

REGISTERED CHARITY NUMBER: 1165194

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022
FOR
JUST LIKE US**



JUST LIKE US

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

	Page
Chair's Report	1
Report of the Trustees	2 to 7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Cash Flow Statement	11
Notes to the Cash Flow Statement	12
Notes to the Financial Statements	13 to 21
Detailed Statement of Financial Activities	22 to 23

JUST LIKE US

CHAIR'S REPORT FOR THE YEAR ENDED 31 AUGUST 2022

Introduction

Our seventh year of operation has seen Just Like Us continue to grow strongly, despite anti-LGBT+ rhetoric – in particular, rising transphobia – and hate crime increasing.

Most notably, across the UK, we exceeded our target of reaching 1 in 2 secondary schools with at least one of our programmes.

Our reach into primary schools has also expanded markedly, with 1223 primary schools now taking part in our programmes. Primary school expansion is key to our strategy, and these schools now represent 36% of our overall school delivery (up from 32% last year).

This growth has been supported by an increase in our income and continued investment in growing and developing our staff and volunteer teams.

The majority of our expansion came through School Diversity Week. Through this programme we engaged with 4,951 schools this year - an increase of 30% on the previous year.

Our Pride Groups programme has also grown at pace and is now active in more than 200 schools across the country. The success of this programme underlines strong demand for this type of intervention. Consequently we have strengthened our staff team, including through the creation of a new manager role, part of which is to ensure that this programme is properly resourced as it expands.

147 ambassadors completed ambassador training this year and delivered a total of 341 school talks - reaching over 65,000 pupils. 72% of these talks took place online - showing that, even as schools return to 'normal', there is still a huge appetite for our work to be delivered remotely. Our ambassadors also completed 91 personal and professional development activities, including 51 who took part in our award-winning mentoring programme.

As a result, we have supported many more LGBT+ young people than ever to grow up knowing that who they are is something to be celebrated.

Supporting this work, this year has seen our income exceed £650,000: a 20% increase on last year. We are extremely grateful to everyone who has donated to Just Like Us and are always mindful of applying these donations in a way which maximises their impact for the benefit of LGBT+ young people. We also continue to benefit enormously from a range of pro-bono and volunteer support from our partner organisations and from individuals.

I sincerely believe that our work is more important than ever and I am delighted to see Just Like Us mature into a sustainable and hugely impactful organisation.



Daniel Gerring
Chair of the Trustees

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their report with the financial statements of the charity for the year ended 31 August 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Just Like Us' charitable objectives as declared in our Constitution are:

The promotion for the public benefit of equality and diversity and in particular on the grounds of sexual orientation and/or gender identity by:

- a) The elimination of prejudice and discrimination on the grounds of sexual orientation and/or gender identity in educational institutions
- b) Advancing education and raising awareness around lesbian, gay, bisexual and transgender (LGBT+) equality and diversity; and,
- c) Promoting and supporting activities to build understanding and respect for LGBT+ young people among heterosexual or cisgender people.

The Trustees take action to monitor and ensure that the charity acts to further these objectives in all its activities.

The Board of Trustees have given due consideration to the Charity Commission published guidance on the operation of the public benefit requirement when reviewing our aims and objectives and in planning the charity's current and future activities. The achievements and activities outlined in this report demonstrate the public benefit arising from the charity's activities.

Vision and mission

Just Like Us (JLU) is the LGBT+ charity for young people working for a world where LGBT+ young people live awesome lives. Our mission is to empower young people to champion LGBT+ equality.

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

OBJECTIVES AND ACTIVITIES

Ambassador Programme

Just Like Us trains LGBT+ 18 to 25 year olds across the UK to speak in schools about LGBT+ allyship and provides a range of other activities such as skills workshops, panel and media speaking opportunities, and a mentoring scheme. The programme ultimately empowers LGBT+ young adults to use their voice, develop skills and find community.

Mentoring

Just Like Us' research found that a quarter of LGBT+ young adults aged 18-25 go back into the closet at work. Our mentoring scheme, through corporate partner support, pairs our ambassadors with mentors who are senior LGBT+ professionals and experts in their field to empower them to be their authentic selves when navigating the workplace.

School Diversity Week

Every June, Just Like Us provides free educational resources to enable teachers to take part in the UK-wide celebration of LGBT+ equality in primary and secondary schools. The resources include subject-specific lesson plans to align with the curricula in England, Wales and Scotland as well as posters, videos, assembly slides and interactive activities so that schools are able to participate in a way that suits them and show their young people that being LGBT+ is something to be celebrated.

Pride Groups

A Pride Group is a lunchtime or after school club that provides a safe place for young people who are LGBT+ and their allies to meet, learn and get support. Our Pride Groups programme supports secondary schools to set up and/or run their own Pride Group by providing training for school staff and Student Leaders, regular resources as well as posters and toolkit guides, interactive pupil projects, and access to a community network of participating school staff to facilitate peer support.

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

ACHIEVEMENT AND PERFORMANCE

School Diversity Week

School Diversity Week 2022 saw more than 5,000 primary and secondary schools across the UK signed up to take part in the celebration of LGBT+ equality. Our free educational resources were downloaded 61,000 times by teachers and, on average, individual resources were downloaded 243 times each.

Access to resources is now digital through our online platform for teachers and this year we hugely expanded our primary offer, including a series of videos and circle time resources featuring LGBT+ children's authors to diversify the representation of LGBT+ families in primary education.

Pride Groups

In the year 2021-22, our Pride Groups programme expanded further, including to secondary schools in Wales and drew in 116 members across the year. Ambassador Programme

In 2021-22, we trained 147 new ambassadors who joined the programme, up from 137 in the previous year. We also increased the number of ambassadors who delivered at least one school talk, from 89 in 2020-21 to 128 in 2021-22. This includes 35 ambassadors who went on to deliver three or more school talks in their first year, meaning our programme beneficiaries are more engaged than ever.

School talks

This year, our school talks programme has continued to expand and has adapted to online delivery where necessary due to continued covid challenges faced by schools and volunteers, as well as schools situated in remote areas.

	2016	2017	2018	2019	2020	2021	2022
<i>Number of pupils reached</i>	7,984	12,319	13,789	20,081	11,512	18,259	65,307

Mentoring

In 2021-22, our mentoring scheme continued to be delivered online with an in-person launch event. It has hugely grown – we matched 55 LGBT+ young adults (our ambassadors) with LGBT+ professionals as mentors.

Volunteers

While our staff team remained at 10 F.T.E by August 2022, our volunteer pool grew further and more ambassadors than ever delivered school talks. The Trustees would like to thank the ambassadors for their time and skills given to Just Like Us to ensure more LGBT+ young people can thrive.

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

FINANCIAL REVIEW

Financial position

The accounts show a surplus of £52,385 during the 12-month period to 31 August 2022. Income was £653,021 compared to £545,508 in the 2020-21 reporting period and expenditure for the year was £600,636 compared to £463,828.

Despite facing a growing cost of living crisis, lasting impact of the pandemic and often hostile environment surrounding LGBT+ young people, Just Like Us has continued to increase its income and has been very fortunate to benefit from the support of companies, trusts, foundations, and individual donors, whose generosity enables us to continue meeting the needs of LGBT+ young people across the UK.

Charitable trusts and foundations

In 2021-22, we were supported by the following trusts and foundations: National Lottery Community Fund, Wellington Management UK Foundation, Esmée Fairbairn Foundation, Paul Hamlyn Foundation, Michael Bishop Foundation, Garfield Weston Foundation, and Paul Cottingham Trust.

Corporate donations and sponsorship

Our corporate partners have continued to support Just Like Us in numerous ways, including:

- Support of our Ambassador Programme: Deloitte, BlackRock, Legal & General, Ascential, KFC, OC&C Strategy Consultants, Baker McKenzie and Travers Smith
- Sponsorship of School Diversity Week: Meta, JPMorgan Chase & Co. and Marsh generously sponsored School Diversity Week this year
- Pride Limited Edition partnerships: Kiehl's and Eylure released limited edition versions of one of their best-selling lines during pride month, with a proportion of proceeds donated to Just Like Us.

In-kind support

Just Like Us would like to thank Deloitte, Salesforce and OC&C Strategy Consultants for pro-bono consultancy support, and Travers Smith for their ongoing legal support.

Individual donors

Donations from our major donors, primarily through our Founders' Circle initiative, provides us with regular, sustainable support alongside a significant number of individuals who provide monthly and one-off donations, enabling us to support more LGBT+ young people.

Reserves policy

As of 31 August 2022, total reserves were £428,696 (2021: £376,311). Of these, £75,251 were restricted funds (compared to £14,865 in 2021) and general funds were £353,445 (compared to £361,446 in 2021).

The Trustees review the reserves policy annually and current policy is to maintain 5 months of expenditure in unrestricted reserves. This is intended to provide financial safety during the cost-of-living crisis and transition for the new, permanent Chief Executive. At year end unrestricted reserves amounted to 5 months of expenditure (based on budgeted figures for 2022-23) and the Trustees are therefore satisfied that the charity holds sufficient reserves.

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

FUTURE PLANS

Just Like Us' programmes have continued to expand. We will continue to build on this success by updating our internal processes, strengthening our policies to ensure they better fit a more mature organisation and that staff talent is retained, and growing our staff team to deliver an even bigger reach.

Ambassador Programme

In 2021-22, our Ambassador Programme was revised to incorporate robust evaluation and feedback processes as well as attract and train a larger and more diverse pool of LGBT+ young people. The core principles of the programme were reviewed and refined, providing a clearer framework for the programme that delivers on its objectives in a myriad of ways: 'Use your voice, develop skills and find community.'

School Diversity Week

School Diversity Week 2022 saw more schools, as well as more individual teachers within those schools, sign up than ever before - reaching 4,951 schools, and 6,721 school staff within those, across the UK. Over the next year, we will develop our offer for faith school communities and Welsh schools (including bilingual Welsh-English resources for the first time) as well as delivering SEND inclusive resources.

Pride Groups

We will continue to seek further investment into this programme, implement learnings from OC&C's consultancy recommendations on expanding its reach, and simplify the membership joining process to be a smoother and faster subscription process via our website.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust.

Charity constitution

Just Like Us is a Charitable Incorporated Organisation, registered on 18 January 2016 and is governed by a board of Trustees who meet regularly during the year. Last year, there were no subcommittees.

Recruitment and appointment of new trustees

In the year to 31 August 2022, the charity was managed by a Board of Trustees who were selected on the basis of their strong commitment to the charitable objectives and their diverse skill set.

When selecting trustees, Just Like Us aims to ensure there is a broad range of relevant skills. Trustees are appointed after interviews with existing trustees and formal induction to ensure that they understand our vision, mission and values. Trustees are subject to Disclosure and Barring Service checks where applicable.

Induction and training of new trustees

Trustees are provided with a clear role description outlining their responsibilities. When they join the Board, Trustees are introduced to the other members and paid staff. They are encouraged to acquaint themselves with our policies and procedures, strategic plan and budget, and Constitution. Trustees are actively encouraged to take up relevant training and development to fulfil their role and responsibilities to Just Like Us.

Key management remuneration

Remuneration for the key personnel is derived by benchmarking the role with a view to paying the market rate. The benchmarked salaries are reviewed and agreed by the Trustees.

JUST LIKE US

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Diversity

Just Like Us is committed to the diversity of our workforce, volunteers and beneficiaries. We believe that we have a duty to represent the communities we seek to serve. Just Like Us aims to conduct an annual review to address underrepresentation.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1165194

Principal address

10 Snow Hill
London
EC1A 2AL

Trustees

C Paouros
M Davies
D J Gerring (chair)
G Bowen
R Smith
T Ramsay (appointed 27 April 2022)

Independent Examiner

Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Approved by order of the Board of Trustees on 22 May 2023 and signed on its behalf by:



.....
D J Gerring - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF JUST LIKE US

Independent examiner's report to the Trustees of Just Like Us

I report to the charity trustees on my examination of the accounts of Just Like Us ('the Trust') for the year ended 31 August 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Daniel Wilson FCCA

Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Date: 21/8/22

JUST LIKE US

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	279,483	254,055	533,538	418,810
Charitable Activities	3	90,098	-	90,098	126,698
Other trading activities	4	28,779	-	28,779	-
Investment income	5	606	-	606	-
Total		<u>398,966</u>	<u>254,055</u>	<u>653,021</u>	<u>545,508</u>
EXPENDITURE ON					
Raising funds	6	99,313	13,750	113,063	53,148
Charitable activities	7	307,654	179,919	487,573	410,680
Total		<u>406,967</u>	<u>193,669</u>	<u>600,636</u>	<u>463,828</u>
NET INCOME/(EXPENDITURE)		(8,001)	60,386	52,385	81,680
RECONCILIATION OF FUNDS					
Total funds brought forward		361,446	14,865	376,311	294,631
TOTAL FUNDS CARRIED FORWARD		<u>353,445</u>	<u>75,251</u>	<u>428,696</u>	<u>376,311</u>

All income and expenditure derive from continuing operations. The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

JUST LIKE US

**BALANCE SHEET
31 AUGUST 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Intangible assets	12	44,725	-	44,725	32,400
Tangible assets	13	<u>4,100</u>	<u>-</u>	<u>4,100</u>	<u>3,883</u>
		48,825	-	48,825	36,283
CURRENT ASSETS					
Debtors	14	98,274	-	98,274	12,258
Cash at bank		<u>262,305</u>	<u>75,251</u>	<u>337,556</u>	<u>341,069</u>
		360,579	75,251	435,830	353,327
CREDITORS					
Amounts falling due within one year	15	<u>(55,959)</u>	<u>-</u>	<u>(55,959)</u>	<u>(13,299)</u>
NET CURRENT ASSETS		<u>304,620</u>	<u>75,251</u>	<u>379,871</u>	<u>340,028</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>353,445</u>	<u>75,251</u>	<u>428,696</u>	<u>376,311</u>
NET ASSETS		<u>353,445</u>	<u>75,251</u>	<u>428,696</u>	<u>376,311</u>
FUNDS	16				
Unrestricted funds				353,445	361,446
Restricted funds				<u>75,251</u>	<u>14,865</u>
TOTAL FUNDS				<u>428,696</u>	<u>376,311</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 22/09/2022 and were signed on its behalf by:


D J Gerring - Trustee

The notes form part of these financial statements

JUST LIKE US

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	<u>12,083</u>	<u>76,718</u>
Net cash provided by operating activities		<u>12,083</u>	<u>76,718</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(14,500)	(36,000)
Purchase of tangible fixed assets		(1,702)	(2,852)
Interest received		<u>606</u>	<u>-</u>
Net cash used in investing activities		<u>(15,596)</u>	<u>(38,852)</u>
Change in cash and cash equivalents in the reporting period		<u>(3,513)</u>	<u>37,866</u>
Cash and cash equivalents at the beginning of the reporting period		<u>341,069</u>	<u>303,203</u>
Cash and cash equivalents at the end of the reporting period		<u><u>337,556</u></u>	<u><u>341,069</u></u>

The notes form part of these financial statements

JUST LIKE US

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	52,385	81,680
Adjustments for:		
Depreciation charges	3,660	4,612
Interest received	(606)	-
(Increase)/decrease in debtors	(86,016)	(11,938)
(Decrease)/increase in creditors	<u>42,660</u>	<u>2,364</u>
Net cash provided by operations	<u>12,083</u>	<u>76,718</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.21 £	Cash flow £	At 31.8.22 £
Net cash			
Cash at bank	<u>341,069</u>	<u>(3,513)</u>	<u>337,556</u>
	<u>341,069</u>	<u>(3,513)</u>	<u>337,556</u>
Total	<u>341,069</u>	<u>(3,513)</u>	<u>337,556</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

The financial statements have been prepared under the historical cost convention.

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

Going concern

At the time of approving the financial statements and having a due regard to the impact of the economic climate, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Therefore, the Trustees continue to adopt the Going Concern basis of accounting in preparing the financial statements.

Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, are reconsidered when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of events is deferred until criteria for income recognition are met.

Expenditure

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

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES - continued

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Allocation and apportionment of costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities in the same proportion as staff costs:

	2022	2021	2020
Raising Funds	20%	12%	17%
Charitable Activities	80%	88%	83%

Tangible fixed assets

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

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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

Pension costs and other post-retirement benefits

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

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2022

2. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Corporate donations	135,746	15,432	151,178	96,763
Donations from individuals	82,592	-	82,592	52,618
Donations from schools	13,145	-	13,145	2,328
Grants	38,000	238,623	276,623	250,301
Gifts in kind	10,000	-	10,000	16,800
	<u>279,483</u>	<u>254,055</u>	<u>533,538</u>	<u>418,810</u>

3. CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
School talks	31,401	7,910
Corporate Partnerships	43,833	105,492
Pride Groups	<u>14,864</u>	<u>13,296</u>
	<u>90,098</u>	<u>126,698</u>

4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Sponsorships	23,400	-
Rainbow Ribbons	3,958	-
Founders Circle Membership	<u>1,421</u>	<u>-</u>
	<u>28,779</u>	<u>-</u>

5. INVESTMENT INCOME

	2022 £	2021 £
Deposit account interest	<u>606</u>	<u>-</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2022

6. RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Staff costs	67,009	13,750	80,759	41,263
Fundraising	7,170	-	7,170	3,335
Other costs	746	-	746	495
Support costs (see note 7)	<u>24,388</u>	<u>-</u>	<u>24,388</u>	<u>8,055</u>
	<u>99,313</u>	<u>13,750</u>	<u>113,063</u>	<u>53,148</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Support costs (see note 8) £	Total 2022 £
Promotion of equality and diversity	<u>390,022</u>	<u>97,551</u>	<u>487,573</u>

	Direct costs £	Support (see note 8) £	Total 2021 £
Promotion of equality and diversity	<u>355,169</u>	<u>55,511</u>	<u>410,680</u>

8. SUPPORT COSTS

	Total 2022 £	Total 2021 £
Office and admin costs	21,804	16,561
Professional services	29,019	26,120
Computer and website	8,383	5,347
Insurance	1,300	1,267
Irrecoverable VAT	18,987	-
Bank charges	442	637
Rent	25,561	-
Amortisation of website	2,175	3,600
Depreciation of computer equipment	1,485	1,012
Accountancy fees	<u>12,783</u>	<u>9,022</u>
	<u>121,939</u>	<u>63,566</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2022 nor for the year ended 31 August 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2022 nor for the year ended 31 August 2021.

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2022

10. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	362,744	312,698
Social security costs	33,842	28,021
Pension costs	<u>14,998</u>	<u>15,115</u>
	<u>411,584</u>	<u>355,834</u>

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

	2022	2021
	<u>11</u>	<u>9</u>
Programme and admin staff		

1 (2021: NIL) employee received emoluments of more than £60,000 during the year which is broken down as:

	2022	2021
	<u>1</u>	<u>-</u>
£60,000 - £69,999		

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	289,848	128,962	418,810
Charitable activities	<u>126,698</u>	<u>-</u>	<u>126,698</u>
Total	<u>416,546</u>	<u>128,962</u>	<u>545,508</u>
EXPENDITURE ON			
Raising funds	38,148	15,000	53,148
Charitable activities			
General	<u>292,697</u>	<u>117,983</u>	<u>410,680</u>
Total	<u>330,845</u>	<u>132,983</u>	<u>463,828</u>
NET INCOME/(EXPENDITURE)	85,701	(4,021)	81,680
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>275,745</u>	<u>18,886</u>	<u>294,631</u>
TOTAL FUNDS CARRIED FORWARD	<u>361,446</u>	<u>14,865</u>	<u>376,311</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2022

12. INTANGIBLE FIXED ASSETS

	Website £
COST	
At 1 September 2021	36,000
Additions	<u>14,500</u>
At 31 August 2022	<u>50,500</u>
AMORTISATION	
At 1 September 2021	3,600
Charge for year	<u>2,175</u>
At 31 August 2022	<u>5,775</u>
NET BOOK VALUE	
At 31 August 2022	<u>44,725</u>
At 31 August 2021	<u>32,400</u>

13. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 September 2021	5,056
Additions	<u>1,702</u>
At 31 August 2022	<u>6,758</u>
DEPRECIATION	
At 1 September 2021	1,173
Charge for year	<u>1,485</u>
At 31 August 2022	<u>2,658</u>
NET BOOK VALUE	
At 31 August 2022	<u>4,100</u>
At 31 August 2021	<u>3,880</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2022

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	72,601	12,258
Other debtors	4,987	-
Prepayments and accrued income	<u>20,686</u>	<u>-</u>
	<u>98,274</u>	<u>12,258</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	4,257	5,400
Taxation and social security	2,008	187
Other creditors	<u>49,694</u>	<u>7,712</u>
	<u>55,959</u>	<u>13,299</u>

16. MOVEMENT IN FUNDS

	At 1.9.21 £	Net movement in funds £	At 31.8.22 £
Unrestricted funds			
General fund	361,446	(8,001)	353,445
Restricted funds			
National Lottery Community Fund	2,782	(2,782)	-
Paul Hamlyn Foundation	10,000	-	10,000
Wellington Management UK	2,083	359	2,442
Nicholas Berwin Trust	-	1,250	1,250
Awards for All Wales	-	10,000	10,000
Esmee Fairbairn Foundation	-	21,983	21,983
JP Morgan Chase	-	24,018	24,018
Tides Foundation	-	<u>5,558</u>	<u>5,558</u>
	<u>14,865</u>	<u>60,386</u>	<u>75,251</u>
TOTAL FUNDS	<u>376,311</u>	<u>52,385</u>	<u>428,696</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

16. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	398,966	(406,967)	(8,001)
Restricted funds			
National Lottery Community Fund	16,174	(18,956)	(2,782)
Deloitte	15,432	(15,432)	-
Paul Hamlyn Foundation	30,000	(30,000)	-
Paul Cottingham Trust	7,500	(7,500)	-
Wellington Management UK	35,000	(34,641)	359
Nicholas Berwin Trust	15,000	(13,750)	1,250
Awards for All Wales	10,000	-	10,000
Esmee Fairbairn Foundation	40,000	(18,017)	21,983
JP Morgan Chase	73,832	(49,814)	24,018
Tides Foundation	11,117	(5,559)	5,558
	<u>254,055</u>	<u>(193,669)</u>	<u>60,386</u>
TOTAL FUNDS	<u>653,021</u>	<u>(600,636)</u>	<u>52,385</u>

Comparatives for movement in funds

	At 1.9.20 £	Net movement in funds £	At 31.8.21 £
Unrestricted funds			
General fund	275,745	85,701	361,446
Restricted funds			
Blackrock	8,886	(8,886)	-
Marsh Ambassador Programme	5,000	(5,000)	-
CAST	5,000	(5,000)	-
Wellington Management UK	-	2,083	2,083
Paul Hamlyn Foundation	-	10,000	10,000
National Lottery Community Fund	-	2,782	2,782
	<u>18,886</u>	<u>(4,021)</u>	<u>14,865</u>
TOTAL FUNDS	<u>294,631</u>	<u>81,680</u>	<u>376,311</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 AUGUST 2022

16. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	416,546	(330,845)	85,701
Restricted funds			
Blackrock	-	(8,886)	(8,886)
Marsh Ambassador Programme	-	(5,000)	(5,000)
CAST	-	(5,000)	(5,000)
Wellington Management UK	25,000	(22,917)	2,083
Paul Hamlyn Foundation	30,000	(20,000)	10,000
Nicholas Berwin Trust	15,000	(15,000)	-
National Lottery Community Fund	44,119	(41,337)	2,782
LGBT+ Consortium NET Fund	9,798	(9,798)	-
Catalyst	5,045	(5,045)	-
	<u>128,962</u>	<u>(132,983)</u>	<u>(4,021)</u>
TOTAL FUNDS	<u>545,508</u>	<u>(463,828)</u>	<u>81,680</u>

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2022 nor 31 August 2021.

JUST LIKE US**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022**

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Corporate donations	151,178	96,763
Donations from individuals	82,592	52,618
Donations from schools	13,145	2,328
Grants	276,623	250,301
Gifts in kind	<u>10,000</u>	<u>16,800</u>
	533,538	418,810
Other trading activities		
Sponsorships	23,400	-
School talks	31,401	7,910
Corporate Partnerships	43,833	105,492
Pride Groups	14,864	13,296
Rainbow Ribbons	3,958	-
Founders Circle Membership	<u>1,421</u>	<u>-</u>
	118,877	126,698
Investment income		
Deposit account interest	<u>606</u>	<u>-</u>
Total incoming resources	653,021	545,508
EXPENDITURE		
Raising funds		
Wages	80,759	41,263
Fundraising	7,170	3,335
Bad debts	746	495
Allocation of support costs	<u>24,388</u>	<u>8,055</u>
	113,063	53,148
Charitable activities		
Wages	330,825	314,571
Awareness campaigns	39,659	3,042
Travel and subsistence	4,819	874
Event costs	-	12,744
Ambassador Programme	1,468	2,138
Pride Groups expenditure	12,638	-
School Diversity Week expenditure	613	-
Subcontracting	-	5,000
Allocation of support costs	<u>97,551</u>	<u>55,511</u>
	487,573	393,880

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JUST LIKE US**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022**

	2022 £	2021 £
Support costs		
Office and admin costs	21,804	16,561
Professional services	29,019	26,120
Computer and website	8,383	5,347
Insurance	1,300	1,267
Irrecoverable VAT	18,987	-
Bank charges	442	637
Rent	25,561	-
Amortisation of website	2,175	3,600
Depreciation of computer equipment	1,485	1,012
Allocation of support costs	<u>(109,156)</u>	<u>(54,544)</u>
	-	-
Governance costs		
Accountancy fees	12,783	9,022
Allocation of support costs	<u>(12,783)</u>	<u>(9,022)</u>
	-	-
Total resources expended	<u>600,636</u>	<u>463,828</u>
Net income	<u>52,385</u>	<u>81,680</u>

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