



ENGAGE, EDUCATE & EMPOWER
communities to end
GENDER-BASED VIOLENCE



ANNUAL REPORT AND ACCOUNTS

1 April 2020 to 31 March 2021

Charity Registration No:
1158744

Company Registration No:
08686204 (England and Wales)

Structure, Governance & Management



For the period ended 31 March 2021

Reference & Administrative Information

Charity number	1158744
Company number (England and Wales)	08686204
Founder & CEO	Debra Sheilagh Steven

Principal & Registered Office

11/12 Hallmark Trading Centre
Fourth Way Wembley
Middlesex HA9 0LB

Bankers

Barclays Bank PLC
8 George Street Richmond
Greater London TW9 1JU

Accountants

Artisan Accounts
11/12 Hallmark Trading Centre
Fourth Way Wembley
Middlesex HA9 0LB

Action Breaks Silence is a company limited by guarantee incorporated on 11 September 2013 and registered as a UK charity on 1 October 2014.

The company was established under a Memorandum of Association, which established the objectives and powers of the charitable company, and is governed under those Articles.

Trustees are actively encouraged to take up relevant training and development to fulfil their role and responsibilities to the charity.

The Trustees undertake an annual detailed review and assessments of risks, financial and non-financial, to which it is exposed in its current activities.

*The Trustees Report was approved by the board of Trustees.
Gifty Enright*

Dated: 20 January 2021

Report of the Directors

For the period ended 31 March 2021

The Trustees present their report and accounts for the Period commencing 1 April 2020 and ending 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

CEO (Founder)

Debra
Sheilagh
Steven



Trustees, who served during the year, who were also directors of the company were:

Gifty Enright
Chairperson
Appointed 1 Dec. 2020



Andreena
Leeanne
Appointed 17 Feb. 2021



Renee Campbell
Appointed 12 May 2020



Penelope Anne
Middleton
Appointed 8 May 2019



Catherine
Maeve Kelly
Golding
Appointed 8 May 2019



Lana
Wrightman
Appointed 8 May 2019



Jeannie
Dumas



Samir
Patel



Resigned:

Martin Clifford Bass (Resigned 29th December 2020)

Vince Whiteford (Resigned 21 October 2021)

Introduction from the Chair: Gifty Enright

Year to 31st March 2021



According to UN Women (2020) 'Pre-existing toxic social norms and gender inequality, economic and social stress caused by the pandemic coupled with restricted movement and social isolation measures, have led to an exponential increase in Gender Based Violence (GBV)'. Some sections of our society experience multiple forms of disadvantage, abuse and discrimination, which includes women and girls from BAME Communities, these communities are particularly badly hit as economic challenges increase stress within households and have triggered increased cases of GBV.

Many of the women and girls we deliver our programmes to are survivors and many young boys have witnessed GBV. Schools are gateways for us to reach our beneficiaries.

GBV is a major issue that impacts and manifests in sexual, physical and psychological violence, and is underpinned by inequality, social norms and, toxic masculinity. Girls are raped, sexually assaulted and sexually harassed at school, put under emotional pressure; and denied the equals rights to learn in a dignified environment. A mum from Lambeth said 'It's not just me that has been affected by this- I feel so sorry for my children, there's no one there to help them'.

The year to 31st March 2021 was one of resilience and growth for Action Breaks Silence lead by our Founder and CEO Debi Steven. Income significantly grew from £94,196 to £130,689 during this period.

The Board concentrated on ensuring the Governance of the Charity developed hand in hand with the next phase of development and growth, this including starting the process to update our objectives with the Charities Commission.

Although there were challenges during this year due to Covid-19 and the subsequent restrictions, the Charity adapted. The first six-months was used wisely by hosting Virtual Training to review Phase One of the Action Breaks Silence Primary School Programme, young people from diverse communities attending sharing the valued youth voice which significantly improve the curriculum manuals.

During the second half of the year the Charity hosted a Virtual Empowerment through Self-Defence fundraising workshop for Surbiton Girls High School. Time was also spent raising awareness and building partnerships with other key stakeholders in London as well as raising much needed funds. Between September 2020 and the 31st March 2021, the Charity secured

- £10K from the London Community Trust #iwill, the funds will be used to create the foundations of the Action Breaks Silence Youth Ambassador Programme
- £10K from the London Community Trust/City Bridge, the funds will be used to introduce the Action Breaks Silence Primary School Intervention to address Gender Based Violence in Primary School settings

- £25K from the Gwyneth Forrester Trust, these funds are unrestricted
- £19,983K from the London Community Trust, this was part of a larger pot of money received from MOPAC/London Mayors VAWG Grassroots Fund and will be used to deliver the Action Breaks Silence Community Intervention in the new financial year in Lambeth.

As the restrictions are released the charity will work extensively in Lambeth delivery the Primary School Programme to five primary schools, their teachers and parent's/caregivers as well as work with secondary schools developing the Action Breaks Silence Youth Ambassador Programme.

Action Breaks Silence can only function through the massive contribution of its trainers, instructors and other volunteer helpers. On behalf of the Board, I wish to thank them all for making the World a better place.

Linda Riley stepped down as a Patron of many years of support which we are very grateful for.

We are delighted to welcome a new Patron to our team, the extremely respected and talented Heather Small, the lead singer of MPeople.

3rd March 2020 the horrific kidnap and murder of Sarah Everard by a serving police officer Wayne Couzens, shook the United Kingdom. The UK recorded the highest ever recorded figure of rape in the year ending June 2021, with 61,158 incidents that were reported. Unfortunately, the murders of Nicole Smallman and Bibaa Henry's who were stabbed to death in a London Park in March 2021 did not get the same attention as Sarah Everard. Three more precious lives so sadly lost.

Conclusion

There are many injustices in the World, but few as far reaching or damaging as gender-based violence. It has been a privilege to work with the Action Breaks Silence Team and the other Trustees to this end. Ironically the challenges of the pandemic have served to increase domestic violence and gender-based abuse, so the work of Action Breaks Silence has never been more relevant. The Charity and hence its programmes only exist through donations and I commend it to all who feel able to provide support.

Chairperson
Gifty Enright

Aims, Objectives & Activities



Action Breaks Silence is an educational charity, established to create a world where women and girls can live their lives free from the fear of gender-based violence and the threat of such violence.

To ensure the long-term success of our programme, we adopt a multi-pronged approach rolled out through the *Action Breaks Silence Community Intervention*.

Our programmes proactively engage, educate and empower various members of the school community including students, management, teachers and caregivers/parents. Our goal is to stamp out GBV in schools and in surrounding communities.

Our programme tackles sexual harassment and sexual violence with targeted strategies to address issues such as gender inequality and toxic masculinity, which underpin harmful sexual behaviour. The design and delivery of the intervention is guided by the Social Norms and Active Bystander Theories.

Key Activities

Given the ever-increasing escalation of violent crime perpetuated against women and girls internationally, there has never been a more urgent need to engage, educate and empower the youth and to facilitate real and lasting behavioural change.

The Action Breaks Silence Community Intervention is aimed at profoundly changing the prevailing narrative on gender-based violence by tackling gender inequality and toxic masculinity and working to prevent it at a community level rather than allowing it to be continually viewed as a “woman’s issue”.



The Community Intervention is made up of:

1. The Action Breaks Silence Train the Trainer Programme
2. The Empowerment through Self-Defence Workshops
3. 16-Hour Primary School Programme to address Gender-based violence in Primary School settings
 - The Girls' 16-hour Empowerment through Self-Defence and Active Bystander Programme
 - The Boys 16-hour Hero Empathy and Active Bystander Programme
 - Teachers, Caregivers and Parents Self-Love and Self-Competence sessions
4. The Action Breaks Silence Youth Ambassador Programme

1. Train the Trainer Programme

This programme is designed for sustainable growth and can be delivered entirely virtually, part-virtually or in person in accordance with relevant COVID19 regulations and restrictions regarding the physical aspects and social distancing.

Participants would be trained to deliver the 16-hour **Empowerment through Self-Defence Programme** for women and girls or the 16-hour **Hero Empathy Active Bystander Programme** for boys, initially assisting more experienced Action Breaks Silence leaders. By year two of the programme, the trainers should be in a position to lead the workshops and start training new trainers in their community.

There are two key outcomes from the Train the Trainer Programme:

1. To deliver the 16-hour programme to prep/junior school pupils within the school environment and to incorporate this into the Life Orientation or Life Skills curriculum
2. To deliver the four-hour Empowerment through Self-Defence Workshops to private schools and corporate companies across London to raise funds that will be used to teach free of charge in communities with economic challenges. These funds are also used to cover the core costs of the charity.

2. Empowerment through Self Defence Workshops for women and girls

These practical and physical 3 to 4-hour workshops use empowerment as a tool to equip women and girls to better recognise indications of potentially dangerous behaviours by perpetrators and encourages them to own their own space and bodies with confidence.

These workshops are designed to include both youths and parents, involving parents in “updating” the safety strategies they discuss within their families.

These workshops aim to:

In the long term prevent abusive and violent behaviour against women and girls.

Break down the myths around sexual and gender-based violence and “stranger danger”.

Dispel the “monster myth” and understand who the real perpetrators are.

Reframe ideas of femininity and girls and women’s bodies, empowering participants to own their bodies and explore their dynamic strength.

Build confidence in their own individual capacities and unleash their “inner warrior”.

Reframe victimisation and fear.

Educate around fear, the adrenal dump and verbal diffusion skills.

Identify target points on the perpetrator's body and ways to inflict pain.



3. 16-Hour Primary Schools Programme to address gender-based violence in a school setting

This is a longitudinal approach to stop gender-based violence, where each student at selected primary schools will over two years participate in a community intervention to stop gender-based violence. Each student will be taught for 16 hours over a two year period. Phase One consists of eight one-hour sessions, there is then a one year break, followed by eight further one-hour sessions in Phase Two. Teachers and caregivers are also involved in training sessions over the two years.



4. Youth Ambassador Programme at Secondary Schools

Gender-Based Violence is a social issue that has attracted much attention in the past few years. However, the conversation often excludes the issue of Gender-Based Violence within youth relationships. Today's youth have been raised in a hyper-sexualized media culture that has resulted in the objectification of girls. The violence that youth face within their adolescent relationships has not been constructively addressed and when discussed, young voices are often side-lined. Studies undertaken in 81 countries show that 29.4% of girls between the ages of 15-19 experience physical and/or sexual Gender-Based Violence within their intimate partner relationships ⁽¹⁾. Tragically, exposure to gender-based violence places youth on lifelong trajectory of violence, either as victims or perpetrators. The Youth Ambassador Programme is a strategy of change created by Action Breaks Silence to tackle Gender-Based Violence within youth relationships



Staff

Our Founder Debra Steven (Debi) continued to lead the Charity in the role of CEO. She has depth of experience coordinating and delivering international projects in India and South Africa as well as co-ordinating all UK Projects, including the delivery of the Action Breaks Silence Community Intervention in Lambeth. She spent a considerable time raising awareness of the charity in the UK. Her success over this year is shown by the significant increase in Charitable income.

At the start of 2021, Taya Blem joined the Charity as a junior International Youth Ambassador and worked alongside the CEO in developing the Action Breaks Silence Youth Ambassador Programme with other young people from the UK and South Africa. When the restrictions ease Taya will be part of the delivery team in Lambeth.

Action Breaks Silence uses a number of sub-contractors to help with social media, marketing and IT.

Patrons

Linda Riley, one of the UK's leading campaigners for diversity and inclusion and LGBTQ+ activists stepped down as a Patron after many years of support.

The super talented Heather Small joined as a Patron and immediately got stuck in and was interviewed alongside Debi Steven on ITV News and a number of other TV and radio interviews.

South Africa

Action Breaks Silence South Africa is a separate NGO with its governing board and separate financial accounts. Action Breaks Silence delivers the Action Breaks Silence Community Intervention.



Vision & Ambition

Our vision is to make communities safer from gender-based violence and to create a world where women and girls can live their lives free from the fear of gender-based violence and the threat of such violence.

The future certainly looks bright for Action Breaks Silence, the foundation work generously funded by the London Community Foundation through their #iwill funding allowed the Charity to engage a number of groups of young people to discuss gender-based violence in youth relationships and the vital role young people can play in prevention of GBV, as well as forming strategies young people to become active bystanders to end GBV within their school settings. The final outcome was a very comprehensive Action Breaks Silence Youth Ambassador Curriculum Manual which will be used to develop an eLearning Platform for all secondary school youth ambassadors.

Action Breaks Silence was also awarded further funding, this time from City Bridge (via the London Community Foundation) the funding allowed the charity to host a number of Train the Trainer sessions in Lambeth for young people that were passionate about being included in finding solutions to address GBV with the local primary schools. Part of this training was to allow the youth voice to be heard as the Empowerment through Self-Defence and Hero Empathy Programmes Curriculum Manuals were reviewed in preparation of the April 2021 deliver.

Action Breaks Silence was also nominated as one of the Charities to be supported by the London Mayor's MOPAC fund helping VAWG Grassroots Charities to address GBV in communities with economic challenges. This funding will be used throughout the Borough of Lambeth and ensure that all students are able to participate FREE OF CHARGE in both the Primary School and Secondary Schools Programmes. By the end of March 2021, we had signed contracts with Allen Edwards, Henry Fawcett, St Marks and Vauxhall Primary Schools.

Action Breaks Silence was also supported by the Forrester Trust and the Capital Group.

Action Breaks Silence delivers the Empowerment through Self-Defence Workshop and the Understanding Toxic Masculinity Workshop at a number of Harris Federation Academies, private schools and corporates across London.



The Trustees present their report and financial statements 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 [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

Objective & Activities

The charity's Charity objects are women's self-defence. The policies and the activity have been in furtherance of these objects and there has been no change in these during the year.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements & Performance Financial Review

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, Governance & Management

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

- Mr Martin Clifford Bass (resigned 23 December 2020)
- Mr Samir Patel (resigned 25 October 2021)
- Mr Russell Vincent Whitefoord (resigned 21 October 2021)
- Ms Jean Lalage Teresa Dumas (resigned 23 October 2021)
- Ms Penny Anne Middleton
- Ms Catherine Maeve Golding
- Mrs Lana Shay Wrightman
- Ms Renee Pariece Campbell
- Ms Gifty Enright (appointed 1 December 2020)
- Ms Andreena Leeanne (appointed 16 February 2021)

The Trustees report was approved by the Board of Trustees.

Kate Golding
Ms C M Golding

Trustee

Dated: 13/01.2022

I report on the financial statements of the Charity for the year ended 31 March 2021, which are set out on the preceding pages.

Respective responsibilities of Trustees and examiner

The Charity's Trustees, who are also the directors of Action Breaks Silence Ltd for the purposes of company law, are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the financial statements under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Affinity Associates Limited

11/12 Hallmark Trading Centre
Fourth Way
Wembley
Middlesex HA9 0LB

Statement of Financial Activities

Including Income and Expenditure Account for Year ended 31 March 2021



	Notes	2021 £	2020 £
Individual Donors	2	31,445	34,316
Trusts & Grants	3	72,833	10,025
Fundraising	4	21,857	20,831
Corporate Sponsors	5	1,716	15,922
Fundraising	6	2,964	13,101
Other			
Total income		130,689	94,195
Expenditure on:			
Charitable Activities	7	40,886	50,105
Administration	8	52,610	30,290
Total resources expended		93,575	80,395
Net (expenditure)/income for the year/Net (outgoing)/incoming resources		37,194	13,800
Other recognised gains and losses			
Other gains or losses	9	588	(2,570)
Net movement in funds		37,782	11,230
Fund balances at 1 April 2020		43,324	32,094
Fund balances at 31 March 2021		81,002	43,324

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

All income and expenditure derive from continuing activities.

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2020 £
Fixed Assets			
Tangible Assets	10	131	861
Current Assets			
Cash at bank and in hand		95,361	45,637
Creditors: amounts falling due within one year	11	(14,490)	(3,174)
Net Current Assets		80,871	42,463
Total Assets less Current Liabilities		81,002	43,324
Income Funds	12	81,002	43,324
Unrestricted Funds		81,002	43,324

The financial statements were approved by the Trustees on 13/01/2022

Ms C M Golding
Trustee

Kate Golding

1 Accounting policies

Charity information

Action Breaks Silence Ltd is a charity founded for the public benefit, furthering the education of women and children in countries across the world where the risk of sexual and gender-based violence is high (with an initial focus on Africa and South Asia) and, in particular, by sustainably engaging communities in the delivery of personal safety and self-defence training, female empowerment, survivor support services, general public awareness and related activities.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. 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 unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

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.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is 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 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	25% on Straight line method
Computers	25% on Straight line method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or canceled.

	2021	2020
INCOME		
2 Individuals		
Major Donors	5,200	30,717
Monthly Direct Debits	3,420	3,598
Karate Donations	2,083	--
Just Giving/ CAF	<u>20,742</u>	<u>--</u>
Total Individuals	31,445	34,315
3 Trusts & Grants		
London Community Trust - #iwill	10,000	10,025
London Community Trust – City Bridge	10,000	--
London Community Trust – MOPAC	19,983	--
Forrester Trust	25,000	--
Charity Partners	<u>7,850</u>	<u>--</u>
Total Trusts	72,833	10,025
4 Corporate Sponsors		
Capital Group	20,857	20,456
Other		<u>375</u>
Total Corporate Sponsors	20,857	20,831
5 Fundraising		
Fundraising Workshops – Schools	1,716	14,103
Fundraising Events	<u>--</u>	<u>1,819</u>
Total Fundraising	1,716	15,922
6 Other Revenues		
Total Other Revenues	2,963	13,101
EXPENDITURE		
7 Charitable Activities		
Local Instructors' Fees	2,283	24,265
Travelling Costs	(460)	14,371
Other	<u>4,199</u>	<u>11,468</u>
8 Administration and Fund Raising		
Wages and salaries	18,483	6,103
Other Staff Costs	385	-
Sub-contractors	2,750	6,720
Travelling Expenses	-	770
IT cost and consumables	1,946	1,463
Telephone & internet	529	767
Printing & Stationery	304	216
Legal and professional fees	12,870	5,507
Advertising & Marketing	4,952	2,169
Subscriptions	216	216
Bank Charges	202	446
General expenses	3,210	426
Home Office cost	3,700	3,367
Workshop expenses	191	1,600
Depreciation	<u>626</u>	<u>522</u>
	52,610	30,292
8.1 Trustees		
None of the Trustees received any remuneration from the Charity during the year		

	2021	2020
8.2 Employees		
Number of full-time employees	2	1
Number of part-time employees	12	10
 Employment Cost		
Wages & Salaries	18,483	6,103
Employer's NI	-	-
	6,103	6,103
 9 Other gains or losses		
Foreign exchange losses	588	(2,570)
 10 Tangible Fixed Assets		
	Fixtures, fittings & equipment £	Computers £ Total £
Costs		
At 1 April 2020	956	1,547 2,503
At 31 March 2021	956	1,547 2,503
Depreciation and impairments		
At 1 April 2020	679	1,068 1,747
Depreciation charged in the year	239	387 626
At 31 March 2021	918	1,455 2,373
Carrying Amounts		
At 31 March 2021	38	92 130
At 31 March 2020	277	479 756
 11 Creditors: amounts falling due within one year		
Cash	-	52
Other taxation and social security	(1,586)	-
Other creditors	9,386	122
Accruals and deferred income	6,690	3,000
	<u>14,490</u>	<u>3,174</u>
 12 Analysis of net assets between funds		
Fund balances at 31 March 2021 are represented by:		
Tangible Assets	130	861
Current Assets/(Liabilities)	<u>80,872</u>	<u>42,463</u>
	81,002	43,324
 13 Related party transactions		
<i>There were no disclosable related party transactions during the year (2020 - none)</i>		



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