-	(97,458)	97,458	-
Afghanistan	6,186	(6,186)	-	-
Sri Lanka	54,027	(40,381)	-	13,646
Uganda	-	(43,881)	43,881	-
Rwanda	-	(9,471)	9,471	-
Mercy Centre	<u>-</u>	<u>156,406</u>	<u>22,600</u>	<u>179,006</u>
	<u>90,124</u>	<u>(38,397)</u>	<u>173,410</u>	<u>224,737</u>
TOTAL FUNDS	<u><u>657,331</u></u>	<u><u>51,600</u></u>	<u><u>-</u></u>	<u><u>708,931</u></u>

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,327	3	2,330
Unrestricted funds	<u>300,918</u>	<u>(212,851)</u>	<u>88,067</u>
	303,245	(212,848)	90,397
Restricted funds			
Dignity Project	10,944	(14,872)	(3,928)
Kenya	64,758	(58,656)	6,102
Pakistan	49,309	(146,767)	(97,458)
Afghanistan	-	(6,186)	(6,186)
Sri Lanka	23,063	(63,444)	(40,381)
Uganda	726	(44,607)	(43,881)
Rwanda	324	(9,795)	(9,471)
Mercy Centre	<u>179,006</u>	<u>(22,600)</u>	<u>156,406</u>
	<u>328,130</u>	<u>(366,927)</u>	<u>(38,797)</u>
TOTAL FUNDS	<u><u>631,375</u></u>	<u><u>(579,775)</u></u>	<u><u>51,600</u></u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
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><u>823,443</u></u>	<u><u>(166,112)</u></u>	<u><u>-</u></u>	<u><u>657,331</u></u>

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

14. MOVEMENT IN FUNDS - continued

Comparative 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>

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.

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.

One By One

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

14. MOVEMENT IN FUNDS - continued

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.

15. 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 £46,450 (2023 £41,950) for services provided during the year. In addition, Matthew Murray was paid £4,200 (2023: £8,300) for PR, fundraising and consultancy services. No monies were outstanding at the year end.

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

Rebecca Murray is CEO and founder of both One By One UK and One by One USA. She receives a salary from One By One UK but does not receive any salary from the US organisation.

In September 2024 a new company was formed - One By One International Limited. The 3 directors are also the current Trustees of the Charity. The company was dormant at 31 December 2024.

One By One

Detailed Statement of Financial Activities
for the Year Ended 31 December 2024

	31.12.24 £	31.12.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	500,587	448,857
Sponsorship	80,433	87,628
Partnerships	<u>825</u>	<u>1,535</u>
	581,845	538,020
Other trading activities		
Flat rent received	8,275	7,950
Other trading activities	<u>2,779</u>	<u>5,477</u>
	11,054	13,427
Investment income		
Investments	20,276	21,297
Other income		
Team trip contributions	<u>18,200</u>	<u>16,100</u>
Total incoming resources	631,375	588,844
EXPENDITURE		
Raising donations and legacies		
Processing fees	6,890	6,099
Fundraising	<u>45,320</u>	<u>68,824</u>
	52,210	74,923
Charitable activities		
Wages	78,557	67,403
Social security	4,811	3,101
Pensions	3,646	1,449
Programme development	150,810	92,479
Awareness	83,849	110,059
Travel & hospitality	19,598	32,904
Insurance	430	385
Marketing & website	6,284	4,077
Telephone	822	1,086
Consultants & professional fees	26,600	94,538
Subscriptions	147	266
Software	2,302	3,277
Property costs	2,089	7,548
Postage and stationery	2,419	3,416
Carried forward	382,364	421,988

This page does not form part of the statutory financial statements

One By One

Detailed Statement of Financial Activities
for the Year Ended 31 December 2024

	31.12.24	31.12.23
	£	£
Charitable activities		
Brought forward	382,364	421,988
Bookkeeping	10,029	12,107
Bank charges	1,407	727
Legal and professional fees	13,024	33,084
Accountancy	1,200	1,200
Independent examination	1,500	1,500
Grants paid	<u>118,041</u>	<u>223,450</u>
	<u>527,565</u>	<u>694,056</u>
 Total resources expended	 <u>579,775</u>	 <u>768,979</u>
 Net income/(expenditure)	 <u>51,600</u>	 <u>(180,135)</u>

This page does not form part of the statutory financial statements

