

JUST LIKE US
AUDITED ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023



JUST LIKE US

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	G Bowen C Paouros R Smith D J Gerring T Ramsey M Davies (resigned 29 April 2023)
Chief Executive Officer	D Arnall (to February 2023) A Ashenden (interim: March to June 2023) L Mackay (from June 2023)
Charity number	1165194
Registered office	10 Snow Hill London EC1A 2AL United Kingdom
Auditor	Godfrey Wilson Limited 5th Floor, Mariner House 62 Prince Street BS1 4QD United Kingdom
Accountants	Sedulo London Limited Office 605 Albert House 256 - 260 Old Street London EC1V 9DD United Kingdom
Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP

JUST LIKE US

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JUST LIKE US

CHAIR'S REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

As Chair of the Trustees, I am honoured to reflect on the significant achievements and milestones attained by our charity in pursuit of our mission to empower young people to champion LGBT+ equality.

Throughout the past year, Just Like Us has remained steadfast in its commitment to fostering equality and diversity, particularly in promoting understanding and respect for LGBT+ young people. Our charitable objectives have been at the forefront of all our endeavours, guiding us as we navigate various programmes and initiatives aimed at eliminating prejudice and discrimination.

The cornerstone of our efforts lies in our Ambassador Programme, which continues to thrive and grow. We have witnessed a remarkable increase in the number of trained ambassadors, and we have seen continued expansion of our reach in secondary schools through their talks. These initiatives have not only empowered LGBT+ young people to use their voices but have also facilitated crucial conversations in schools nationwide.

School Diversity Week has proven more successful than ever and the overwhelming participation from primary and secondary schools across the UK underscores the impact of our free educational resources and the importance of fostering an environment where being LGBT+ is celebrated and embraced.

Our Pride Groups programme has also seen steady growth, providing a safe haven for LGBT+ and ally young people to connect, learn, and receive support. By offering training, resources and guidance to schools, we are fostering environments where all pupils feel valued and accepted.

None of these achievements would have been possible without the generous support of our donors, corporate partners, and volunteers. Their unwavering commitment to our cause has enabled us to navigate challenges and continue our vital work in the face of adversity.

While celebrating our successes, we remain aware of the challenges ahead. The lasting impact of the pandemic, coupled with the increasingly transphobic climate and the cost of living crisis, pose ongoing challenges. However, with a robust reserves policy in place and a dedicated team driving our initiatives forward, we are confident in our ability to weather these storms and emerge stronger.

As we look to the future, Just Like Us is poised to build upon our achievements and expand our reach even further. By continually reviewing and refining our programmes, strengthening our governance structures, and fostering diversity across all levels, we are committed to creating a world where all LGBT+ young people can live authentically and thrive.

I extend my deepest gratitude to our trustees, staff, volunteers, corporate partners, schools and supporters for their unwavering dedication and tireless efforts. Together, we will continue to champion equality, empower voices, and create a brighter future for LGBT+ young people across the UK.



.....
Daniel Gerring
Chair of Trustees

Date: 21 June 2024

JUST LIKE US

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their report with the financial statements of the charity for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)"

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.

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.

Public benefit

The trustees have referred to the Charity Commission's guidance on public benefit — including 'Public benefit: the public benefit requirement (PB1)' and 'Public benefit: running a charity (PB2)' — when reviewing the charity's aims and objectives and in planning its current and future activities.

The achievements and activities outlined in this report demonstrate the public benefit arising from the charity's activities.

Key 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 curriculum 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.

JUST LIKE US

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Pride Groups

A Pride Group is a lunchtime or after school club that provides a safe place for LGBT+ and ally young people 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.

Achievements and performance

School Diversity Week

School Diversity Week 2023 saw more than 6,254 primary and secondary schools across the UK signed up to take part in the celebration of LGBT+ equality. Our free educational resources were downloaded more than 69,000 times by teachers.

Access to resources is through our online platform for teachers, and this year we developed new resources including a series of faith resources for primary and secondary schools featuring ambassador interviews in partnership with Keshet UK, Quest, One Body One Faith and Hidayah. We also began to translate some of our resources into Welsh.

Pride Groups

In the year 2022-23, our Pride Groups programme grew and drew in 278 members across the year. We continued to release fortnightly resources for schools. The most downloaded resource was our LGBT+ trailblazer slides from our spring term session followed by our calendar. All the top downloads this year were downloaded more than 100 times. Students reported that their Pride Group had led to them being more comfortable in their identity with 75% agreeing or strongly agreeing.

Ambassador Programme

In 2022-23, we trained 186 new ambassadors, up from 147 in the previous year. We also increased the number of ambassadors who delivered at least one school talk, from 128 in 2021-22 to 173 in 2022-23. In addition, 43 ambassadors were supported to publish 62 pieces in the press, meaning our programme beneficiaries are more engaged than ever.

For the first time, we introduced a suite of skills and development workshops designed for ambassadors. These were scheduled, created and organised in conjunction with corporate partners and other charity partners. In total we recorded 226 individual engagements in skills workshops across 78 ambassadors this year. Sessions included authentic leadership, article writing, CV skills, understanding UK parliament, LGBT+ accessibility and wellbeing.

School Talks

This year, our school talks programme has continued to expand and has adapted to online delivery where necessary to facilitate school visits in remote areas and the needs of our volunteers. We delivered 398 school talks in 2022-23, and 96 ambassadors delivered three or more school talks. 82% of teachers rated our talks 7 out of 10 rating or higher.

	2020	2021	2022	2023
Number of pupils reached	11,512	18,259	65,307	80,884

Mentoring

In 2022-23, our mentoring scheme continued to be delivered online with an in-person launch event. It has grown hugely – we matched 68 LGBT+ young adults (our ambassadors) with LGBT+ professionals as mentors.

The trustees would like to thank all volunteers for their time and skills given to Just Like Us to ensure more LGBT+ young people can thrive.

JUST LIKE US

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Fundraising practices

We rely on public donations to make our work possible, and remain hugely grateful to the generosity and commitment of all our supporters for helping us to raise vital funds.

We are committed to good fundraising practice and adhere to the Fundraising Regulator's Code of Fundraising practice, of which we are members. We champion the Fundraising Promise ensuring that our fundraising is legal, open, honest, and respectful.

We invest in a number of different fundraising practices including fundraising from individuals, trusts and foundations, companies, schools and events including challenge events where we work with third parties. We do not carry out door-to-door, street, private site, or telephone fundraising. We do work with commercial partners and are committed to ensuring and monitoring the ongoing compliance of third parties with the Fundraising Code of Practice and the law. All third-party work is governed by a contract or terms and conditions which set out the obligations of the parties involved.

We want to ensure that all of our supporters have a positive experience. We comply with General Data Protection Regulations and always ensure we respect the privacy and contact preferences of all our donors. We believe that no one should ever feel pressured into giving and take steps to ensure that the vulnerable are protected.

We respond promptly to requests to cease contact or to complaints. In line with our complaints policy, we ensure that all complaints are listened to and investigated thoroughly, addressed within an appropriate and timely manner, handled in confidence, and used to inform best practice. We received no complaints for our fundraising practices in 2022/23.

We are grateful to everyone who has supported our work, and would like to thank our generous and loyal supporters. Thank you to our volunteers who have been so generous with their time, the fundraisers who gave their time and energy to raise money for Just Like Us, and all of those who have kindly given donations and wish to remain anonymous.

Financial review

Financial position

The accounts show a surplus of £29,607 during the 12-month period to 31 August 2023 (2022: surplus of £52,385). Income was £1,112,349 compared to £653,020 in the 2021-22 reporting period and expenditure for the year was £1,082,742 compared to £600,636. In addition to an expansion in our activities in the year, as outlined in the rest of this report, the increase in our income and expenditure has also been driven by a significant increase in in-kind support received by the charity, totalling £198,732 (2022: £10,000).

Despite facing a growing cost of living crisis, the lasting impact of the pandemic and an increased 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 enable us to continue meeting the needs of LGBT+ young people across the UK.

Going concern

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. However, the lasting effects of the pandemic, the transphobic climate and the cost-of-living crisis are both likely to continue to impact the global economy and may in turn affect the charity's fundraising in the coming year.

The trustees have considered the impact of this issue on the charity's current and future financial position. At 31 August 2023, the charity held a cash balance of £407,926 and 4 months of free reserves (as detailed below). For this reason, the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

JUST LIKE US

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Reserves policy

As of 31 August 2023, total funds held by the charity were £458,303 (2022: £428,696), of which £54,709 was restricted (2022: £75,251) and £403,594 was unrestricted (2022: £353,445).

Total free reserves (unrestricted reserves less the value of unrestricted fixed assets but inclusive of fixed asset investments) were £358,335 (2022: £304,619). The trustees review the reserves policy annually and current policy is an aspirational target of 6 months' and a minimum of 3 months' expenditure to provide financial safety during the cost of living crisis.

Against budgeted expenditure of £1,040,417 for the 2023-24 financial year, free reserves represented 4 months of expenditure at 31 August 2023. The trustees are therefore satisfied with the level of reserves held, while also aiming to increase this over the course of the 2023-24 year.

Principal funding sources

Charitable trusts and foundations

In 2022-23, we were supported by the following trusts and foundations: National Lottery Community Fund, Deloitte, Blackrock, Christopher Graham Bell Charitable Trust, Wellington Management UK Foundation, Esmée Fairbairn Foundation, Paul Hamlyn Foundation, Nicholas Berwin Charitable Trust, The Talent Fund 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, and OC&C Strategy Consultants.
- Sponsorship of School Diversity Week: JPMorgan Chase & Co., iCandy and Marsh generously sponsored School Diversity Week this year.
- Pride Limited Edition partnerships: Garnier 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.

JUST LIKE US

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Plans for future periods

In 2023-24 and beyond Just Like Us' programmes will continue to expand. We will continue to build on this success by strengthening our internal systems and processes and reviewing our policies to support a more mature organisation. We will increase the learning and development opportunities to support staff and trustee recruitment, retention, expertise and capacity; ensuring a robust and sustainable future. We will review the risk management register and improve our due diligence process.

Ambassador Programme

We will continue to improve our evaluation and feedback processes as well as attract and train a larger and more diverse pool of LGBT+ young people. We will lean into the programme objectives - 'Use your voice, develop skills and find community' - to increase our position as a youth centred organisation. We will also continue to run our mentoring programme, hoping to pair more LGBT+ young people with LGBT+ professionals.

School Talks

We will continue to streamline our processes and programme based on feedback from pupils, teachers and ambassadors. We will offer schools talks that reflect key moments in the calendar (Anti-Bullying Week, LGBT+ History Month, Pride Month) and continue to support ambassadors to deliver talks in hundreds of schools.

School Diversity Week

We will build on our continued success, ensuring more schools across the UK, as well as more individual teachers within those schools, sign up to this programme. We will engage with parents and support even more primary schools than ever before. We will continue to improve our SEND inclusive resources and resources for faith school communities and Welsh schools (including bilingual Welsh-English resources).

Pride Groups

With the support of the National Lottery Bringing Communities Together funding and researchers at the University of Derby, we will continually evaluate and improve the Pride Groups programme. We will simplify the membership joining process and implement a range of bespoke subscription options to expand reach.

Fundraising

With the incoming Director of Development, we will begin to review the Founders' Circle income stream to improve the diversification of our income. We will implement learnings from our work with Pilotlight and Deloitte consultants to expand our opportunities for earned income and further diversification in fundraising. We will develop a clear and consistent approach to Individual Giving and prioritise Corporate Partnerships that support our objectives, values and sustainability.

Patrons

We will establish a fully operational Patrons' Programme to support our partnerships, reach and gravitas.

Structure, governance and management

Governing document

The charity Just Like Us is a Charitable Incorporated Organisation, registered on 18 January 2016 and is controlled by its governing document, a constitution. The charity is governed by a board of trustees who meet regularly during the year.

The trustees who served during the year and up to the date of signature of the financial statements were:

G Bowen

C Paouros

R Smith

Mr DJ Gerring

M Davies

T Ramsey

(Resigned 28 April 2023)

JUST LIKE US

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Recruitment and appointment of trustees

In the year to August 2023, the charity was managed by board of trustees selected on their commitment to their charitable objectives and relevant skills. When selecting trustees, Just Like Us aims to ensure there is a broad range of relevant skills and will endeavour to review this and appoint new trustees in 2023-24.

Trustees are appointed after interviews with existing trustees and a formal induction to ensure they understand our vision, mission and values. Trustees are subject to Disclosure and Barring Service checks where applicable.

Remuneration policy

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.

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.

The trustees' report was approved by the Board of Trustees.



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D J Gerring

Date: 21 June 2024

JUST LIKE US

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

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

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

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

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity have no liability to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were appointed as auditors to the charity during the year and have expressed their willingness to continue in that capacity.

On behalf of the board:



.....
D J Gerring

Date: 21 June 2024

JUST LIKE US

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

Opinion

We have audited the financial statements of Just Like Us (the 'charity') for the year ended 31 August 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

JUST LIKE US

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF JUST LIKE US

Other matter

The financial statements for the year ended 31 August 2022 were not audited because the charity was below the statutory audit threshold.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk.

Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

JUST LIKE US

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF JUST LIKE US

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Godfrey Wilson Limited

Date: 24 June 2024

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

JUST LIKE US

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income from:							
Donations and legacies	3	631,907	222,144	854,051	279,483	254,055	533,538
Charitable activities	4	168,584	-	168,584	90,098	-	90,098
Other trading activities	5	83,902	-	83,902	28,779	-	28,779
Investments		5,812	-	5,812	606	-	606
Total income		890,205	222,144	1,112,349	398,966	254,055	653,021
Expenditure on:							
Raising funds	6	190,905	21,441	212,346	99,313	13,750	113,063
Charitable activities	7	649,151	221,245	870,396	307,654	179,919	487,573
Total expenditure		840,056	242,686	1,082,742	406,967	193,669	600,636
Net income/(expenditure) and movement in funds	9	50,149	(20,542)	29,607	(8,001)	60,386	52,385
Reconciliation of funds: 18, 19							
Fund balances at 1 September 2022		353,445	75,251	428,696	361,446	14,865	376,311
Fund balances at 31 August 2023		403,594	54,709	458,303	353,445	75,251	428,696

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

JUST LIKE US

BALANCE SHEET

AS AT 31 AUGUST 2023

		2023		Restated 2022	
	Notes	£	£	£	£
Fixed assets					
Intangible assets	12		39,675		44,725
Tangible assets	13		5,584		4,100
Investments	14		180,000		180,000
			<u>225,259</u>		<u>228,825</u>
Current assets					
Debtors	15	119,788		98,274	
Cash at bank and in hand		227,926		157,556	
		<u>347,714</u>		<u>255,830</u>	
Creditors: amounts falling due within one year	16	114,670		55,959	
		<u>114,670</u>		<u>55,959</u>	
Net current assets			233,044		199,871
			<u>233,044</u>		<u>199,871</u>
Total assets less current liabilities			458,303		428,696
			<u>458,303</u>		<u>428,696</u>
The funds of the charity					
Restricted funds	18		54,709		75,251
Unrestricted funds	19		403,594		353,445
			<u>458,303</u>		<u>428,696</u>
			<u>458,303</u>		<u>428,696</u>

The financial statements were approved by the trustees on 21 June 2024.



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D J Gerring
Trustee

JUST LIKE US

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

		2023		<i>Restated</i> 2022	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from operations	23		68,711		12,083
Investing activities					
Purchase of intangible assets		-		(14,500)	
Purchase of tangible fixed assets		(4,289)		(1,702)	
Proceeds from disposal of tangible fixed assets		136		-	
Investment income received		5,812		606	
Net cash generated from/(used in) investing activities			1,659		(15,596)
Net increase/(decrease) in cash and cash equivalents			70,370		(3,513)
Cash and cash equivalents at beginning of year			157,556		161,069
Cash and cash equivalents at end of year			227,926		157,556

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's constitution, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

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.

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.

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Grants

Income from government and other grants, whether 'capital' grants or 'revenue' grants, are recognised 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.

Where the charity determines that a grant agreement does not impose specified future performance-related conditions income is recognised when the grant proceeds are received or receivable.

Where the charity determines that a grant agreement imposes specified future performance-related conditions, funds are initially recognised as deferred income within creditors and released to income as the conditions are met and the charity has entitlement to the funds.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Support and governance 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.

	2023	2022	2021
Raising Funds	21%	20%	12%
Charitable Activities	79%	80%	88%

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Software	10% on cost
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JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.7 Tangible fixed assets

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

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

Computer Equipment	25% on cost
--------------------	-------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments

1.9 Financial instruments

Basic financial assets

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

Basic financial liabilities

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

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

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

1.10 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.

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

Donated goods and services

The trustees have exercised judgement in relation to the recognition of donated goods and services in the year ended 31 August 2023 and note that the value recognised in the year has a material effect on the financial statements.

The need for judgement has arisen in relation to the valuation of goods and services received by charity. In line with the Charities SORP "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)", the trustees are required to recognise such gifts on the basis of the value to the charity and with reference to the amount the charity would pay in the open market for an alternative item of similar benefit.

The trustees note that donated goods and services received in the year largely relate to donated consultancy and legal services from businesses which are considered market leaders in their areas of expertise and therefore command high fees. It is also noted that volume of donated services received exceed those usually obtained by a similarly sized charity and are a result of the charity's strong corporate partnerships with the donors.

It is acknowledged that the charity, should it have procured these services independently, would have spent less on consultancy and legal advice. However, the trustees have considered whether, given the high quality of services actually received, it would be accurate to consider the alternative cheaper services it may have procured as items of *similar benefit*. In view of the higher quality of the services received, the trustees have therefore judged that the donated services should be recognised per the billable values provided by the donors which reflect the true value to the charity of the services received.

Key sources of estimation uncertainty

As noted above, a key area of estimation uncertainty relates to the value of donated goods and services. The trustees note that in order to reach a valuation for the financial statements they have relied on detailed information from the donors which outline the billable value of the services received. The trustees consider these valuations to be sufficiently accurate for inclusion in the financial statements as they have been vouched for by the donors and have been considered in relation to equivalent market rates for services of similar quality and value.

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

3 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	373,175	3,500	376,675	231,483	15,432	246,915
Grants	60,000	218,644	278,644	38,000	238,623	276,623
Donated goods and services	198,732	-	198,732	10,000	-	10,000
	<u>631,907</u>	<u>222,144</u>	<u>854,051</u>	<u>279,483</u>	<u>254,055</u>	<u>533,538</u>
Donations and gifts						
Corporate donations	177,096	3,500	180,596	135,746	15,432	151,178
Donations from individuals	185,833	-	185,833	82,592	-	82,592
Donations from schools	10,246	-	10,246	13,145	-	13,145
	<u>373,175</u>	<u>3,500</u>	<u>376,675</u>	<u>231,483</u>	<u>15,432</u>	<u>246,915</u>

Donated goods and services

Donated goods and services recognised in the year relate to donated legal and consultancy services. The key judgements and accounting estimates made by the trustees in relation to donated goods and services are explained in note 2 to the financial statements.

4 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Promotion of equality and diversity		
Pride Groups	28,261	14,864
Corporate partnerships	99,000	43,833
School talks	40,890	31,401
Other	433	-
	<u>168,584</u>	<u>90,098</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

5 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Sponsorships and commercial participation	53,374	23,400
Founders' Circle	962	1,421
Fundraising events	24,990	-
Rainbow Ribbons	4,576	3,958
	<u>83,902</u>	<u>28,779</u>
Other trading activities	<u>83,902</u>	<u>28,779</u>

6 Expenditure on raising funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fundraising and publicity						
Staging fundraising events	10,445	-	10,445	1,896	-	1,896
Other fundraising costs	3,460	-	3,460	6,020	-	6,020
Staff costs	100,569	18,750	119,319	67,009	13,750	80,759
Support costs	76,431	2,691	79,122	24,388	-	24,388
	<u>190,905</u>	<u>21,441</u>	<u>212,346</u>	<u>99,313</u>	<u>13,750</u>	<u>113,063</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

7 Expenditure on charitable activities

	Promotion of equality and diversity 2023 £	Promotion of equality and diversity 2022 £
Direct costs		
Staff costs	407,738	330,824
Awareness campaigns & communications	120,750	39,660
Volunteering programme	17,424	6,288
Education programme	21,330	13,250
	<u>567,242</u>	<u>390,022</u>
Share of support and governance costs (see note 8)		
Support	284,043	87,325
Governance	19,111	10,226
	<u>870,396</u>	<u>487,573</u>
Analysis by fund		
Unrestricted funds	649,151	307,654
Restricted funds	221,245	179,919
	<u>870,396</u>	<u>487,573</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

8 Support costs allocated to activities

	2023 £	2022 £
Staff costs	22,630	-
Depreciation and amortisation	7,719	3,660
Computer and website	24,114	8,383
Office and admin costs	40,336	21,804
Professional services	170,102	29,019
Other staff costs	360	-
Insurance	1,994	1,300
Rent	43,739	25,561
Irrecoverable VAT	32,470	18,987
Travel and subsistence	10,967	-
Bank charges	3,344	442
Governance costs	24,501	12,783
	<u>382,276</u>	<u>121,939</u>
Analysed between:		
Fundraising	79,122	24,388
Promotion of equality and diversity	303,154	97,551
	<u>382,276</u>	<u>121,939</u>

	2023 £	2022 £
Governance costs comprise:		
Audit fees	8,500	-
Accountancy fees	16,001	12,783
	<u>24,501</u>	<u>12,783</u>

9 Net movement in funds

	2023 £	2022 £
Net movement in funds is stated after charging/(crediting)		
Fees payable for the independent examination of the charity's financial statements	-	1,800
Fees payable for the audit of the charity's financial statements	8,500	-
Depreciation of owned tangible fixed assets	2,669	1,485
Loss on disposal of tangible fixed assets	136	-
Amortisation of intangible assets	5,050	2,175
Operating lease charges	14,330	-
	<u></u>	<u></u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2023 nor for the year ended 31 August 2022.

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Programme and admin staff	13	11

Employment costs

	2023 £	2022 £
Wages and salaries	484,612	362,744
Social security costs	44,782	33,842
Other pension costs	20,293	14,998
	549,687	411,584

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£60,000 - £69,999	-	1

Remuneration of key management personnel

The key management personnel of the charity consists of the Board of Trustees and the CEO, Director of Development and Director of Programmes. The trustees receive no remuneration or benefits. The total benefits received by key management personnel in the year was £196,551 (2022: £165,444).

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

12 Intangible fixed assets

	Software £
Cost	
At 1 September 2022 and 31 August 2023	50,500
Amortisation and impairment	
At 1 September 2022	5,775
Amortisation charged for the year	5,050
At 31 August 2023	10,825
Carrying amount	
At 31 August 2023	39,675
At 31 August 2022	44,725

13 Tangible fixed assets

	Computer Equipment £
Cost	
At 1 September 2022	6,758
Additions	4,289
Disposals	(647)
At 31 August 2023	10,400
Depreciation and impairment	
At 1 September 2022	2,658
Depreciation charged in the year	2,669
Eliminated in respect of disposals	(511)
At 31 August 2023	4,816
Carrying amount	
At 31 August 2023	5,584
At 31 August 2022	4,100

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

14 Fixed asset investments

	CCLA deposit account £
Cost or valuation	
At 1 September 2022 (restated) & 31 August 2023	180,000
Carrying amount	
At 31 August 2023	180,000
At 31 August 2022 (restated)	180,000

The balance recognised in fixed asset investments relates to cash funds held by the charity in a CCLA investment account. While this cash deposit is available to the charity for withdrawal within 12 months of the balance sheet date, it is the intention of the trustees that funds will be held in the account for at least 12 months in order to generate interest returns. The balance has therefore been recognised as a fixed asset investment in the financial statements.

A restatement of the balance at 31 August 2022 has been made in these financial statements in recognition of the fact that the balance held in the CCLA account at 31 August 2022 constituted a fixed asset investment. This restatement consists of the movement of £180,000 from current assets to fixed asset investments and has no effect on the net asset position or funds carried forward at 31 August 2022.

15 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	96,547	72,601
Other debtors	117	4,987
Prepayments and accrued income	23,124	20,686
	<u>119,788</u>	<u>98,274</u>

16 Creditors: amounts falling due within one year

	2023 £	2022 £
	Notes	
Other taxation and social security	22,892	2,008
Deferred income	17 11,775	38,763
Trade creditors	26,224	4,257
Other creditors	3,539	2,757
Accrued expenses	50,240	8,174
	<u>114,670</u>	<u>55,959</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

17 Deferred income

	2023 £	2022 £
Deferred income	11,775	38,763

Deferred income is included in the financial statements as follows:

The value of income received in the year ended 31 August 2023 relating to school talks and services due to corporate partners that will be delivered after the balance sheet date is recognised as deferred income in creditors. In the year ended 31 August 2022 the balance recognised as deferred income in creditors related to school talks, pride groups, services to corporate partners and event ticket sales all due to delivered after the balance sheet date.

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	11,775	38,763
Movements in the year:		
Deferred income at 1 September 2022	38,763	-
Released from previous periods	(38,763)	-
Resources deferred in the year	11,775	38,763
Deferred income at 31 August 2023	11,775	38,763

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2022 £	Incoming resources £	Resources expended £	At 31 August 2023 £
National Lottery Community Fund - Pride Groups	-	2,500	(1,507)	993
Paul Hamlyn Foundation	10,000	33,000	(30,000)	13,000
Wellington Management UK Foundation	2,442	50,000	(52,442)	-
Nicholas Berwin Charitable Trust	1,250	15,000	(15,000)	1,250
National Lottery Awards for All - Wales	10,000	-	(10,000)	-
Esmée Fairbairn Foundation	21,983	48,000	(36,984)	32,999
JP Morgan Chase	24,018	-	(24,018)	-
Tides Foundation	5,558	17,144	(20,985)	1,716
Talent Fund	-	5,000	(5,000)	-
Paul Cottingham Trust	-	8,000	(8,000)	-
Deloitte	-	25,000	(25,000)	-
Christopher Graham-Bell Charitable Trust	-	15,000	(13,750)	1,250
M&G Community Fund	-	3,500	-	3,500
	<u>75,251</u>	<u>222,144</u>	<u>(242,686)</u>	<u>54,709</u>

Previous year:	At 1 September 2021 £	Incoming resources £	Resources expended £	At 31 August 2022 £
National Lottery Community Fund	2,782	16,174	(18,956)	-
Paul Hamlyn Foundation	10,000	30,000	(30,000)	10,000
Wellington Management UK Foundation	2,083	35,000	(34,641)	2,442
Nicholas Berwin Trust	-	15,000	(13,750)	1,250
National Lottery Awards for All - Wales	-	10,000	-	10,000
Esmée 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
Deloitte	-	15,432	(15,432)	-
Paul Cottingham Trust	-	7,500	(7,500)	-
	<u>14,865</u>	<u>254,055</u>	<u>(193,669)</u>	<u>75,251</u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Restricted funds

(Continued)

Purpose of restricted funds:

National Lottery Community Fund - Pride Groups

This multi-year funding supports activities associated with the running of the charity's Pride Groups Programme, including resource development, teacher training, marketing and a new officer role.

Paul Hamlyn Foundation

This funding supports the charity's Ambassador Programme, including the recruitment, training and support of LGBT+ volunteers aged 18-25 across England and Wales.

Wellington Management UK Foundation

This funding supports the charity's outputs across its Pride Groups and Ambassador Programmes and the delivery of its School Talks.

Nicholas Berwin Charitable Trust

This funding supports the staff within the charity's Development team.

National Lottery Awards for All - Wales

This funding supports the recruitment of more LGBT+ volunteers in Wales and the charity's work with Welsh schools.

Esmée Fairbairn Foundation

This funding supports the diversity of the charity's Ambassador Programme and the provision of skills workshops to the charity's volunteers.

JP Morgan Chase

This funding supported the expansion of the charity's Pride Groups programme.

Tides Foundation

This funding supports the charity's the Ambassador Programme, including contributions to the costs of the charity's Volunteer Manager and Volunteering Officer as well as an email and social media ambassador recruitment campaign.

Talent Fund

This funding supported the expansion of all three of the charity's core programmes - School Diversity Week, School Talks and Pride Groups.

Paul Cottingham Trust

This funding enabled Ambassadors to receive media training and support to publish articles, sit on panels and speak to the media about their personal stories and Just Like Us.

Deloitte

This funding supported the marketing and running of the Ambassador Programme.

Christopher Graham-Bell Charitable Trust

This funding supported staff roles across the charity's Education programmes.

M&G Community Fund

This was funding for the Pride Groups Programme with a particular focus on its expansion further into Wales.

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 September 2022 £	Incoming resources £	Resources expended £	At 31 August 2023 £
General funds	353,445	890,205	(840,056)	403,594
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 September 2021 £	Incoming resources £	Resources expended £	At 31 August 2022 £
General funds	361,446	398,966	(406,967)	353,445
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

20 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 August 2023 are represented by:			
Intangible fixed assets	39,675	-	39,675
Tangible assets	5,584	-	5,584
Fixed asset investments	180,000	-	180,000
Current assets/(liabilities)	178,335	54,709	233,044
	<u> </u>	<u> </u>	<u> </u>
Net current assets/(liabilities)	403,594	54,709	458,303
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 August 2022 are represented by:			
Intangible fixed assets	44,725	-	44,725
Tangible assets	4,100	-	4,100
Fixed asset investments	180,000	-	180,000
Current assets/(liabilities)	124,620	75,251	199,871
	<u> </u>	<u> </u>	<u> </u>
Net current assets/(liabilities)	353,445	75,251	428,696
	<u> </u>	<u> </u>	<u> </u>

JUST LIKE US

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

21 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	8,145	-

22 Related party transactions

In the year ended 31 August 2023 the charity received income totalling £7,000 - of which £5,000 related to sponsorship of its mentoring programme and £2,000 was donated - and donated legal services valued at £78,053 from Travers Smith LLP. Daniel Gerring is a partner of Travers Smith LLP and served on the board of the charity throughout the year. There were no related party transactions in the year ended 31 August 2022.

23 Cash generated from operations	2023 £	2022 £
Surplus for the year	29,607	52,385
Adjustments for:		
Investment income recognised in statement of financial activities	(5,812)	(606)
Amortisation and impairment of intangible assets	5,050	2,175
Depreciation and impairment of tangible fixed assets	2,669	1,488
Movements in working capital:		
(Increase) in debtors	(21,514)	(86,016)
Increase in creditors	85,699	3,897
(Decrease)/increase in deferred income	(26,988)	38,763
Cash generated from operations	68,711	12,086



William Guy Blake ACA
Godfrey Wilson Limited
Chartered Accountants & Statutory Auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

21 June 2024

Dear Guy

Letter of Representations on the Financial Statements for the Year Ended 31 August 2023

This representation letter is provided in connection with your audit of the financial statements of the charity for the year ended 31 August 2023.

We confirm that the following representations are made on the basis of enquiries of the trustees, management and staff with relevant knowledge and experience (and, where appropriate, of inspection of supporting documentation) sufficient to satisfy ourselves that we can properly make each of the following representations to you:

- I. We have fulfilled our responsibilities as trustees, as set out in the terms of your engagement letter dated 21 March 2024, under the Charities Act 2011 for preparing financial statements, in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

We confirm that in our opinion the financial statements give a true and fair view and in particular that where any additional information must be disclosed in order to give a true and fair view that information has in fact been disclosed. We confirm that the selection and application of the accounting policies used in the preparation of the financial statements are appropriate, and we approve these accounts for the year ended 31 August 2023.

2. We confirm that all accounting records have been made available to you for the purpose of your audit, in accordance with your terms of engagement, and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of all management, trustees' and members' meetings, have been made available to you. We have given you unrestricted access to persons within the charity in order to obtain audit evidence and have provided any additional information that you have requested for the purposes of your audit.
3. We confirm the charity has satisfactory title to all assets and there are no liens or encumbrances on the assets, except for those disclosed in the financial statements.
4. We confirm that significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable. We confirm that we have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.
5. We confirm that the charity has no liabilities or contingent liabilities other than those disclosed in the financial statements.
6. We confirm that all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to you and accounted for and disclosed in accordance with the applicable financial reporting framework.
7. We confirm that there have been no events since the balance sheet date which require disclosing or which would materially affect the amounts in the financial statements, other than those already disclosed or included in the financial statements.
8. We confirm that we are aware that a related party of the charity is a person or organisation which either (directly or indirectly) controls, has joint control of, or significantly influences the charity or vice versa and as a result will include: trustees, other key management, close family and other business interests of the previous. We confirm that the related party relationships and transactions set out in appendix I are a complete list of such relationships and transactions and that we are not aware of any further related parties or transactions.
9. We confirm that the charity neither had, at any time during the year, any arrangement, transaction or agreement to provide credit facilities (including advances and credits granted by the charity) for trustees, nor provided guarantees of any kind on behalf of the trustees except as disclosed in the financial statements.
10. We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.
11. We confirm that the charity has complied with all aspects of contractual agreements that could have a material effect on the financial statements in the event of non-compliance.

12. We confirm that we are not aware of any possible or actual instance of non-compliance with those laws and regulations which provide a legal framework within which the charity conducts its activities and which are central to the charity's ability to conduct its activities, except as explained to you and as disclosed in the financial statements.
13. We acknowledge our responsibility for the design, implementation and maintenance of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our risk assessment of the risk of fraud in the organisation. There have been no deficiencies in internal control of which we are aware.
14. We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by trustees, former trustees, employees, former employees, regulators or others.
15. We confirm that, in our opinion, the charity's financial statements should be prepared on the going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. In reaching this conclusion, we have taken into account all relevant matters of which we are aware, and have considered a period of at least one year from the date on which the financial statements will be approved.
16. We confirm that in our opinion the effects of uncorrected misstatements are immaterial, both individually and in aggregate, to the financial statements as a whole. A list of the uncorrected misstatements is set out in the management letter.
17. We confirm that we are not aware of any matters of material significance that should be reported to regulators. We confirm that all correspondence with the Charity Commission has been made available to you.
18. We confirm that all grants, donations and other income, including those subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.
19. We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that: (a) so far as each trustee is aware, there is no relevant audit information of which you as auditors are unaware; and (b) each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that you are aware of that information.

20. We confirm the following specific representations made to you during the course of the audit:
- (a) We confirm that we consider the valuation of gifts in kind of £198,732 received during the year is an accurate reflection of their market value and the trustees confirm that the charity would be prepared to pay for similar goods and services on the open market if they were not donated.

Yours sincerely



Daniel J Gerring - Chair
For and on behalf of the trustees of Just Like Us

Appendix I: Summary of Related Parties

Connected Organisation	Name	Nature of Connection
Travers Smith LLP	Daniel Gerring	Partner