

EMPATHY ACTION

England & Wales · Charity number 1162224

Details

Status Registered

Legal form CIO

Registered 2015-06-16

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

Contact

Address Bukara House
28 Church Road
Tunbridge Wells
Kent
TN1 1JP

Phone 01892576336

Email contact@empathyaction.org

Website www.empathyaction.org

Activities

Objects: TO PROMOTE THE PREVENTION AND RELIEF OF POVERTY AND TO ADVANCE EDUCATION BY:-PROVIDING EXPERIENTIAL LEARNING OPPORTUNITIES, FACILITIES AND EDUCATIONAL RESOURCES WHICH ENABLE PARTICIPANTS TO DEVELOP THEIR UNDERSTANDING OF ISSUES RELATING TO POVERTY, HUMANITARIAN NEED AND DISASTER RESPONSE AND ENCOURAGE COMPASSIONATE ACTION;-BY UNDERTAKING AND SUPPORTING RESEARCH INTO FACTORS THAT CONTRIBUTE TO POVERTY AND THE MOST APPROPRIATE WAYS TO MITIGATE THESE;-BY PROVIDING OR ASSISTING IN THE PROVISION OF EDUCATION, TRAINING, HEALTHCARE PROJECTS AND ALL THE NECESSARY SUPPORT DESIGNED TO ENABLE INDIVIDUALS TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT.

Activities: Empathy Action focuses on deepening people's awareness of global deprivation and finding strategic ways of helping those in need. Simulations of life experiences allow participants to walk in the shoes of those in extreme poverty, and stimulate discussion about how to respond to humanitarian need. We also sell fairly traded handicrafts produced by disadvantaged groups from around the world.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£38,650	£30,463	-	-
2023-12-31	£32,933	£26,502	-	-
2022-12-31	£17,733	£23,311	-	-
2021-12-31	£23,980	£23,927	-	-
2020-12-31	£15,440	£22,869	-	-

Trustees

Name	Role	Appointed
Paul Williams	Chair	2015-06-16
Colin Crisp		2019-03-05
Isabel Hodgson		2023-05-22
Laura Cook		2023-05-22
Mike Fawcett		2016-03-15
NATASHA WILLIAMS		2016-03-15
NIGEL GAVIN		2025-01-27
Victoria Mason		2025-01-27

EMPATHY ACTION

England & Wales - Charity number 1162224

Accounts

EMPATHY ACTION CIO

Registered Charity Number: 1162224

**ANNUAL REPORT
&
ACCOUNTS
FOR THE PERIOD ENDED
31st December 2024**

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Empathy Action CIO
Report of the Trustees

Principal address:

Bukhara House
28 Church Road
Tunbridge Wells
TN1 1JP

Trustees

Date of appointment

Paul Williams	16 June 2015
Mike Fawcett	15 March 2016
Natasha Williams	15 March 2016
Colin Crisp	5 March 2019
Laura Cook	22 May 2023
Isabel Hodgson	22 May 2023
Nigel Gavin	27 January 2025
Victoria Mason	27 January 2025



Empathy Action CIO
Report of the Trustees

Our Structure, Governance and Management

Empathy Action is a Charitable Incorporated Organisation. The only voting members are its charity trustees, who are appointed by the existing trustees. The charity was registered on June 16th, 2015. Empathy Action is managed by its founder Director Ben Solanky and run by its full-time and part-time volunteers who receive no financial remuneration except for expenses properly incurred in the course of their voluntary activity that fall within the guidelines laid down in its expenses policy. There is one part-time employee.

Our Objectives

Empathy Action aims to promote the prevention and relief of poverty and to advance education by: providing experiential learning opportunities which enable participants to develop their understanding of poverty, and encourage compassionate action; undertaking research into factors that contribute to poverty and ways to mitigate these; and assisting in the provision of education, training, and healthcare projects to enable individuals to generate a sustainable income.

Our Mission

We believe that everyone is able to engage in the battle against poverty and injustice and that we each make a crucial difference. Our mission is to inspire and empower people to work together to improve the lives of others in need. We are motivated by the teaching of Jesus to love our neighbour as ourselves.

Our Core Values

CONVICTION: we believe that honouring others above oneself, caring for each other and acting with courage, can change this broken world we live in.

COMPASSION: we believe that God lovingly created all people in His image, to live equally and with dignity.

COMMUNITY: we believe that acts of collaboration are like ripples, spreading outward, far-reaching and with transformative power.

Our Activities

Empathy Action focuses on deepening people's awareness of, and empathy with, global deprivation and finding strategic ways of helping those in need. It achieves this primarily through its experiential activities; igniting a desire to help, which it believes will fuel compassionate action. Alongside this, Empathy Action is identifying communities in need of assistance, working closely with them to establish viable livelihood development schemes, including the production and distribution of handicrafts. This targeted approach has the twofold objective of bringing about positive transformation of such groups whilst providing Empathy Action's partners with opportunities to become part of the solution through, for example, the donation of skills or financial resources or the sale of handicrafts. Empathy Action's experiential activities include simulations of the life experiences of disadvantaged and marginalised groups around the world. These simulations are activities that allow participants to walk in the shoes of those living in extreme poverty and refugees. These aim to help the public better understand the needs of people facing such situations by offering a small glimpse into the reality faced by millions worldwide. The experiences are used to stimulate discussion about how participants can contribute in their personal and professional lives to poverty relief initiatives and respond to humanitarian need through volunteering, or donating goods, skills or financial resources.

The measures put in place to contain the Covid 19 pandemic disrupted many of our programmes which require access to schools and face to face contact with pupils. Empathy Action sought innovative and creative ways to implement our mission in the crisis. These included the development of 'The High Life', a climate justice simulation that is available for schools and other groups to use by downloading the material from our website (www.empathyaction.org).



Empathy Action CIO
Report of the Trustees

Financial Review

The net outcome for the year was a surplus of £8,187 made up of surplus of £4,767 on General Funds and a surplus of £3,420 on Designated Funds.

Incoming resources

Incoming resources increased by £5,698 over the previous year. Income from simulations and fundraising increased significantly over prior year, donations and handicrafts income were lower. The increases in income reflected significantly more simulation and fundraising activity than in 2023.

Resources expended

Expenditure on simulations higher than prior year reflecting an increase in activity. Office, administration and governance costs were £839 lower than the previous year.

Balance sheet

Fixed assets consist of one computer, partly depreciated. Stock of handicrafts has increased over the previous year. There were no material debtors at year end. The bank balance increased by £8,841 during the year. Designated Funds increased by £3,420 with little expenditure. General Funds increased by £4,767.

Funds

The charity has two categories of funds, General and Designated. Designated Funds consist of the Livelihood Development Fund, to which 10% of the income from simulations, fundraising and donations is transferred to fund projects to alleviate poverty and suffering.



Public Benefit

The Trustees confirm that they comply with their duty to have regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Approval Statement

This report was approved by the Trustees of the Charity

Paul Williams
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P. Williams

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) on behalf of the Trustees

Colin Crisp
.....
C. Crisp

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(DATE) 13th October 2025

Charity's Principal Address
Bukhara House
28 Church Road
Tunbridge Wells
TN1 1JP

Empathy Action CIO

Independent Examiner's Report on the Accounts for the period ended 31 December 2024

I report on the accounts of the Charity for the year ended 31 December 2024, which are set out on pages 8 to 12.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and it is my responsibility to:

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

Basis of Independent Examiner's Statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts that accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.


M M DAVID ACMA

Date: 13th October 2025

Statement of Financial Activities for the year ended 31 December 2024

	Note	Total Funds 2023 £	General Funds 2024 £	Designated Funds 2024 £	Total Funds 2024 £
Incoming Resources					
Voluntary Income	2	16,144	13,037	1,390	14,427
Activities for generating funds	3	16,808	21,943	2,280	24,223
Total Incoming Resources		32,952	34,980	3,670	38,650
Resources Expended					
Cost of generating funds					
Fundraising trading costs	5	1,556	1,210		1,210
Charitable activities :					
Simulation costs	5	7,914	12,791		12,791
Donations	5	-	-	250	250
Total		7,914	12,791	250	13,041
Office, administration and governance	5	17,051	16,212		16,212
Total Net Resources Expended		26,521	30,213	250	30,463
Net Incoming/(Outgoing) Resources for the Year		6,431	4,767	3,420	8,187
Net Movement in Funds for the year		6,431	4,767	3,420	8,187
Funds at 1st January		24,348	17,417	13,362	30,779
Accumulated Funds at 31st December		30,779	22,184	16,782	38,966

Balance Sheet as at 31 December 2024			
	Note	As at 2023 £	As at 2024 £
Fixed Assets	7	-	595
Current Assets			
Stock		1,398	1,949
Prepayments	8		
Other debtors	9	1,850	50
Cash & bank		27,531	36,372
Total		30,779	38,371
Current Liabilities			
Creditors	10		-
Net assets		30,779	38,966
Reserves			
Designated	11	13,362	16,782
General	11	17,417	22,184
Restricted		-	-
Total		30,779	38,966

Paul Williams

Colin Crisp

Date 13th October 2025

1 Accounting Policies

Basis of Preparation of Accounts

The accounts of the charity have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice (SORP 2019) and with Accounting Standards and Charities Act applicable to smaller charities. The CIO was formed on 16 June 2015.

Fund Structure

General Funds comprise those funds which the Trustees have not designated for any specific purpose. Designated Funds relate to The Livelihood Development Fund, which has been established by setting aside 10% of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

Restricted Funds comprise those funds for which the donors have specified a purpose.

Incoming Resources

All income is recognised in the Statement of Financial Activities (SOFA) when the conditions for receipt have been met and there is reasonable assurance of receipt. Where a claim for repayment of income tax has been or will be made such income is grossed up for the tax recoverable. The following accounting policies are applied to different categories of income:

Grants and Donations Receivable

Grants and donations are recognised in the SOFA when conditions for receipt have been complied with.

Charitable Activities

Charitable expenditure is charged to the Statement of Financial Activities for the period to which it relates.

Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

Donated services & facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Tangible fixed assets for use

These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.

Stocks and work in progress

These are valued at the lower of cost or market value.

Reserves policy

To hold sufficient reserves for the foreseeable future.

2 Voluntary Income	Total Funds 2023	General Funds 2024	Designated Funds 2024	Total Funds 2024
	£	£	£	£
Donations	16,125	10,111	1,123	11,234
Fundraising	-	2,408	267	2,675
Interest income	19	518		518
	<u>16,144</u>	<u>13,037</u>	<u>1,390</u>	<u>14,427</u>
3 Activities for generating funds	Total Funds 2023	General Funds 2024	Designated Funds 2024	Total Funds 2024
	£	£	£	£
Simulations	14,980	20,520	2,280	22,800
Handicraft sales	1,828	1,423	-	1,423
	<u>16,808</u>	<u>21,943</u>	<u>2,280</u>	<u>24,223</u>
4 Trustees' Remuneration and Expenses	Trustees received no remuneration during the year. Trustee expenses were reimbursed for appropriate travel and other expenditure.			
5 Analysis of resources expended	Total Funds 2023	General Funds 2024	Designated Funds 2024	Total Funds 2024
	£	£	£	£
Cost of Generating Funds				
Handicraft sales	1,513	777	-	777
Fundraising	43	433	-	433
Total	<u>1,556</u>	<u>1,210</u>		<u>1,210</u>
Charitable expenditure				
Donations	-	-	250	250
Simulations	7,914	12,791	-	12,791
Total	<u>7,914</u>	<u>12,791</u>	<u>250</u>	<u>13,041</u>
Office, administration and governance	17,051	16,212	-	16,212
Total expenditure	<u>26,521</u>	<u>30,213</u>	<u>250</u>	<u>30,463</u>
6 Staff costs and numbers	The CIO is largely supported by volunteers and has one part time employee, who is not remunerated over £60,000.			

7 Fixed Assets

Fixed assets consist of computers and communication equipment which is depreciated over an expected useful life of 3 years.

	2023	2024
	£	£
Opening Gross book value	553	649
Acquisitions		
Disposals	0	0
Depreciation	553	54
Closing Net book value	<u>0</u>	<u>595</u>

8 Prepayments

There were no prepayments as at year end.

9 Debtors

There were no material debtors as at year end.

10 Creditors

There were no creditors as at year end.

11 Funds Analysis	Total Funds 2023 £	General Funds 2024 £	Designated Funds 2024 £	Total Funds 2024 £
Balance brought forward	24,348	17,417	13,362	30,779
Total incoming resources	32,952	34,980	3,670	38,650
Total resources expended	26,521	30,213	250	30,463
Other recognised (losses)/gains				
Balance at 31 December	<u>30,779</u>	<u>22,184</u>	<u>16,782</u>	<u>38,966</u>

Designated Funds relate to the Livelihood Development Fund. This has been established by setting aside part of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

12 Related Parties

No trustee has received any remuneration or benefit from the charity.

13 Post Balance Sheet events

There were no post Balance Sheet events.

EMPATHY ACTION

England & Wales - Charity number 1162224

Accounts

EMPATHY ACTION CIO

Registered Charity Number: 1162224

**ANNUAL REPORT
&
ACCOUNTS**

**FOR THE PERIOD ENDED
31st December 2023**



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Report of the Trustees

Independent Examiner's Report

Statement of Financial Activities

Balance Sheet

Notes to the Accounts



Empathy Action CIO

Principal address:

15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Trustees

Date of appointment

Paul Williams	16 June 2015	reappointed 28 February 2022
Mike Fawcett	15 March 2016	reappointed 28 February 2022
James MacLeay	15 March 2016	reappointed 22 February 2022 resigned 8 July 2024
Natasha Williams	15 March 2016	reappointed 28 February 2022
Colin Crisp	5 March 2019	reappointed 28 February 2022
Laura Cook	22 May 2023	
Isabel Hodgson	22 May 2023	

Empathy Action CIO Report of the Trustees

Report of the Trustees

Our Structure, Governance and Management

Empathy Action is a Charitable Incorporated Organisation. The only voting members are its charity trustees, who are appointed by the existing trustees. The charity was registered on June 16th, 2015. Empathy Action is managed by its founder Director Ben Solanky and run by its full-time and part-time volunteers who receive no financial remuneration except for expenses properly incurred in the course of their voluntary activity that fall within the guidelines laid down in its expenses policy.

Our Objectives

Empathy Action aims to promote the prevention and relief of poverty and to advance education by: providing experiential learning opportunities which enable participants to develop their understanding of poverty, and encourage compassionate action; undertaking research into factors that contribute to poverty and ways to mitigate these; and assisting in the provision of education, training, and healthcare projects to enable individuals to generate a sustainable income.

Our Mission

We believe that everyone is able to engage in the battle against poverty and injustice and that we each make a crucial difference. Our mission is to inspire and empower people to work together to improve the lives of others in need.

Our Motivation and Core Values

We are motivated by the teaching of Jesus to love our neighbour as ourselves which underpins our core values of

CONVICTION: we believe that honouring others above oneself, caring for each other and acting with courage, can change this broken world we live in.

COMPASSION: we believe that God lovingly created all people in His image, to live equally and with dignity.

COMMUNITY: we believe that acts of collaboration are like ripples, spreading outward, far-reaching and with transformative power.

Our activities

Empathy Action focuses on deepening people's awareness of, and empathy with, global deprivation and finding strategic ways of helping those in need. It achieves this primarily through its experiential activities; igniting a desire to help, which it believes will fuel compassionate action. Alongside this, Empathy Action is identifying communities in need of assistance, working closely with them to establish viable livelihood development schemes, including the production and distribution of handicrafts. This targeted approach has the twofold objective of bringing about positive transformation of such groups whilst providing Empathy Action's partners with opportunities to become part of the solution through, for example, the donation of skills or financial resources or the sale of handicrafts. Empathy Action's experiential activities include simulations of the life experiences of disadvantaged and marginalised groups around the world. These simulations are activities that allow participants to walk in the shoes of those living in extreme poverty and refugees. These aim to help the public better understand the needs of people facing such situations by offering a small glimpse into the reality faced by millions worldwide. The experiences are used to stimulate discussion about how participants can contribute in their personal and professional lives to poverty relief initiatives and respond to humanitarian need through volunteering, or donating goods, skills or financial resources.

The measures put in place to contain the Covid 19 pandemic disrupted many of our programmes which require access to schools and face to face contact with pupils. Empathy Action sought innovative and creative ways to implement our mission in the crisis. These included the development of 'The High Life', a climate justice simulation that is available for schools and other groups to use by downloading the material from our website (www.empathyaction.org).

Empathy Action CIO Report of the Trustees

Financial review

The net outcome for the year was a surplus of £6,431 made up of surplus of £3,321 on General Funds and a surplus of £3,110 on Designated Funds.

Incoming resources

Incoming resources increased by £15,200 over the previous year. Income from simulations and donations, increased significantly over prior year, handicrafts income was lower and fundraising was nil. The increases in income reflected significantly more simulation activity than in 2022 and donations from Empathy Angels and a

Resources expended

Expenditure on simulations was similar to prior year despite an increase in activity. There was more expenditure on consultancy to deliver Desperate Journeys. Office, administration and governance costs were £2,500 more than the previous year.

Balance sheet

Fixed assets represents one computer which is now fully depreciated. Total stock of handicrafts decreased from the previous year and there is one significant debtor to the value of £1,850. the bank balance at £27,531 is increased by £8,436. Designated Funds increased by £3,110, with no recorded expenditure, and General Funds increased by £3,321.

Funds

The charity has two categories of funds, General and Designated. Designated Funds consist of the Livelihood Development Fund, to which 10% of the income from simulations, fundraising and donations is transferred to fund projects to alleviate poverty and suffering.



Public Benefit

The Trustees confirm that they comply with their duty to have regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Approval Statement

This report was approved by the Trustees of the Charity

[Handwritten signature of P. Williams]

P. Williams

[Handwritten signature of C. Crisp]

C. Crisp

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) on behalf of the Trustees
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Charity's Principal Address

15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

(DATE) *September 25th 2024*



Empathy Action CIO
Independent Examiner's
Report on the Accounts
For the period ended

I report on the accounts of the Charity for the year ended 31 December 2023, which are set out on pages 9 to 13.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's 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.

It is my responsibility to:

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

Basis of Independent Examiner's Statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts that accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.


M M DAVID ACMA

Date:

September 25th 2024

Empathy Action CIO

	Note	Total Funds 2022 £	General Funds 2023 £	Designated Funds 2023 £	Total Funds 2023 £
Incoming Resources					
Voluntary Income	2	4,224	14,513	1,612	16,125
Activities for generating funds	3	13,509	15,310	1,498	16,808
Total Incoming Resources		17,733	29,823	3,110	32,933
Resources Expended					
Cost of generating funds					
Fundraising trading costs	5	3,572	1,556		1,556
Charitable activities :					
Simulation costs	5	5,288	5,208		5,208
Desperate Journeys	5	146	2,706		2,706
Donations	5	-	-		-
Total		5,434	7,914	-	7,914
Office, administration and governanc	5	14,322	17,051		17,051
Interest income		17	19		19
Total Net Resources Expended		23,311	26,502	-	26,502
Net Incoming/(Outgoing) Resources for the Year		(5,578)	3,321	3,110	6,431
Net Movement In Funds for the year		(5,578)	3,321	3,110	6,431
Funds at 1st January		29,926	14,096	10,252	24,348
Accumulated Funds at 31st December		24,348	17,417	13,362	30,779

	Note	2022 £	2023 £
Fixed Assets	7	553	-
Current Assets			
Stock		2,950	1,398
Prepayments	8	-	-
Debtors	9	1,750	1,850
Cash at bank and in hand		19,095	27,531
Total Fixed and Current Assets		24,348	30,779
Current Liabilities			
Creditors	10	-	-
Net Assets		24,348	30,779
Designated Funds	11	10,251	13,362
General Funds	11	14,097	17,417
		<u>24,348</u>	<u>30,779</u>

31st December 2023



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September 25th 2024



1 Accounting Policies

Basis of Preparation of Accounts

The accounts of the charity have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice (SORP 2005) and with Accounting Standards and Charities Act applicable to smaller charities. The CIO was formed on 16 June 2015.

Fund Structure

General Funds comprise those funds which the Trustees have not designated for any specific purpose. Designated Funds relate to The Livelihood Development Fund, which has been established by setting aside 10% of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

Restricted Funds comprise those funds for which the donors have specified a purpose.

Incoming Resources

All income is recognised in the Statement of Financial Activities (SOFA) when the conditions for receipt have been met and there is reasonable assurance of receipt. Where a claim for repayment of income tax has been or will be made such income is grossed up for the tax recoverable. The following accounting policies are applied to different categories of income:

Grants and Donations Receivable

Grants and donations are recognised in the SOFA when conditions for receipt have been complied with.

Charitable Activities

Charitable expenditure is charged to the Statement of Financial Activities for the period to which it relates.

Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

Donated services & facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Tangible fixed assets for use

These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.

Stocks and work in progress

These are valued at the lower of cost or market value.

Reserves policy

To hold sufficient reserves for the foreseeable future.

Empathy Action CIO

2 Voluntary Income	Total Funds 2022 £	General Funds 2023 £	Designated Funds 2023 £	Total Funds 2023 £
Donations	4,214	14,513	1,612	16,125
Fundraising	10	-	-	-
	<u>4,224</u>	<u>14,513</u>	<u>1,612</u>	<u>16,125</u>
3 Activities for generating funds	Total Funds 2022 £	General Funds 2023 £	Designated Funds 2023 £	Total Funds 2023 £
Simulations	8,000	13,482	1,498	14,980
Handicraft sales	5,509	1,828	-	1,828
	<u>13,509</u>	<u>15,310</u>	<u>1,498</u>	<u>16,808</u>
4 Trustees' Remuneration and Expenses	Trustees received no remuneration during the year. Trustee expenses were reimbursed for appropriate travel and other expenditure.			
5 Analysis of resources expended	Total Funds 2022 £	General Funds 2023 £	Designated Funds 2023 £	Total Funds 2023 £
Cost of Generating Funds				
Handicraft sales	3,538	1,513	-	1,513
Fundraising	33	43	-	43
Total	<u>3,572</u>	<u>1,556</u>	<u>-</u>	<u>1,556</u>
Charitable expenditure				
Donations	-	-	-	-
Simulations	5,288	5,208	-	5,208
Desperate Journeys	146	2,706	-	2,706
Total	<u>5,434</u>	<u>7,914</u>	<u>-</u>	<u>7,914</u>
Office, administration and governance	14,322	17,051	-	17,051
Interest income	17	19	-	19
Total expenditure	<u>23,311</u>	<u>26,502</u>	<u>-</u>	<u>26,502</u>
6 Staff costs and numbers	The CIO is supported by volunteers and has no employees. There is therefore no individual remunerated over £60,000.			

Empathy Action CIO

7 Fixed Assets

Fixed assets consist of computers and communication equipment which is depreciated over an expected useful life of 3 years.

	2022	2023
	£	£
Opening Gross book value	1,106	553
Acquisitions		
Disposals	0	0
Depreciation	553	553
Closing Net book value	<u>553</u>	<u>0</u>

8 Prepayments

There were no Prepayments as at year end.

9 Debtors

There was one debtor as at year end, West Bromwich Collegiate Academy.

10 Creditors

There were no Creditors as at year end.

11 Funds Analysis

	Total Funds 2022	General Funds 2023	Designated Funds 2023	Total Funds 2023
	£	£	£	£
Balance brought forward	29,926	14,096	10,252	24,348
Total incoming resources	17,733	29,823	3,110	32,933
Total resources expended	23,311	26,502	-	26,502
Other recognised (losses)/gains				
Balance at 31 December	<u>24,348</u>	<u>17,417</u>	<u>13,362</u>	<u>30,779</u>

Designated Funds relate to the Livelihood Development Fund. This has been established by setting aside part of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering

12 Related parties

No trustee has received any remuneration or benefit from the charity.

13 Post Balance sheet events

EMPATHY ACTION

England & Wales - Charity number 1162224

Accounts

EMPATHY ACTION CIO

Registered Charity Number: 1162224



ANNUAL REPORT

&

ACCOUNTS

FOR THE PERIOD ENDED

31st December 2022

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Balance Sheet	7
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Principal address:
15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Trustees

Date of appointment

Paul Williams	16 June 2015	reappointed 28 February 2022
Mike Fawcett	15 March 2016	reappointed 28 February 2022
James MacLeay	15 March 2016	reappointed 28 February 2022
Natasha Williams	15 March 2016	reappointed 28 February 2022
Colin Crisp	5 March 2019	reappointed 28 February 2022
Isabel Hodgson	22 May 2023	
Laura Cook	22 May 2023	

Report of the Trustees

Our Structure, Governance and Management

Empathy Action is a Charitable Incorporated Organisation. The only voting members are its charity trustees, who are appointed by the existing trustees. The charity was registered on June 16th, 2015. Empathy Action is managed by its founder Director Ben Solanky and run by its full-time and part-time volunteers who receive no financial remuneration except for expenses properly incurred in the course of their voluntary activity that fall within the guidelines laid down in its expenses policy.

Our Objectives

Empathy Action aims to promote the prevention and relief of poverty and to advance education by: providing experiential learning opportunities which enable participants to develop their understanding of poverty, and encourage compassionate action; undertaking research into factors that contribute to poverty and ways to mitigate these; and assisting in the provision of education, training, and healthcare projects to enable individuals to generate a sustainable income.

Our Mission

We believe that everyone is able to engage in the battle against poverty and injustice and that we each make a crucial difference. Our mission is to inspire and empower people to work together to improve the lives of others in need. We are motivated by the teaching of Jesus to love our neighbour as ourselves.

Our Core Values

CONVICTION: we believe that honouring others above oneself, caring for each other and acting with courage, can change this broken world we live in.

COMPASSION: we believe that God lovingly created all people in His image, to live equally and with dignity.

COMMUNITY: we believe that acts of collaboration are like ripples, spreading outward, far-reaching and with transformative power.

Our activities

Empathy Action focuses on deepening people's awareness of, and empathy with, global deprivation and finding strategic ways of helping those in need. It achieves this primarily through its experiential activities; igniting a desire to help, which it believes will fuel compassionate action. Alongside this, Empathy Action is identifying communities in need of assistance, working closely with them to establish viable livelihood development schemes, including the production and distribution of handicrafts. This targeted approach has the twofold objective of bringing about positive transformation of such groups whilst providing Empathy Action's partners with opportunities to become part of the solution through, for example, the donation of skills or financial resources or the sale of handicrafts. Empathy Action's experiential activities include simulations of the life experiences of disadvantaged and marginalised groups around the world. These simulations are activities that allow participants to walk in the shoes of those living in extreme poverty and refugees. These aim to help the public better understand the needs of people facing such situations by offering a small glimpse into the reality faced by millions worldwide. The experiences are used to stimulate discussion about how participants can contribute in their personal and professional lives to poverty relief initiatives and respond to humanitarian need through volunteering, or donating goods, skills or financial resources.

The measures put in place to contain the Covid 19 pandemic disrupted many of our programmes which require access to schools and face to face contact with pupils. Empathy Action sought innovative and creative ways to implement our mission in the crisis. These included the development of 'The High Life', a climate justice simulation that is available for schools and other groups to use by downloading the material from our website (www.empathyaction.org).

Financial review

The net outcome for the year was a deficit of £5,578 made up of deficit of £6,810 on General Funds and a surplus of £1,231 on Designated Funds.

Incoming resources

Incoming resources decreased by £6,247 over the previous year. While income from simulations, handicrafts and donations all increased over prior year, fundraising was lower reflecting the inclusion of funds for The High Life in 2021. The increases in income reflected significantly more simulation and handicraft activity than in 2021.

Resources expended

Handicraft costs increased reflecting increased activity, and the net profit on handicrafts at £1,971 represents a margin of 58%, upon last year. No donations given were recorded during the year. Expenditure on simulations decreased, despite including some consultancy fees. Office, administration and governance costs were similar to the previous year.

Balance sheet

Fixed assets represents one computer which is now two-thirds depreciated. Total stock of handicrafts decreased from the previous year and there is one significant debtor to the value of £1,750. the bank balance at £19,095 is reduced by £5,279. Designated Funds increased by £1,231, with no recorded expenditure, and General Funds decreased by £6,810.

Funds

The charity has two categories of funds, General and Designated. Designated Funds consist of the Livelihood Development Fund, to which 10% of the income from simulations, fundraising and donations is transferred to fund projects to alleviate poverty and suffering.

Public Benefit

The Trustees confirm that they comply with their duty to have regard to the guidance on public benefit published by the Charity Commission in exercising

Approval Statement

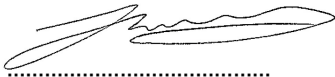
This report was approved by the Trustees of the Charity

A handwritten signature in blue ink, appearing to read "P. Williams", written over a dotted line.

P. Williams

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) on behalf of the Trustees

A handwritten signature in blue ink, appearing to read "J. MacLeay", written over a dotted line.

J. MacLeay

Charity's Principal Address

15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Date: 29 September 2023

I report on the accounts of the Charity for the year ended 31 December 2022, which are set out on pages 6 to 10.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's 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.

It is my responsibility to:

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

Basis of Independent Examiner's Statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

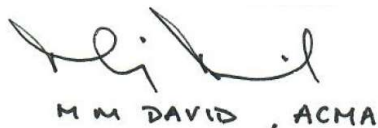
In connection with my examination, no matters have come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts that accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in black ink, appearing to read "M M David". Below the signature, the text "M M DAVID, ACMA" is printed in a simple, sans-serif font.

Date: 29 September 2023

Empathy Action CIO
Statement of Financial Activities
For the period ended
31st December 2022



	Note	General Funds 2022 £	Designated Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Incoming Resources					
Voluntary Income	2	3,792	431	4,224	16,828
Activities for generating funds	3	12,709	800	13,509	7,152
Total Incoming Resources		16,501	1,231	17,733	23,980
Resources Expended					
Cost of generating funds					
Fundraising trading costs	5	3,572		3,572	2,145
Charitable activities :					
Simulation costs	5	5,288		5,288	6,967
Desperate Journeys	5	146		146	97
Donations	5	-		-	543
Total		5,434	-	5,434	7,606
Office, administration and governance	5	14,322		14,322	14,177
Interest income		17		17	1
Total Net Resources Expended		23,311	-	23,311	23,927
Net Incoming/(Outgoing) Resources for the Year		(6,810)	1,231	(5,578)	53
Net Movement in Funds for the year		(6,810)	1,231	(5,578)	53
Funds at 1st January		20,906	9,020	29,926	29,873
Accumulated Funds at 31st December		14,097	10,251	24,348	29,926

	Note	2022 £	2021 £
Fixed Assets	7	553	1,106
Current Assets			
Stock		2,950	4,294
Prepayments	8	-	-
Debtors	9	1,750	153
Cash at bank and in hand		19,095	24,374
Total Fixed and Current Assets		24,348	29,925
Current Liabilities			
Creditors	10	-	-
Net Assets		24,348	29,926
Designated Funds	11	10,251	9,020
General Funds	11	14,097	20,906
		24,348	29,926

31st December 2022



Paul Williams



James MacLeay

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Date: 29 September 2023

1 Accounting Policies

Basis of Preparation of Accounts

The accounts of the charity have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice (SORP 2005) and with Accounting Standards and Charities Act applicable to smaller charities. The CIO was formed on 16 June 2015.

Fund Structure

General Funds comprise those funds which the Trustees have not designated for any specific purpose. Designated Funds relate to The Livelihood Development Fund, which has been established by setting aside 10% of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

Restricted Funds comprise those funds for which the donors have specified a purpose.

Incoming Resources

All income is recognised in the Statement of Financial Activities (SOFA) when the conditions for receipt have been met and there is reasonable assurance of receipt. Where a claim for repayment of income tax has been or will be made such income is grossed up for the tax recoverable. The following accounting policies are applied to different categories of income:

Grants and Donations Receivable

Grants and donations are recognised in the SOFA when conditions for receipt have been complied with.

Charitable Activities

Charitable expenditure is charged to the Statement of Financial Activities for the period to which it relates.

Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

Donated services & facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out

Tangible fixed assets for use

These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.

Stocks and work in progress

These are valued at the lower of cost or market value.

Reserves policy

To hold sufficient reserves for the foreseeable future.

2 Voluntary Income	General Funds 2022 £	Designated Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Donations	3,792	421	4,214	3,051
Fundraising	-	10	10	13,777
	<u>3,792</u>	<u>431</u>	<u>4,224</u>	<u>16,828</u>

3 Activities for generating funds	General Funds 2022 £	Designated Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Simulations	7,200	800	8,000	2,700
Handicraft sales	5,509	-	5,509	4,452
	<u>12,709</u>	<u>800</u>	<u>13,509</u>	<u>7,152</u>

4 Trustees' Remuneration and Expenses

Trustees received no remuneration during the year. Trustee expenses were reimbursed for appropriate travel and other expenditure.

5 Analysis of resources expended	General Funds 2022 £	Designated Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Cost of Generating Funds				
Handicraft sales	3,538	-	3,538	2,080
Fundraising	33	-	33	65
Total	<u>3,572</u>	<u>-</u>	<u>3,572</u>	<u>2,145</u>
Charitable expenditure				
Donations	-	-	-	543
Simulations	5,288	-	5,288	6,967
Desperate Journeys	146	-	146	97
Total	<u>5,434</u>	<u>-</u>	<u>5,434</u>	<u>7,607</u>
Office, administration and governance	14,322	-	14,322	14,177
Interest income	17	-	17	1
Total expenditure	<u>23,311</u>	<u>-</u>	<u>23,311</u>	<u>23,927</u>

6 Staff costs and numbers

The CIO is supported by volunteers and has no employees. There is therefore no individual remunerated over £60,000.

7 Fixed Assets

Fixed assets consist of computers and communication equipment which is depreciated over an expected useful life of 3 years.

	2022	2021
	£	£
Opening Gross book value	1,106	-
Acquisitions	-	1,658
Disposals	-	552
Depreciation	552	-
Closing Net book value	<u>553</u>	<u>1,106</u>

8 Prepayments

There were no Prepayments as at year end.

9 Debtors

There was one debtor as at year end, Headington School to the value of £1,750.

10 Creditors

There were no Creditors as at year end.

11 Funds Analysis	General Funds 2022 £	Designated Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Balance brought forward	20,906	9,020	29,926	29,873
Total incoming resources	16,501	1,231	17,733	23,980
Total resources expended	23,311	-	23,311	23,927
Other recognised (losses)/gains				
Balance at 31 December	<u>14,097</u>	<u>10,251</u>	<u>24,348</u>	<u>29,926</u>

Designated Funds relate to the Livelihood Development Fund. This has been established by setting aside part of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

12 Related parties

No trustee has received any remuneration or benefit from the charity.

EMPATHY ACTION

England & Wales - Charity number 1162224

Accounts

EMPATHY ACTION CIO

Registered Charity Number: 1162224



ANNUAL REPORT
&
ACCOUNTS

FOR THE PERIOD ENDED

31st December 2021

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Statement of Financial Activities	6
Balance Sheet	7
Notes to the Accounts	8 to 10

Principal address:
15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Trustees	Date of appointment	
Paul Williams	16 June 2015	reappointed 28 February 2022
Mike Fawcett	15 March 2016	reappointed 28 February 2022
James MacLeay	15 March 2016	reappointed 28 February 2022
Natasha Williams	15 March 2016	reappointed 28 February 2022
Victoria Mason	5 March 2019	resigned 5 March 2022
Colin Crisp	5 March 2019	reappointed 28 February 2022

Report of the Trustees

Our Structure, Governance and Management

Empathy Action is a Charitable Incorporated Organisation. The only voting members are its charity trustees, who are appointed by the existing trustees. The charity was registered on June 16th, 2015. Empathy Action is managed by its founder Director Ben Solanky and run by its full-time and part-time volunteers who receive no financial remuneration except for expenses properly incurred in the course of their voluntary activity that fall within the guidelines laid down in its expenses policy.

Our Objectives

Empathy Action aims to promote the prevention and relief of poverty and to advance education by: providing experiential learning opportunities which enable participants to develop their understanding of poverty, and encourage compassionate action; undertaking research into factors that contribute to poverty and ways to mitigate these; and assisting in the provision of education, training, and healthcare projects to enable individuals to generate a sustainable income.

Our Mission

We believe that everyone is able to engage in the battle against poverty and injustice and that we each make a crucial difference. Our mission is to inspire and empower people to work together to improve the lives of others in need. We are motivated by the teaching of Jesus to love our neighbour as ourselves.

Our Core Values

CONVICTION: we believe that honouring others above oneself, caring for each other and acting with courage, can change this broken world we live in.

COMPASSION: we believe that God lovingly created all people in His image, to live equally and with dignity.

COMMUNITY: we believe that acts of collaboration are like ripples, spreading outward, far-reaching and with transformative power.

Our activities

Empathy Action focuses on deepening people's awareness of, and empathy with, global deprivation and finding strategic ways of helping those in need. It achieves this primarily through its experiential activities; igniting a desire to help, which it believes will fuel compassionate action. Alongside this, Empathy Action is identifying communities in need of assistance, working closely with them to establish viable livelihood development schemes, including the production and distribution of handicrafts. This targeted approach has the twofold objective of bringing about positive transformation of such groups whilst providing Empathy Action's partners with opportunities to become part of the solution through, for example, the donation of skills or financial resources or the sale of handicrafts. Empathy Action's experiential activities include simulations of the life experiences of disadvantaged and marginalised groups around the world. These simulations are activities that allow participants to walk in the shoes of those living in extreme poverty and refugees. These aim to help the public better understand the needs of people facing such situations by offering a small glimpse into the reality faced by millions worldwide. The experiences are used to stimulate discussion about how participants can contribute in their personal and professional lives to poverty relief initiatives and respond to humanitarian need through volunteering, or donating goods, skills or financial resources.

The measures put in place to contain the Covid 19 pandemic disrupted many of our programmes which require access to schools and face to face contact with pupils. Empathy Action sought innovative and creative ways to implement our mission in the crisis. These included the development of 'The High Life', a climate justice simulation that is available for schools and other groups to use by downloading the material from our website (www.empathyaction.org).

Financial review

The net outcome for the year was a surplus of £53, made up of a loss of £451 on General Funds and a gain of £504 on Designated Funds.

Incoming resources

Incoming resources increased by £8,540 over the previous year with a significant increase in income from fundraising, including specific income relating to The High Life.

Resources expended

Handicraft costs were significantly lower than previous year, and the net profit on handicrafts at £2,372 represents a margin of 53%. Donations given were lower than last year but expenditure on simulations increased, reflecting the costs of developing The High Life. Office, administration and governance costs increased by £2,094, reflecting principally the cost of materials for building the new storage facility.

Balance sheet

Fixed assets represents one computer purchased during the year. Total stock of handicrafts decreased slightly from the previous year and the bank balance at £24,374 is reduced by £2,060. Designated Funds increased by £504 and General Funds decreased by £451. Restricted Funds income from Pickwell was fully expended in the year.

Funds

The charity has three categories of funds, General, Designated and Restricted. Designated Funds consist of the Livelihood Development Fund, to which 10% of the income from simulations, fundraising and donations is transferred to fund projects to alleviate poverty and suffering. Restricted Funds comprise those funds for which the donors have specified a purpose.

Public Benefit

The Trustees confirm that they comply with their duty to have regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Approval Statement

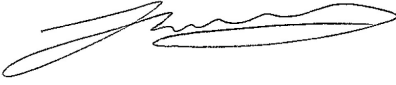
This report was approved by the Trustees of the Charity



P. Williams

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J. MacLeay

Charity's Principal Address
15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Date: 17.10.22

I report on the accounts of the Charity for the year ended 31 December 2021, which are set out on pages 6 to 10.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's 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.

It is my responsibility to:

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

Basis of Independent Examiner's Statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement


In connection with my examination, no matters have come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts that accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



M M DAVID , ACMA

Date: 17.10.22

Empathy Action CIO
Statement of Financial Activities
For the period ended
31st December 2021



	Note	General Funds 2021 £	Designated Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Incoming Resources						
Voluntary Income	2	12,373	455	4,000	16,828	4,547
Activities for generating funds	3	6,882	270	-	7,152	10,893
Total Incoming Resources		19,255	725	4,000	23,980	15,440
Resources Expended						
Cost of generating funds						
Fundraising trading costs	5	2,145	-	-	2,145	5,613
Charitable activities :						
THL Simulaton costs	5	2,930	-	4,000	6,930	-
TPT Simulation costs	5	36	-	-	36	1,666
DJ Simulation costs	5	97	-	-	97	-
Donations	5	323	221	-	543	3,517
Total		3,386	221	4,000	7,606	5,183
Office, administration and governance	5	14,177	-	-	14,177	12,083
Interest income		1	-	-	1	11
Total Net Resources Expended		19,706	221	4,000	23,927	22,869
Net Incoming/(Outgoing) Resources for the Year		(451)	504	-	53	(7,429)
Net Movement in Funds for the year		(451)	504	-	53	(7,429)
Funds at 1st January		21,357	8,516	-	29,873	37,302
Accumulated Funds at 31st December		20,906	9,020	-	29,926	29,873

Empathy Action CIO
Balance Sheet as at
31st December 2021



	Note	31 December 2021 £	31 December 2020 £
Fixed Assets	7	1,106	-
Current Assets			
Stock		4,294	4,650
Prepayments	8	-	-
Debtors	9	153	289
Cash at bank and in hand		<u>24,374</u>	<u>26,434</u>
Total Fixed and Current Assets		29,926	31,373
Current Liabilities			
Creditors	10	<u>-</u>	<u>1,500</u>
Net Assets		<u>29,926</u>	<u>29,873</u>
Designated Funds	11	9,020	8,516
General Funds	11	20,906	21,357
Restricted Funds	11	<u>-</u>	<u>-</u>
		<u>29,926</u>	<u>29,873</u>

31st December 2021

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Paul Williams

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) on behalf of the Trustees

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James MacLeay

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Date: 17.10.22

1 Accounting Policies

Basis of Preparation of Accounts

The accounts of the charity have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice (SORP 2005) and with Accounting Standards and Charities Act applicable to smaller charities. The CIO was formed on 16 June 2015.

Fund Structure

General Funds comprise those funds which the Trustees have not designated for any specific purpose. Designated Funds relate to The Livelihood Development Fund, which has been established by setting aside 10% of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering. Restricted Funds comprise those funds for which the donors have specified a purpose.

Incoming Resources

All income is recognised in the Statement of Financial Activities (SOFA) when the conditions for receipt have been met and there is reasonable assurance of receipt. Where a claim for repayment of income tax has been or will be made such income is grossed up for the tax recoverable. The following accounting policies are applied to different categories of income:

Grants and Donations Receivable

Grants and donations are recognised in the SOFA when conditions for receipt have been complied with.

Charitable Activities

Charitable expenditure is charged to the Statement of Financial Activities for the period to which it relates.

Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

Donated services & facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Tangible fixed assets for use

These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.

Stocks and work in progress

These are valued at the lower of cost or market value.

Reserves policy

To hold sufficient reserves for the foreseeable future.

Empathy Action CIO
Notes to the Accounts
for the year ended 31st December 2021



2 Voluntary Income	General Funds 2021 £	Designated Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Donations	2,746	305	-	3,051	3,208
Fundraising	9,627	150	4,000	13,777	1,339
	12,373	455	4,000	16,828	4,547

3 Activities for generating funds	General Funds 2021 £	Designated Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Simulations	2,430	270	-	2,700	5,500
Handicraft sales	4,452	-	-	4,452	5,393
	6,882	270	-	7,152	10,893

4 Trustees' Remuneration and Expenses

Trustees received no remuneration during the year. Trustee expenses were reimbursed for appropriate travel and other expenditure.

5 Analysis of resources expended	General Funds 2021 £	Designated Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Cost of Generating Funds					
Handicraft sales	2,080			2,080	5,441
Fundraising	65			65	172
Total	2,145	-	-	2,145	5,613
Charitable expenditure					
Donations given	323	221	-	543	3,517
THL Simulations	2,930	-	4,000	6,930	
TPT Simulations	36	-	-	36	1,666
DJ Simulations	97	-	-	97	-
Total	3,386	221	4,000	7,606	5,183
Office, administration and governance	14,177	-	-	14,177	12,083
Interest income	1	-	-	1	11
Total expenditure	19,707	221	4,000	23,927	22,869

6 Staff costs and numbers

The CIO is supported by volunteers and has no employees. There is therefore no individual remunerated over £60,000.

7 Fixed Assets

Fixed assets consist of computers and communication equipment which is depreciated over an expected useful life of 3 years.

	31 December 2021	31 December 2020
	£	£
Opening Gross book value	-	-
Acquisitions	1,658	-
Disposals	552	-
Depreciation	-	-
Closing Net book value	1,106	-

8 Prepayments

There were no Prepayments as at year end.

9 Debtors

There were no significant debtors as at year end.

10 Creditors

There were no Creditors as at year end.

11 Funds Analysis

	General Funds 2021	Designated Funds 2021	Restricted Funds 2021	Total Funds 2021	Total Funds 2020
	£	£	£	£	£
Balance brought forward	21,357	8,516	-	29,873	37,302
Total incoming resources	19,255	725	4,000	23,980	15,440
Total resources expended	19,706	221	4,000	23,927	22,879
Other recognised (losses)/gains	1	-	-	1	11
Balance at 31 December	20,906	9,020	-	29,926	29,873

Designated Funds relate to the Livelihood Development Fund. This has been established by setting aside part of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering. Restricted funds costs of a grant from the Pickwell Foundation for the development of a climate justice simulation.

12 Related parties

No trustee has received any remuneration or benefit from the charity.

13 Post Balance sheet events

None.

EMPATHY ACTION

England & Wales - Charity number 1162224

Accounts

EMPATHY ACTION CIO

Registered Charity Number: 1162224



ANNUAL REPORT

&

ACCOUNTS

FOR THE PERIOD ENDED

31st December 2020

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Balance Sheet	7
Notes to the Accounts	8 to 10

Principal address:
15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Trustees	Date of appointment	
Paul Williams	16 June 2015	reappointed 7 May 2019
Mike Fawcett	15 March 2016	reappointed 5 March 2019
James MacLeay	15 March 2016	reappointed 5 March 2019
Natasha Williams	15 March 2016	reappointed 5 March 2019
Victoria Mason	5 March 2019	
Colin Crisp	5 March 2019	

Report of the Trustees

Our Structure, Governance and Management

Empathy Action is a Charitable Incorporated Organisation. The only voting members are its charity trustees, who are appointed by the existing trustees. The charity was registered on June 16th, 2015. Empathy Action is managed by its founder Director Ben Solanky and run by its full-time and part-time volunteers who receive no financial remuneration except for expenses properly incurred in the course of their voluntary activity that fall within the guidelines laid down in its expenses policy. In November 2019 Matt Gurney gave notice of his intention to resign as Co-Director with effect from July 31st, 2020.

Our Objectives

Empathy Action aims to promote the prevention and relief of poverty and to advance education by: providing experiential learning opportunities which enable participants to develop their understanding of poverty, and encourage compassionate action; undertaking research into factors that contribute to poverty and ways to mitigate these; and assisting in the provision of education, training, and healthcare projects to enable individuals to generate a sustainable income.

Our Mission

We believe that everyone is able to engage in the battle against poverty and injustice and that we each make a crucial difference. Our mission is to inspire and empower people to work together to improve the lives of others in need. We are motivated by the teaching of Jesus to love our neighbour as ourselves.

Our Core Values

CONVICTION: we believe that honouring others above oneself, caring for each other and acting with courage, can change this broken world we live in.

COMPASSION: we believe that God lovingly created all people in His image, to live equally and with dignity.

COMMUNITY: we believe that acts of collaboration are like ripples, spreading outward, far-reaching and with transformative power.

Our activities

Empathy Action focuses on deepening people's awareness of, and empathy with, global deprivation and finding strategic ways of helping those in need. It achieves this primarily through its experiential activities; igniting a desire to help, which it believes will fuel compassionate action. Alongside this, Empathy Action is identifying particular communities in need of assistance, working closely with them to establish viable livelihood development schemes, including the production and distribution of handicrafts. This targeted approach has the twofold objective of bringing about positive transformation of such groups whilst providing Empathy Action's partners with opportunities to become part of the solution through, for example, the donation of skills or financial resources or the sale of handicrafts. Empathy Action's experiential activities include simulations of the life experiences of disadvantaged and marginalised groups around the world. These simulations are activities that allow participants to walk in the shoes of those living in extreme poverty and refugees. These aim to help the public better understand the needs of people facing such situations by offering a small glimpse into the reality faced by millions worldwide. The experiences are used to stimulate discussion about how participants can contribute in their personal and professional lives to initiatives in the area of poverty relief and respond to humanitarian need through volunteering, or donating goods, skills or financial resources. The trustees have reviewed the guidance issued by the Charity Commission on public benefit and had regard to them in the oversight of Empathy Action's activities. At the time of writing (September 2021) many of our programmes have remained disrupted by the measures put in place to respond to the Covid 19 pandemic. Empathy Action is seeking innovative and creative ways to implement our mission in the current crisis in order to show compassion to the most vulnerable.

Financial review

Expenditure for the year exceeded income by £7,429, following a significant decrease in both income and expenditure from the prior year.

Incoming resources

Activities for generating resources consist of simulations and handicraft sales. Simulation income at £5,500 was greatly reduced from the previous year as it was only possible to deliver two Poverty Trap simulations. Handicraft sales increased to £5,393. Income from donations and fundraising at £4,547 was significantly lower than the previous year.

Resources expended

Fundraising trading costs consist of the cost of sales for handicrafts, and costs incurred for fundraising. These totalled £5,613 compared with £3,188 in the previous year. Simulation costs at £1,666 reduced due to a reduction in the number of Poverty Trap simulations. No costs were incurred for Desperate Journeys. A number of grants were made from the Livelihood Development Fund, totalling £3,517. Office, general and administration costs at £12,083 reduced significantly compared to the previous year, with reductions in rent, travel and substance.

Balance sheet

Cash stood at £26,434 at the end of the year, slightly lower than the prior year. Current assets were lower than the prior year, and fixed assets were nil as all assets are fully depreciated.

Funds

The charity has two categories of funds, General and Designated. Designated Funds consist of the Livelihood Development Fund, to which 10% of the income from simulations, fundraising and donations is transferred to fund projects to alleviate poverty and suffering. The balances of both funds decreased during the year as expenditure exceeded income for both categories.

Public Benefit

The Trustees confirm that they comply with their duty to have regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

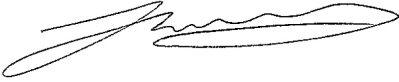
Approval Statement

This report was approved by the Trustees of the Charity

A handwritten signature in black ink, appearing to read "P. Williams", written over a dotted line.

P. Williams

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) on behalf of the Trustees

A handwritten signature in black ink, appearing to read "J. MacLeay", written over a dotted line.

J. MacLeay

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Charity's Principal Address

15 Serpentine Road
Sevenoaks
Kent, TN13 3XR

Date: 27.09.21

I report on the accounts of the Charity for the year ended 31 December 2020, which are set out on pages 6 to 10.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's 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.

It is my responsibility to:

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

Basis of Independent Examiner's Statement

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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement


In connection with my examination, no matters have come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts that accord with the accounting records and comply with the accounting requirements of the 2011 Act.

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in black ink, appearing to read "M M David".

M M DAVID , ACMA

Date: 25.09.21

Empathy Action CIO
Statement of Financial Activities
for the year ended 31st December 2020



	Note	General Funds 2020 £	Designated Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Incoming Resources					
Voluntary Income	2	3,344	1,203	4,547	12,420
Activities for generating funds	3	10,343	550	10,893	30,765
Total Incoming Resources		13,687	1,753	15,440	43,185
Resources Expended					
Cost of generating funds					
Fundraising trading costs	5	5,613	-	5,613	3,188
Charitable activities :					
Simulation costs	5	1,666	-	1,666	6,871
Desperate Journeys	5	-	-	-	5,093
Donations	5	-	3,517	3,517	1,008
Total		1,666	3,517	5,183	12,972
Office, administration and governance	5	12,083		12,083	21,743
Interest income		11	-	11	-
Total Net Resources Expended		19,352	3,517	22,869	37,904
Net Incoming/(Outgoing) Resources for the Year		(5,665)	(1,764)	(7,429)	5,281
Net Movement in Funds for the year		(5,665)	(1,764)	(7,429)	5,281
Funds at 1st January		27,022	10,281	37,302	32,021
Accumulated Funds at 31st December		21,357	8,516	29,873	37,302

Empathy Action CIO
Balance Sheet as at
31st December 2020



	31 December Note	2020 £	31 December 2019 £
Fixed Assets	7	-	-
Current Assets			
Stock		4,650	7,843
Prepayments	8	-	743
Debtors	9	290	2,880
Cash at bank and in hand		<u>26,434</u>	<u>27,779</u>
Total Fixed and Current Assets		31,374	39,245
Current Liabilities			
Creditors	10	<u>1,500</u>	<u>1,943</u>
Net Assets		<u>29,873</u>	<u>37,302</u>
 Designated Funds	 11	 8,516	 10,281
General Funds	11	21,357	27,022
Restricted Funds	11	<u>-</u>	<u>-</u>
		<u>29,873</u>	<u>37,302</u>

31st December 2020

P. Williams

J. MacLeay

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) on behalf of the Trustees
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Date: 27.09.21

1 Accounting Policies

Basis of Preparation of Accounts

The accounts of the charity have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice (SORP 2005) and with Accounting Standards and Charities Act applicable to smaller charities. The CIO was formed on 16 June 2015.

Fund Structure

General Funds comprise those funds which the Trustees have not designated for any specific purpose.

Designated Funds relate to The Livelihood Development Fund, which has been established by setting aside 10% of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

Restricted Funds comprise those funds for which the donors have specified a purpose.

Incoming Resources

All income is recognised in the Statement of Financial Activities (SOFA) when the conditions for receipt have been met and there is reasonable assurance of receipt. Where a claim for repayment of income tax has been or will be made such income is grossed up for the tax recoverable. The following accounting policies are applied to different categories of income:

Grants and Donations Receivable

Grants and donations are recognised in the SOFA when conditions for receipt have been complied with.

Charitable Activities

Charitable expenditure is charged to the Statement of Financial Activities for the period to which it relates.

Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.

Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.

Gifts in kind for use by the charity are included in the SoFA as incoming resources when receivable.

Donated services & facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out

Tangible fixed assets for use

These are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or a reasonable value on receipt.

Stocks and work in progress

These are valued at the lower of cost or market value.

Reserves policy

To hold sufficient reserves for the foreseeable future.

2 Voluntary Income	General Funds 2020 £	Designated Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Donations	2,894	314	3,208	9,116
Fundraising	450	889	1,339	3,304
	3,344	1,203	4,547	12,420

3 Activities for generating funds	General Funds 2020 £	Designated Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Simulations	4,950	550	5,500	27,845
Handicraft sales	5,393	-	5,393	2,920
	10,343	550	10,893	30,765

4 Trustees' Remuneration and Expenses

Trustees received no remuneration during the year. Trustee expenses were reimbursed for appropriate travel and other expenditure.

5 Analysis of resources expended	General Funds 2020 £	Designated Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Cost of Generating Funds				
Handicraft sales	5,441	-	5,441	2,692
Fundraising	172	-	172	496
Total	5,613	-	5,613	3,188
Charitable expenditure				
Donations	-	3,517	3,517	1,008
Simulations	1,666	-	1,666	6,871
Desperate Journeys	-	-	-	5,093
Total	1,666	3,517	5,183	12,972
Office, administration and governance	12,083	-	12,083	21,743
Total expenditure	19,362	3,517	22,879	37,904

6 Staff costs and numbers

The CIO is supported by volunteers and has no employees. There is therefore no individual remunerated over £60,000.

7 Fixed Assets

Fixed assets consist of computers and communication equipment which is depreciated over an expected useful life of 3 years. All items are currently fully depreciated.

	31 December 2020	31 December 2019
	£	£
Opening Gross book value	-	93
Acquisitions	-	-
Disposals	-	-
Depreciation	-	93
Closing Net book value	<u>-</u>	<u>-</u>

8 Prepayments

Prepayments in 2019 relate to insurance premiums.

9 Debtors

There were no significant debtors at year end.

10 Creditors

Creditors consist of a deposit from LEH in respect of a forthcoming simulation.

11 Funds Analysis

	General Funds 2020	Designated Funds 2020	Total Funds 2020	Total Funds 2019
	£	£	£	£
Balance brought forward	27,022	10,281	37,302	32,021
Total incoming resources	13,687	1,753	15,440	43,185
Total resources expended	(19,362)	(3,517)	(22,879)	(37,904)
Other recognised (losses)/gains	11	-	11	-
Balance at 31 December	<u>21,357</u>	<u>8,516</u>	<u>29,873</u>	<u>37,302</u>

Designated Funds relate to the Livelihood Development Fund. This has been established by setting aside part of the income from simulations, donations and fundraising for funding projects designed to alleviate poverty and suffering.

12 Related parties

No trustee has received any remuneration or benefit from the charity.

13 Post Balance sheet events

As a result of the global pandemic in 2020 the charity reviewed its operational and financial plans and there was a substantial reduction in all sources of income. However given the charity's low fixed costs and substantial cash reserves the trustees consider that the charity remains a going concern.