

ANTI TRIBALISM MOVEMENT

England & Wales · Charity number 1168836

Details

Other names	ATM
Status	Registered
Legal form	Charitable company
Company number	07002550
Registered	2016-08-19
Register	View on the Charity Commission register

Contact

Address	5A Uxbridge Road Shepherd's Bush London W12 8LJ
Phone	02035881880
Email	info@theatm.org
Website	www.theatm.org

Activities

Objects: 3.1 THE OBJECTS OF THE CHARITY ARE TO ADVANCE CONFLICT RESOLUTION AND RECONCILIATION IN COMMUNITIES THAT ARE ADVERSELY AFFECTED BY TRIBALISM WITH A VIEW TO RELIEVING SUFFERING, POVERTY AND DISTRESS AND BUILDING AND MAINTAINING SOCIAL COHESION AND TRUST WITHIN AND BETWEEN COMMUNITIES BY:3.1.1 ADVANCING EDUCATION ABOUT TRIBALISM AND ITS IMPACT,3.1.2 PROMOTING DIALOGUE, MUTUAL UNDERSTANDING, TOLERANCE AND PEACE WITHIN COMMUNITIES, 3.1.3 EMPOWERING PEOPLE TO CHALLENGE INHERITED PREJUDICES THAT CAN CAUSE CONFLICT AND SOCIAL INSTABILITY,3.1.4 SEEKING TO ELIMINATE DISCRIMINATION AND EXTREMIST PRACTICES THAT CAN ARISE AS A CONSEQUENCE OF TRIBALISM AND VIOLENT EXTREMISM,3.1.5 CONDUCTING RESEARCH ON WAYS TO COUNTER TRIBALISM AND PUBLISHING THE RESULTS, 3.1.6 EMPOWERING YOUNG PEOPLE TO BE ACTIVE MEMBERS OF THEIR COMMUNITIES THROUGH LEADERSHIP TRAINING AND OTHER OPPORTUNITIES, 3.1.7 SUCH OTHER MEANS AS THE TRUSTEES MAY DETERMINE.

Activities: The Anti-Tribalism Movement (ATM) is a charity committed to tackling tribalism and promoting fairer and more equitable societies using participatory methods. Our strategic priorities are: 1) fostering tolerance, 2) advancing social justice, and 3) developing leadership.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Djibouti
- Ethiopia
- Kenya
- Somalia
- Turkey
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£728,191	£839,182	£420,627	9
2024-08-31	£822,074	£626,059	£531,618	13
2023-08-31	£701,227	£579,520	£335,603	12
2022-08-31	£400,197	£472,153	-	-
2021-08-31	£671,966	£965,616	£285,852	10
2020-08-31	£960,950	£458,799	£579,502	10

Trustees

Name	Role	Appointed
Dheg Abdirahman Aidid	Chair	2017-08-31
Gwanwyn Mason		2021-05-01
IDIL NUR HASSAN		2018-05-30
Mohamed Ismail		2025-01-15
Yusuf Dirir Abdi		2020-10-16

ANTI TRIBALISM MOVEMENT

England & Wales - Charity number 1168836

Accounts

Annual Report and Accounts

For the year ended
31 August 2025





Contents

Trustees' Annual Report (Incorporating Director's Report)	3-9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the accounts	13-25

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name:

Anti-Tribalism Movement

Charity Registration Number:

1168836

Company Registration Number:

07002550

Registered office:

5A Uxbridge Road
Shepherd's Bush
W12 8LJ

Trustees:

Dheg Aidid (Chair)
Gwanwyn Mason
Idil Hassan
Abdirizak Issa
Yusuf Abdi
Mohamed Ismail

Company Secretary:

Bisharo Mohamud

Independent Examiner:

BK Community Accountant Ltd
Chartered Certified Accountants
420/421 Arches
London, E3 4AA

Bankers:

NatWest Bank
314 Chiswick High Road
London, W4 5TB

Legal Advisers:

Russell-Cooke Solicitors
2 Putney Hill
London, SW15 6AB

Organisational Purpose

The Anti-Tribalism Movement (ATM) is a charitable company limited by guarantee, registered in England and Wales. The charity is governed by its Memorandum and Articles of Association and operates in accordance with charity law and company law.

The trustees who served during the year are also the directors for the purposes of company law. The trustees are responsible for the overall governance, strategic direction, and financial oversight of the charity.

Structure, Governance and Management

ATM is governed by a Board of Trustees drawn from the communities the charity serves. Trustees bring a range of professional skills and lived experience, including expertise in finance, governance, organisational management, advocacy, grant-making, and the voluntary sector. The Board provides strategic oversight, ensures compliance with legal and regulatory requirements, and safeguards the charity's assets.

Trustees are appointed through an open and transparent process, in line with the charity's governing document. Induction and ongoing support are provided to ensure trustees are able to fulfil their duties effectively. The Board meets regularly throughout the year and may establish sub-groups as required to support specific areas such as finance, risk, or strategy.

The day-to-day management of the charity is delegated to the Chief Executive, who is supported by a senior management team. Clear lines of delegation and accountability are in place. Trustees retain ultimate responsibility for decision-making and regularly review performance, risks, and financial position.

Objectives and Activities

The Anti-Tribalism Movement exists to advance racial equality, challenge discrimination, and promote social justice for the public benefit, particularly for Black, Asian and Minority Ethnic (BAME) communities and other groups experiencing disadvantage.

The charity's activities are designed to address both the symptoms and root causes of inequality. ATM delivers programmes that develop leadership, strengthen community voice, support civic participation, influence policy, and improve relationships between marginalised communities and public institutions.

In setting objectives and planning activities, the trustees have given due consideration to the Charity Commission's guidance on public benefit. The trustees confirm that the charity's activities during the year have furthered its charitable purposes and delivered public benefit.

Financial Review

The charity's financial performance for the year is set out in detail in the Statement of Financial Activities and accompanying notes. Total income for the year amounted to £728,191 (2024: £822,074). The majority of income was restricted and received to deliver specific projects and programmes in line with funder requirements. Total expenditure for the year was £839,182 (2024: £626,059). Expenditure increased primarily due to expanded programme delivery and investment in strategic development, including work related to long-term sustainability.

The year resulted in a net deficit Movement of £110,991. The trustees are satisfied that this position reflects planned and controlled use of funds in line with the charity's strategic objectives.

Reserves Policy

The trustees have reviewed the charity's reserves policy in line with Charities SORP requirements. Unrestricted reserves are held to ensure the charity can meet its obligations, manage cash flow, and respond to unforeseen events.

At the year end, unrestricted reserves stood at £310,247. The trustees consider this level of reserves to be appropriate and sufficient to support the charity's ongoing operations and strategic priorities.



Principal Risks and Uncertainties

The trustees have identified and reviewed the principal risks facing the charity, including financial sustainability, reliance on grant funding, capacity pressures, and external policy or funding changes.

Systems and controls are in place to mitigate these risks, including financial controls, regular budget monitoring, diversification of income, strong governance arrangements, and ongoing strategic planning. The trustees believe that the charity is well positioned to manage these risks.

Plans for Future Periods

Looking ahead, ATM will continue to focus on addressing the root causes of inequality through community-led approaches, policy influence, and systems change. Priorities include strengthening partnerships, supporting community leadership, securing long-term sustainability, and expanding the charity's impact through strategic collaboration and asset development.

The trustees remain confident in the charity's vision, leadership, and capacity to deliver meaningful and lasting social change.

Statement of Trustees' Responsibilities

The trustees (who are also directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are responsible for keeping adequate accounting records, safeguarding the assets of the charity, and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Achievements and Performance in 2024/25

During the year, ATM delivered a wide range of community-led programmes, research, advocacy, and engagement activities. These included leadership development initiatives, community organising and advocacy programmes, policy research, and partnership work with local authorities, statutory bodies, and sector partners.

ATM supported thousands of individuals directly through its programmes and engaged a much wider network of community members, organisations, and stakeholders. Activities contributed to increased confidence, civic participation, and leadership capacity within communities, as well as improved dialogue and accountability between communities and institutions.

A significant focus during the year was on developing long-term, systemic approaches to tackling inequality, including investment in research, coalition-building, and the development of community-owned assets. The trustees consider that the charity made strong progress against its strategic objectives during the year with the following projects:

1. Community Champions

Our work has highlighted a significant gap between the Mayor of London's vision of successful regeneration grounded in transparent, inclusive, and meaningful consultation and the reality experienced by communities. In practice, opportunities for fair and community-friendly regeneration remain limited due to a persistent accountability gap between decision-makers and the communities affected.

The Community Champion Project focuses on supporting disadvantaged BAME communities in regeneration areas. Many individuals within these communities lack both awareness of their rights and the confidence to hold decision-makers accountable.

Through our targeted activities, we have achieved strong and encouraging results. We have empowered 40 women with the knowledge,

skills, and confidence needed to engage more effectively in regeneration processes. Through training, mentoring, and ongoing support, these women are now better equipped to understand their rights, participate in consultations, and influence decisions that affect their communities.

In addition, we have supported nine women into positions of influence, enabling them to actively shape their futures. These women are now participating in key decision-making and advisory bodies responsible for housing and regeneration, ensuring that community voices particularly those of underrepresented groups are meaningfully reflected in the planning and development process.

We are also proud to be part of the London Housing Panel, contributing to wider strategic discussions on housing and regeneration across London.

Alongside empowering communities, we continue to foster more receptive mindsets among decision-makers, working to ensure that BAME voices are not only heard but genuinely considered in shaping regeneration outcomes.

2. Community Asset Transfer

The Asset Transfer Project aims to deliver tangible systemic policy change by securing community assets in perpetuity under the ownership and stewardship of Black and minoritised communities within the Royal Borough of Kensington and Chelsea (RBKC).

The project addresses the significant lack of accessible and genuinely affordable enterprise, community, and cultural spaces across RBKC. Historically, very few assets have been owned or stewarded by Black and minoritised communities, limiting opportunities for long-term stability, wealth creation, and community-led development.

Our work focuses on enhancing access to space and assets while influencing policies that advance racial, social, and economic justice. By enabling underrepresented communities to own and manage community assets, the project contributes to more equitable and sustainable local development.

Key Activities

- **Data Collection and Analysis**

Conducted comprehensive research on local authority asset disposal over the past decade to identify patterns, gaps, and inequalities.

- **Assessment of Affordable Workspace Provider Lists**

Reviewed local authority directories of affordable workspace providers to evaluate the diversity and representation of organisations included.

- **Strategic Engagement with RBKC**

Led targeted advocacy efforts to influence RBKC toward more inclusive and equitable asset distribution processes.

- **Community Engagement and Network Building**

Established a network of minority-led asset leaders, creating a platform for collaboration, knowledge sharing, and collective advocacy for equitable access to assets.

We have produced a comprehensive report outlining our findings and recommendations, which has been formally considered by the Royal Borough of Kensington and Chelsea (RBKC) and key local stakeholders.

We are now working collaboratively with these stakeholders to implement the report's recommendations, ensuring that the project's insights translate into meaningful action and long-term systemic change. This ongoing partnership represents a critical step toward achieving more equitable access to community assets for Black and minoritised communities.

3. Community Policy Papers

The Community Policy Papers initiative is a key strand of our work focused on influencing policy and driving systemic change. Through this work, we collaborate with community members, organisations, academics, and institutions to co-produce evidence-based solutions that address social and economic inequalities.

Our policy papers are grounded in the lived experiences of the communities we serve, ensuring that the voices of underrepresented groups are meaningfully reflected in policy discussions. These papers provide practical,

actionable recommendations for local and national decision-makers, with the aim of securing fairer outcomes and more equitable access to resources and opportunities.

Through ongoing advocacy, we actively engage stakeholders to ensure that our policy recommendations are considered and implemented. This approach enables us to bridge the gap between communities and decision-makers, contributing to meaningful and lasting social change.

4. Resilient Grant

The Resilient Grant is a strategic initiative designed to strengthen the capacity and long-term sustainability of community-led organisations working to advance racial and economic justice. Through this programme, we support mission-aligned partners to become more effective advocates for their communities.

Over a two-year period, the programme funds four partner organisations, each receiving £50,000 to build organisational capacity, strengthen advocacy skills, improve internal systems, and expand networks of influence. This targeted support enables partners to deepen their impact and increase their reach within the communities they serve.

5. Lead and Be Led

We have successfully completed the second year of the Lead and Be Led Project, with two more years remaining. Our latest report has been submitted to funders, who have expressed strong satisfaction with the programme's progress and achievements to date.

This year, we have supported 30 young people through the programme, equipping them with the skills, confidence, and guidance to become emerging young leaders. Participants benefit from tailored training and pathway support, enabling them to make informed decisions about their futures.

In addition, participants cascade their learning to other young people within their communities, extending the programme's impact and creating a ripple effect of knowledge, confidence, and leadership.

As part of this year's activities, our most recent cohort, Unlocked Futures, delivered a powerful and engaging programme exploring the challenges faced by young people who are uncertain about their future pathways. This included a well-attended event, an informative brochure, and a short documentary highlighting these experiences. The event was designed to empower young people by building their confidence and creating opportunities to connect with professionals from a range of sectors. Through these interactions, participants gained valuable insights, expanded their networks, and felt more supported in navigating their futures.

The Lead and Be Led Project has been recognised by London Youth as one of the best practice examples of youth programmes in London, particularly for its strong emphasis on participation and its success in building meaningful leadership skills among young people.

6. Culture House

Culture House is the first permanent cultural space in the UK dedicated to the Somali community. It serves as a vital platform to showcase Somali heritage, creativity, and lived experiences, while fostering cultural pride, intergenerational learning, and cross-cultural dialogue. Through its exhibitions and programmes, it ensures that Somali stories are preserved, celebrated, and shared with wider audiences.

Culture House officially launched in May 2025, marking a significant milestone in establishing a dedicated cultural and community space. Since its opening, Culture House has welcomed over 5,000 visitors.

Audiences have engaged with guided tours of the permanent exhibition, alongside four temporary exhibitions developed in collaboration with leading creatives and practitioners. The space has hosted a vibrant programme of public events, including book launches, poetry events, school visits, collaborations with other institutions, temporary exhibitions, panel discussions, and open mic nights. These activities have established Culture House as an inclusive hub for dialogue, creativity, and community connection.

We have also welcomed a wide range of stakeholders to the space, including researchers, arts institutions, funders, government departments, and universities, who have engaged with Culture House to inform and strengthen their own community-focused work.

We were featured in The Guardian, which highlighted the origin story and impact of Culture House to a wider national audience.

7. International Somali Awards

The International Somali Awards is a global platform dedicated to recognising, celebrating, and amplifying the achievements of Somali individuals and communities across diverse fields. The Awards aim to challenge negative narratives, inspire future generations, and highlight excellence within the Somali diaspora by showcasing role models, leadership, and innovation on an international stage.

The International Somali Awards brought together a global audience to celebrate Somali excellence. The event welcomed 250 guests to the iconic The Savoy Hotel, with the overarching theme of Somali Excellence.

The awards ceremony was a powerful and moving evening, recognising outstanding achievements across the Somali diaspora. The event was attended by high-profile figures and celebrated pioneers, reflecting the strength, diversity, and global impact of the Somali community.

The Awards achieved significant global reach, engaging over 1 million people online, demonstrating the scale and influence of the platform in celebrating Somali talent and achievement worldwide.

Side Events

A series of side events were held at The Hoxton Hotel and Dorsett Shepherd's Bush, creating additional spaces for dialogue, learning, and community engagement, with a further 240 attendees participating.

The first event, delivered in partnership with the British Muslim Trust, focused on awareness and empowerment around reporting hate crime. The session provided valuable guidance on the importance of reporting incidents and holding institutions accountable.

The second event explored Somali representation and disruption within the creative industries. Hosted by Samira Musa, the panel featured Chanel Ayan, Hussein Suleiman, and Ahmed Farah. The discussion inspired Somali creatives to pursue their ambitions with confidence, resilience, and a commitment to breaking barriers.



Signed
Date: 12.12.2025
Dheg Aidid
Chair



Independent Examiner's Report to the Trustees of Anti – Tribalism Movement

I report to the trustees on my examination of the financial statements of the Anti-Tribalism Movement ("the Charity") for the year ended 31 August 2025.

Responsibilities and Basis of Report

As the trustees of the Charity (and its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the **Companies Act 2006** ("the 2006 Act").

Having satisfied myself that the Charity is not required to be audited under Part 16 of the 2006 Act and is eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the **Charities Act 2011** ("the 2011 Act").

In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake this examination as I am a member of the Association of Chartered Certified Accountants, which is one of the recognised bodies.

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

1. Accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act, 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: or
4. The financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed:



Date: 12/12/2025

Md Iqbal Hossain MBA, FCCA
BK COMMUNITY ACCOUNTANT LTD
Chartered Certified Accountant
420/421 Arches
London, E3 4AA

Statement of Financial Activities 31st August 2025

Incoming/Expenditure Resources	Note	Unrestricted Funds	Restricted Funds	TOTAL Funds 2025	TOTAL Funds 2024
Income and endowments:		£	£	£	£
Grants from Government and other Charities	8	-	675,132	675,132	796,762
Small Donations	8	5,274	-	5,274	2,669
Trading Activities	9	47,785	-	47,785	22,643
Total Income		53,059	675,132	728,191	822,074
Expenditure:					
Fundraising	11,12	-	30,000	30,000	30,000
Charitable Activities	11,12	-	767,956	767,956	556,056
Culture House	11,12	-	20,198	20,198	30,314
Governance	11,12	-	21,028	21,028	9,689
Total expenditure		-	839,182	839,182	626,059
Net movement in funds		53,059	(164,050)	(110,991)	196,015
Reconciliation of funds:					
Total funds brought forward		257,188	274,430	531,618	335,603
Total funds carried forward	21,22	310,247	110,380	420,627	531,618

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

The notes on page 13 to 25 form part of these financial statements.

Statement of financial position

FIXED ASSETS	Note	2025	2024
		£	£
Tangible Fixed Assets	17	8,158	10,197
Current Assets			
Cash at Bank and in hand		385,060	533,372
Debtors	18	33,000	-
Total Current Assets		418,060	533,372
Current Liabilities			
Creditors: Amounts falling due within one year	19	(5,591)	(11,951)
Net current Assets		412,469	521,421
Total Assets/Net Assets			
		420,627	531,618
Funds of the charity:			
Unrestricted Funds	21,22	310,247	257,188
Restricted Funds	21,22	110,380	274,430
Total Charity Funds		420,627	531,618

For the year ending 31st August 2025, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the Financial Reporting

Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities SORP (FRS 102), the Charities Act 2011 and the Companies Act 2006. The charity meets the definition of a public benefit entity under FRS 102

These financial statements were approved by the board of trustees & authorised for issue on 9th November 2025, and are signed on behalf of the board by:



Name: Dheg Aidid (Chair)

The notes on page 13 to 25 form part of these financial statements.

Notes to the financial statements Year ended 31st August 2025

1. General Information

The Charity is a private Company Limited by Guarantee, registered in England & Wales and a registered charity in England & Wales. The address of the registered office is 5A Uxbridge Road, Shepherd's Bush, London, W12 8LJ.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting Policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable

except when the donors specify that they must be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accrual's basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources. Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events. Governance costs are those incurred in connection with

administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Designated funds are unrestricted funds earmarked by the trustees

for a particular future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable, and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable, and entitlement is established.
- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor, or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered and is classified under the headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities and the sale of donated goods.

- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of assets, less its residual value, over the useful economic life of those assets as follows:

Furniture & equipment 20% reducing balance

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund. When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee without share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member.

5. Pensions and other post - retirement benefits

All eligible staff are offered membership of a pension scheme in accordance with statutory requirements. Contributions are made to a defined contribution scheme administered by Nest Pension. The scheme is recognised by HMRC. The charity's contributions are charged to the Statement of Financial Activities as they become payable.

6. Investment Income

No Funds are held in a non-interest-bearing bank account. There is no bank charges associated with the account and trustees believe the achieve value for money in respect to the services provided by the bank.

7. Financial Instruments:

Carrying amount: Debt instruments on the balance sheet represent real and fair value. Financial liabilities on the balance sheet represent real and fair value.

8. Income from donations and legacies

Grants, donations, and legacies:	Unrestricted Funds	Restricted Funds	2025	2024
	£	£	£	£
Small Donations	5,274	-	5,274	2,669
Public Sector & Trusts:				
National Lottery Community Fund (LBL)	-	123,350	123,350	120,623
National Heritage Lottery Fund (CH)	-	316,782	316,782	1,889
Westway Trust	-	19,000	19,000	-
Cost of Living Grant	-	-	-	72,000
City Bridge Trust	-	50,500	50,500	75,000
Joffe Charitable Trust	-	-	-	33,000
CABWI Awarding Body	-	17,500	17,500	35,000
Comic Relief	-	75,000	75,000	245,000
Central Fund	-	-	-	2,000
National Youth Agency (NatWest Thrive Grant)	-	-	-	3,000
The Henry Smith Charity	-	20,000	20,000	40,000
Young Ealing Foundation	-	-	-	7,000
John Lyon's charity	-	-	-	120,000
Trust for London	-	53,000	53,000	17,250
London Community Foundation	-	-	-	25,000
TOTAL	5,274	675,132	680,406	799,431

9. Income from Other Trading Activities

	Unrestricted	Restricted	2025	2024
	£	£	£	£
Culture House	8,006	-	8,006	12,783
Income (VAT Recovery)	39,779	-	39,779	9,860
TOTAL	47,785	-	47,785	22,643

10. Capital Income

	Un-restricted	Restricted	2025	2024
	£	£	£	£
	-	-	-	-
TOTAL	-	-	-	-

11. Expenditure on Charitable Activities by Fund type

Charitable activities & Support Cost	Unrestricted Funds	Restricted Funds	Total 2025	Unrestricted Funds	Restricted Funds	Total 2024
	£	£	£	£	£	£
Services	-	788,154	788,154	-	586,370	586,370
Governance	-	21,028	21,028	-	9,689	9,689
Fundraising	-	30,000	30,000	-	30,000	30,000
Total	-	839,182	839,182	-	626,059	626,059

12. Expenditure on Charitable Activities by Activity type

Charitable activities & Support Cost	Services	Governance	Fund raising	Total Funds 2025	Total 2024
	£	£	£	£	£
Staff Costs	312,515	-	-	312,515	244,615
Contractor, Consultants	68,625	-	30,000	98,625	48,960
Business Rates	-	2,695	-	2,695	2,829
Culture House	20,198	-	-	20,198	30,314
Depreciation	2,039	-	-	2,039	2,549
Other indirect Costs	29,719	18,333	-	48,052	47,932
Direct Costs	355,058	-	-	355,058	248,860
Total	788,154	21,028	30,000	839,182	626,059

13. Independent examination fees

	2025	2024
Fees payable to the independent examiner for:	£	£
Independent examination of the financial statements	4,300	4,300
Total	4,300	4,300

14. Staff Cost

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Salaries and wages	278,420	218,408
Social Security Costs	32,027	22,399
Employee contributions to pension plans	2,068	3,808
Total	312,515	244,615

The average head count of employees during the year was 9 (2024:12). The average number of fulltime equivalent employees during the year is analysed as follows:

	2025	2024
	£	£
Number of management and administrative staff	5	6
Number of core service staff	4	6
Total	9	12

No employee earned more than £60,000 during the year (2024: nil).

15. Trustee remuneration and expenses:

SORP 2015 requires the following statements to be made:

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

16. Related parties:

There are no related party transactions during the year.

17. Tangible Fixed Assets

	Equipment	Furniture & Fixtures	Total
	£	£	£
Cost			
At 1 September 2024	44,534	26,139	70,673
Additions	-	-	-
At 31 August 2025	44,534	26,139	70,673
Depreciation			
At 1 September 2024	39,022	21,454	60,476
Charge this period	1,102	937	2,039
At 31 August 2025	40,124	22,391	62,515
Net book value			
At 31 August 2025	4,410	3,748	8,158
At 31 August 2024	5,512	4,685	10,197

18. Debtors:

	2025	2024
	£	£
National Heritage Lottery Fund	33,000	-
Total	33,000	-

19. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade Creditors	-	3,700
Independent Examination fees	4,300	4,300
HMRC	1,291	3,951
Total	5,591	11,951

20. Operating lease commitments:

Operating Lease is 30 years. Office Capital Development covered the ATM rent of the eleven years of the operating lease. Rates with a charity discount are £2,829 for the year 2024/2025.

21. Analysis of charitable Funds:

	Unrestricted Fund	Restricted Funds	Total Fund 2025
	£	£	£
Tangible fixed assets	-	8,158	8,158
Current assets	310,247	102,222	412,469
Net Assets	310,247	110,380	420,627

22. Fund balance brought forward & carried forward.

Funds:	Balance at 1st Sept 2024	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2025
Restricted Funds:	£	£	£	£	£
Balance brought Forward	274,430	-	-	198,456	75,974
National Lottery Community fund	-	-	123,350	93,194	30,156
City Bridge Trust	-	-	50,500	46,250	4,250
Trust for London	-	-	53,000	53,000	-
The Henry Smith Charity	-	-	20,000	20,000	-
CABWI Awarding Body	-	-	17,500	17,500	-
National Heritage Lottery Fund	-	-	316,782	316,782	-
Westway Trust	-	-	19,000	19,000	-
Young Ealing Foundation	-	-			-
Comic Relief	-	-	75,000	75,000	-
John Lyon's Charity	-	-	-	-	-
London Community Foundation	-	-	-	-	-
Sub Total	274,430	-	675,132	839,182	110,380
Unrestricted Fund:					
Brought Forward	257,188	-	-	-	257,188
Culture House	-	8,006	-	-	8,006
Small Donations	-	5,274	-	-	5,274
Other Income	-	39,779	-	-	39,779
Sub Total	257,188	53,059	-	-	310,247
Total Fund Carried Forward	531,618	53,059	675,132	839,182	420,627

23. Income in Details:

Income and endowments:	2025	2024
Donations and Legacies:	£	£
Public Sector:	-	-
Sub Total	-	-
Charitable Trusts:		
National Lottery Community fund	123,350	120,623
City Bridge Trust	50,500	75,000
Westway Trust	19,000	-
Cost of Living Grant	-	72,000
National Heritage Lottery Fund	316,782	1,889
Joffe Charitable Trust	-	33,000
Comic Relief	75,000	245,000
CABWI Awarding Body	17,500	35,000
Young Ealing Foundation	-	7,000
Central Fund	-	2,000
London Community Foundation	-	25,000
John Lyon's Charity	-	120,000
The Henry Smith Charity	20,000	40,000
Trust for London	53,000	17,250
National Youth Agency (NatWest Thrive Grant)	-	3,000
Sub Total	675,132	796,762
Corporate and Membership Donations:		
Small Donations	5,274	2,669
Sub Total	5,274	2,669

Other Trading Activities:		
Culture House	8,006	12,783
Other Income (HMRC VAT Recovery)	39,779	9,860
Sub Total	47,785	22,643
TOTAL INCOME	728,191	822,074

24. Expenditure in details:

Expenditure	2025	2024
Expenditure on charitable activities	£	£
Salaries NI and Pension	312,515	244,615
Business Rates	2,695	2,829
Project Activities Cost	69,915	149,470
Printing, Stationery, Admin & Advertisement	14,272	2,630
Community Contributions	-	13,890
Volunteers Activities	2,130	500
ATM Resilience Grants (Project Partners)	100,000	100,000
Consultant/Contractor	68,625	18,960
Fundraising Cost	30,000	30,000
Staff Training	1,767	-
Telephone, Gas, Electricity & Internet	4,505	17,760
Cleaning	7,045	-
Legal & Professional	18,333	10,785
Depreciation	2,039	2,549
Insurances & Removal	1,318	1,757
Cultural House - Repair and maintenance	20,198	17,810
Cultural House - Office Development	183,825	12,504
Total Expenditure	839,182	626,059
Net Movement in Funds	(110,991)	196,015

Company Registration No. 07002550
Charity Registration No. 1168836

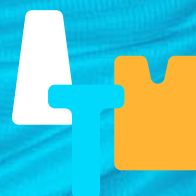
Annual Report and Financial Statement

For the year ended
31st August 2025

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Find out more
theatm.org



**Anti
Tribalism
Movement**

ANTI TRIBALISM MOVEMENT

England & Wales - Charity number 1168836

Accounts

A photograph of two young men of African descent smiling. The man in the foreground is wearing a dark button-down shirt over a white t-shirt. The man in the background is wearing a white headwrap and a light blue shirt. They are in an indoor setting with a blue wall and a sign in the background.

Annual Report and Financial Statement

For the year ended
31st August 2024



Contents

Trustees' Annual Report (Incorporating Director's Report)	3-8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the account	12-24

Trustees' Annual Report

The trustees, who are also the directors for the purposes of company law, present their report and the independently examined financial statements of the charity for the year ended 31 August 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name:

Anti-Tribalism Movement

Charity registration number:

1168836

Company registration number:

07002550

Registered office:

5A Uxbridge Road
Shepherd's Bush
London
W12 8LJ

Trustees:

Dheg Aidid – Chair
Gwanwyn Mason
Idil Hassan
Abdirizak Issa
Yusuf Abdi

Company Secretary:

Bisharo Mohamud

Independent Examiner:

BK Community Accountant Ltd
Chartered Certified Accountant
124 City Road
London, EC1V 2NX

Bankers:

NatWest Bank,
314 Chiswick High Rd,
London, W4 5TB

Lawyers:

Russell-Cooke Solicitors,
2 Putney Hill
London, SW15 6AB

Organisational Purpose

The Anti-Tribalism Movement (ATM) is a non-profit organisation that is committed to combating tribal discrimination and promoting a fairer and more equitable society through our three strategic priorities of fostering tolerance, leadership development, and advancing social justice.

Strategic Priorities 2024-29

Three strategic priorities will underpin everything we do over the next five years. Each Priority is supported by a series of outcomes and methods taken to achieve them.

01. Fostering Tolerance

We have developed projects and campaigns that challenge existing stereotypes and promote understanding, tolerance, and awareness of inclusive societies. Through these initiatives, we connect with people from diverse backgrounds and foster dialogue and interaction in safe spaces. This helps to build collaboration, confidence, and trust between different communities, empowering them to address, challenge, and even overcome inequalities.

02. Leadership Development

Over the next five years, one of the Anti-Tribalism Movement's strategic priorities will be leadership development. Through our projects, we will identify, develop, and amplify future leaders with tailored tools, networks, skills, and knowledge opportunities aimed at combating social inequalities. We will hone in on participants' unique lived experiences and asset-based to enrich the depth and reach of our projects.

03. Racial and Economic Justice

There is a clear, evidence-based link between race and poverty. We will work directly with users, partners, community leaders, campaigners, and like-minded organisations to challenge racial and economic injustice. Our goal is to play a vital role in public policy by promoting an informed, healthy, and evidence-based approach to decision-making that best responds to community needs. We will build alliances, co-produce and develop policy papers, and create

programmes to increase wealth and income within Black and minority communities, ensuring that the rights and voices of marginalised people are represented.

Organisational Values

ATM operates on fundamental principles and organisational values, which we live and breathe every day:

Responsive

We will be agile in our responses to community needs and develop new services as the demand and external environment dictates.

Person/Community Centred

We will work with beneficiaries to embrace people's power, lived-experiences, assets, and resources to achieve our goals.

Transparent

We will be transparent, open, honest, fair, and have integrity in everything we do.

Collaborative

We will work in partnership to tackle tribalism, injustice, and inequality.

As a well-established organisation, we have earned a reputation for being fair, visionary, and trustworthy. We enjoy credibility within the wider BAME community, particularly among those of East African origin, as well as grassroots minority organisations, donors, and policymakers. We frequently serve as the initial point of contact for advice and consultations, establishing ourselves as leaders in advocating for change to enhance the conditions of BAME communities. Our trustees, supporters, volunteers, and staff possess a wealth of lived experience that we utilise to provide professional and reflective interventions for all our stakeholders, including service users and partners who rely on us to bring the voices of local people and communities to their attention.

Our ethos is firmly rooted in responding appropriately to the needs of our service users without being too prescriptive. Over the last 14 years, we have assisted individuals in becoming

active members within their communities, fostering lifelong skills to counter social divisions. To secure the future of the charity, we are determined to build on our most impactful programs, including our young leaders training program, research initiatives, fellowship, and advocacy program. Our goal is to deepen and strengthen these programmes, so they realise their expected outcomes and future community impacts.

Achievements and Performance in 2023/24

In 2023/24, The Anti-Tribalism Movement undertook several projects, initiatives, and campaigns. The projects and initiatives we worked on this year are as follows:

Lead And Be Led

We have successfully delivered 24 training sessions for thirty young people from disadvantaged socioeconomic backgrounds to develop their leadership skills, experience, knowledge, and connections. Through a wide range of creative activities, Lead and Be Led has enhanced young people's skills in decision-making, teamwork, conflict resolution, and self-awareness. The beneficiaries have all improved their decision-making, conflict management, negotiation, critical thinking, creativity, and employability prospects. They have also gained access to part-time and full-time jobs, as well as volunteering opportunities, and demonstrated continued professional development as young leaders. Additionally, they have attended community events and networking fairs to further enhance their knowledge of leadership and available resources.

Culture House

The Culture House (CH) is a bold new community-initiated and led venture that will make the heritage landscape of the UK more diverse and inclusive. It will tell the story of the British Somali community, which has put down roots in the UK over the past decades but remains on the fringes of the national cultural consciousness. The core activity of CH is to preserve tangible and intangible Somali cultural assets and present them to diverse audiences

in the community's authentic voice. By doing this, it will illuminate their complex and varied experiences and their evolving multi-layered identities, exploring and revealing narratives of origin, migration, and adaptation to foster dialogue and tolerance. We established the foundation for Culture House this year, which includes the capital space where these activities will take place, and we plan to start delivering them in 2025.

Resilience Grant

In response to the negative impacts of COVID-19 on our communities, we secured a grant from Comic Relief, allowing us to launch ATM resilience grants to support the BAME voluntary sector in sustaining core services and adapting to COVID-19-related challenges. With this funding, we disbursed £200,000 to four organisations across London that play a vital role in building stronger, more resilient communities by addressing the unique challenges faced by marginalised groups.

Housing Champions

This year, we held two impactful workshops for BAME women as part of our project, achieving one of our highest turnouts to date. Participants learned about regeneration projects across London and how they could affect their communities. They gained valuable knowledge in advocacy, gentrification, and the vital importance of having a voice and representation in London's housing landscape. These workshops successfully placed three women on housing panels, specifically within Hammersmith & Fulham Council and Greenwich Council. Their involvement will aid in amplifying the voices of tenants, advocating for more equitable and improved housing conditions in their respective areas.

Don't Judge Don't Label

We have been able to deliver 20 workshops to 75 young people across three schools to combat prejudice and promote inclusivity through achieving several critical objectives. These workshops addressed the issue of racism and discriminatory behaviours, as all of these students had previously faced suspensions related to these matters. After completing the workshops, all students initiated a social action project focused



on raising awareness about racism and prejudice within their school community. An example of one of these social action projects was Villiers High School students who chose to design informational posters on the different forms of prejudice. They highlighted key issues that affect them personally and in school. The posters covered various topics such as anti-blackness, racism, xenophobia, islamophobia and sexism. They chose these topics because they were drawing on their own experiences with racism and isolation due to prejudice. They took the time to reflect on their own ignorance and reasons as to why they received sanction at school.

The Don't judge Don't Label Project achieved the following:

- Helped 75 young people develop practical tools and actions to reduce ignorance, fear, and prejudice, the precursors to hateful behaviour.
- Supported 75 young people in developing campaigning, advocacy, influencing, and organisational skills to enhance their future employability.
- Assisted 75 young people in building their confidence and skills for handling challenging situations with friends, peers, family, and wider society

Youth Employability

This year, we have successfully placed 30 young people into meaningful employment. Following our employment training, participants have reported increased self-confidence, enhanced skills in presentation and problem-solving, and an improved ability to conduct effective job searches with stronger CVs. They've gained a deeper understanding of potential career paths, expanded their professional networks, and accessed exclusive opportunities. Additionally, they've shown confidence in their interview skills and in communicating and connecting with prospective employers. Through a blend of training, personalised support, and ongoing interaction with the Youth Employability Officer, these young people have acquired new skills for personal development, resulting in notable improvements in their confidence, knowledge, and professional networks.

Financial Review

This financial year we had unrestricted income of £102,312 and restricted income of £719,762. Total incomes were £822,074. We had a net movement of £102,312 on the unrestricted income and a net movement of £93,703 on restricted income. The charity had unrestricted reserves of £257,188 and restricted reserves of £274,430. Total Reserves 2023-2024 was £531,618.

Where does our money come from?

The Anti-Tribalism Movement began as a grass-roots organisation funded by membership donations. Since then, we have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, our venue and contract from private. Throughout, our volunteers, supporters and individual donors have been important to us. Our growing portfolio of restricted income grants and sponsorships are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, contracts and grant-making institutions. We expect to see our fundraising costs increase as we explore new opportunities. We are confident that in doing so, we will transform relationships with our supporters in order to maximise the amount available for our charitable activities within the next few years.

How do we judge the impact of our work?

We are committed to ensuring that in everything we do, we are accountable to those whom we work with and for, from our service users (communities and donors) and other stakeholders (staff and volunteers). We use several tools to monitor, evaluate and learn from our stakeholders, including:

- Evaluating the success of our projects from several areas such as change, enjoyment, participations, development, skills gap and methodology.
- Completing review exercises to understand our outcome achievements as well as our challenges, and how we deal with them.

- Undertaking evaluations to assess our overall strategies, test the core assumptions about how we contribute to social change and assess our effectiveness in different contexts.
- Consulting with key stakeholders to gather their insights and assessments about our work and efforts.

Our findings are used both internally and externally. Internally it is used to strengthen our ability to manage larger programs, to review the strengths of the board and explore options on how to deal with any arising issues. Externally we share our learning, case studies, trends and analysis with funders, the wider community, members and other relevant stakeholders to promote good practice.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

Reserves Policy

The Anti-Tribalism Movement's policy is to maintain a level of unrestricted and undesignated reserves equivalent to six months' expenditure. Currently we are working towards achieving this target by 2026.

Risk Management

The trustees have assessed the major risks to which Anti-Tribalism Movement is exposed and are satisfied that those systems are in place to mitigate exposure to the major risks including maintaining a risk register, which is reviewed annually.

Investment Policy

The charity does not produce a sufficient surplus to invest, as priority must be given to building our unrestricted reserves.

Plans for future

We have diversified substantially to develop a strong income stream from trusts, foundations,

corporates, members, venue hire, supporters, and individual donors. Our growing portfolio of unrestricted income venue hire, and donations are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, and grant-making institutions.

Independent Examiners

The charity appointed BK Community Accountant Ltd. as our independent examiner. The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the Anti-Tribalism Movement's Memorandum and Articles, the Companies Act 2006, and the Statement of Recommended Practice "Accounting and Reporting by Charities," issued in March 2005. The trustees' annual report and the strategic report were approved on 01.11.2024 and signed on behalf of the board of trustees by:

Dheg Aid
Chair

Date: 01.11.2024



Independent Examiner's Report to the Trustees Of Anti – Tribalism Movement

I report to the trustees on my examination of the financial statements of Anti– Tribalism Movement ('the charity') for the year ended 31st August 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Certified Chartered Accountants (ACCA), which is one of the listed bodies.

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

1. Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act: or
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. The financial statements have not been prepared in accordance with the methods and principles of the statement.

of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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.

Signed:



Date: 05/11/2024

Md Iqbal Hossain MBA, FCCA
BK COMMUNITY ACCOUNTANT LTD
Chartered Certified Accountant
124 City Road,
London. EC1V 2NX

Statement Of Financial Activities 31st August 2024

Incoming/Expenditure Resources	Note	Unrestricted Funds	Restricted Funds	TOTAL Funds 2024	TOTAL Funds 2023
Income and endowments:		£	£	£	£
Grants from Government and other Charities	8	77,000	719,762	796,762	683,081
Small Donations	8	2,669	-	2,669	3,560
Trading Activities	9	22,643	-	22,643	14,586
Total Income		102,312	719,762	822,074	701,227
Expenditure:					
Fundraising	11,12	-	30,000	30,000	30,000
Charitable Activities	11,12	-	556,056	556,056	494,439
Culture House	11,12	-	30,314	30,314	45,077
Governance	11,12	-	9,689	9,689	10,004
Total expenditure		-	626,059	626,059	579,520
Net movement in funds		102,312	93,703	196,015	121,707
Reconciliation of funds:					
Total funds brought forward		154,876	180,727	335,603	213,896
Total funds carried forward	21,22	257,188	274,430	531,618	335,603

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

The notes on page 15 to 25 from part of these financial statements.

Statement of financial position 31st August 2024

FIXED ASSETS	Note	2024	2023
		£	£
Tangible Fixed Assets	17	10,197	12,746
Current Assets			
Cash at Bank and hand		533,372	334,809
Debtors	18	-	-
Total Current Assets		533,372	334,809
Current Liabilities			
Creditors: Amounts falling due within one year	19	(11,951)	(11,952)
Net current Assets		521,421	322,857
Total Assets/Net Assets			
		531,618	335,603
Funds of the charity:			
Unrestricted Funds	21,22	257,188	154,876
Restricted Funds	21,22	274,430	180,727
Total Charity Funds		531,618	335,603

For the year ending 31st August 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

- These accounts have been prepared in accordance with the provisions applicable to companies subject to the small Companies regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the board of trustees & authorised for issue on 1st November 2024, and are signed on behalf of the board by:



Name: Dheg Aidid (Chair)

The notes on page 15 to 25 form part of these financial statements.

Notes to the financial statements Year ended 31st August 2024

1. General Information

The Charity is a private Company Limited by Guarantee, registered in England & Wales and a registered charity in England & Wales. The address of the registered office is 5A Uxbridge Road, Shepherd's Bush, London, W12 8LJ.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable

except when the donors specify that they must be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accrual's basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources. Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events. Governance costs are those incurred in connection with

administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose. Designated funds are unrestricted funds earmarked by the trustees

for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable, and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable, and entitlement is established.
- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor, or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered and is classified under the headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events non-charitable trading activities and the sale of donated goods.

- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of assets, less its residual value, over the useful economic life of those assets as follows:

Furniture & equipment 20% reducing balance

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund. When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee without share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member.

5. Pensions and other post - retirement benefits

All staff has been offered a pension contribution recognised by HMRC. All staff has opted out so there are no pension assets to administer and there is no other post – retirement benefits funded by the charity.

6. Investment Income

No Funds are held in a non-interest-bearing bank account. There is no bank charges associated with the account and trustees believe the achieve value for money in respect to the services provided by the bank.

7. Financial Instruments:

Carrying amount: Debt instruments on the balance sheet represent real and fair value. Financial liabilities on the balance sheet represent real and fair value.

8. Income from donations and legacies

Grants, donations, and legacies:	Unrestricted Funds	Restricted Funds	2024	2023
	£	£	£	£
Small Donations	2,669	-	2,669	3,560
Public Sector & Trusts:				
National Lottery Community Fund (LBL)	-	120,623	120,623	116,960
National Heritage Lottery Fund	-	1,889	1,889	34,200
Cost of Living Grant	72,000	-	72,000	-
City Bridge Trust	-	75,000	75,000	-
OXFAM	-	-	-	26,500
Corporate Donations	-	-	-	18,421
Joffe Charitable Trust	-	33,000	33,000	31,500
The Tudor Trust	-	-	-	30,000
CABWI Awarding Body	-	35,000	35,000	32,500
Comic Relief	-	245,000	245,000	135,000
Paul Hamlyn Foundation	-	-	-	33,000
Central Fund	2,000	-	2,000	-
National Youth Agency (NatWest Thrive Grant)	3,000	-	3,000	2,250
The Henry Smith Charity	-	40,000	40,000	95,500
Young Ealing Foundation	-	7,000	7,000	-
John Lyon's charity	-	120,000	120,000	45,000
Trust for London	-	17,250	17,250	32,250
London Community Foundation	-	25,000	25,000	50,000
TOTAL	79,669	719,762	799,431	686,641

9. Income from Other Trading Activities

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Culture House	12,783	-	12,783	11,750
Income (VAT Recovery)	9,860	-	9,860	2,836
TOTAL	22,643	-	22,643	14,586

10. Capital Income

	Un-restricted	Restricted	2024	2023
	£	£	£	£
	-	-	-	-
	-	-	-	-
TOTAL	-	-	-	-

11. Expenditure on Charitable Activities by Fund type

Charitable activities & Support Cost	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£	£	£	£
Services	-	586,370	586,370	-	539,516	539,516
Governance	-	9,689	9,689	-	10,004	10,004
Fundraising	-	30,000	30,000	-	30,000	30,000
Total	-	626,059	626,059	-	579,520	579,520

12. Expenditure on Charitable Activities by Activity type

Charitable activities & Support Cost	Services	Governance	Fund raising	Total Funds 2024	Total 2023
	£	£	£	£	£
Staff Costs	244,615	-	-	244,615	232,450
Contractor, Consultants	18,960	-	30,000	48,960	49,712
Business Rates	-	2,829	-	2,829	1,905
Culture House	30,314	-	-	30,314	45,077
Depreciation	2,549	-	-	2,549	3,187
Other indirect Costs	41,072	6,860	-	47,932	48,521
Direct Costs	248,860	-	-	248,860	198,668
Total	586,370	9,689	30,000	626,059	579,520

13. Independent examination fees

	2024	2023
Fees payable to the Independent examiner for:	£	£
Independent examination of the financial statements	3,700	3,700
Total	3,700	3,700

14. Staff Cost

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Salaries and wages	218,408	216,403
Social Security Costs	22,399	16,047
Employee contributions to pension plans	3,808	-
Total	244,615	232,450

The average head count of employees during the year was 15(2023:15). The average number of fulltime equivalent employees during the year is analysed as follows:

	2024	2023
	£	£
Number of management and administrative staff	6	6
Number of core service staff	6	6
Total	12	12

No employee earned more than £60,000 during the year (2023: nil).

15. Trustee remuneration and expenses:

SORP 2015 requires the following statements to be made:

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

16. Related parties:

There are no related party transactions during the year.

17. Tangible Fixed Assets

	Equipment	Furniture & Fixtures	Total
	£	£	£
Cost			
At 1 September 2023	44,534	26,139	70,673
Additions	-	-	-
At 31 August 2024	44,534	26,139	70,673
Depreciation			
At 1 September 2023	37,644	20,283	57,927
Charge this period	1,378	1,171	2,549
At 31 August 2024	39,022	21,454	60,476
Net book value			
At 31 August 2024	5,512	4,685	10,197
At 31 August 2023	6,890	5,856	12,746

18. Debtors

	2024	2023
	£	£
Trade Debtors	-	-
Total	-	-

19. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade Creditors	4,300	4,300
Independent Examination fees	3,700	3,700
HMRC	3,951	3,952
Total	11,951	11,952

20. Operating lease commitments

Operating Lease is 30 years. Office Capital Development covered the ATM rent of the eleven years of the operating lease. Rates with a charity discount are £2,829 for year 2023/2024.

21. Analysis of charitable Funds

	Unrestricted Fund	Restricted Funds	Total Fund 2024
	£	£	£
Tangible fixed assets	-	10,197	10,197
Current assets	257,188	264,233	521,421
Net Assets	257,188	274,430	531,618

22. Fund balance brought forward & carried forward

Funds:	Balance at 1st Sept 2023	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2024
Restricted Funds:	£	£	£	£	£
Balance brought Forward	180,727	-	-	138,952	41,775
National Lottery Community fund	-	-	120,623	90,467	30,156
City Bridge Trust	-	-	75,000	66,667	8,333
Trust for London	-	-	17,250	17,250	-
The Henry Smith Charity	-	-	40,000	33,334	6,666
CABWI Awarding Body	-	-	35,000	32,500	2,500
National Heritage Lottery Fund	-	-	1,889	1,889	-
Joffe Charitable Trust	-	-	33,000	23,000	10,000
Young Ealing Foundation	-	-	7,000	7,000	-
Comic Relief	-	-	245,000	125,000	120,000
John Lyon's Charity	-	-	120,000	65,000	55,000
London Community Foundation	-	-	25,000	25,000	-
Sub Total	180,727	-	719,762	626,059	274,430
Unrestricted Fund:					
Brought Forward	154,876	-	-	-	154,876
Culture House	-	12,783	-	-	12,783
Cost of Living Grant	-	72,000	-	-	72,000
National Youth Agency (NatWest Thrive Grant)	-	3,000	-	-	3,000
Central Fund	-	2,000	-	-	2,000
Small Donations	-	2,669	-	-	2,669
Other Income	-	9,860	-	-	9,860
Sub Total	154,876	102,312	-	-	257,188
Total Fund Carried Forward	335,603	102,312	719,762	626,059	531,618

23. Income in Details

Income and endowments:	2024	2023
Donations and Legacies:	£	£
Public Sector:		
LBH&F (Kick Start Project)	-	-
Sub Total	-	-
Charitable Trusts:		
National Lottery Community fund	120,623	116,960
City Bridge Trust	75,000	-
Cost of Living Grant	72,000	-
National Heritage Lottery Fund	1,889	34,200
Joffe Charitable Trust	33,000	31,500
Comic Relief	245,000	135,000
CABWI Awarding Body	35,000	32,500
Young Ealing Foundation	7,000	-
Central Fund	2,000	-
London Community Foundation	25,000	50,000
John Lyon's Charity	120,000	45,000
The Henry Smith Charity	40,000	95,500
Trust for London	17,250	32,250
National Youth Agency (NatWest Thrive Grant)	3,000	2,250
Corporate Donations	-	18,421
Oxfam	-	26,500
The Tudor Trust	-	30,000
Paul Hamlyn Foundation	-	33,000
Sub Total	796,762	683,081

Corporate and Membership Donations:		
Small Donations	2,669	3,560
Sub Total	2,669	3,560
Other Trading Activities:		
Culture House	12,783	11,750
Other Income (HMRC VAT Recover)	9,860	2,836
Sub Total	22,643	14,586
TOTAL INCOME	822,074	701,227

24. Expenditure in details

Expenditure	2024	2023
Expenditure on charitable activities	£	£
Salaries NI and Pension	244,615	232,450
Business Rates	2,829	1,905
Project Activities Cost	149,470	198,668
Admin & Advertisement	2,630	18,932
Community Contributions	13,890	10,004
Volunteers Activities	500	1,600
ATM Resilience Grants (Project Partners)	100,000	-
Consultant/Contractor	18,960	19,712
Fundraising Cost	30,000	30,000
Telephone, Gas, Electricity & Internet	17,760	10,167
Legal & Professional	10,785	6,300
Depreciation	2,549	3,187
Insurances & Removal	1,757	1,518
Cultural House - Repair and maintenance	17,810	29,982
Cultural House - Office Development	12,504	15,095
Total Expenditure	626,059	579,520
Net Movement in Funds	196,015	121,707

Company Registration No. 07002550
Charity Registration No. 1168836

Annual Report and Financial Statement

For the year ended
31st August 2024

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info@theatm.org

Find out more
theatm.org



ANTI TRIBALISM MOVEMENT

England & Wales - Charity number 1168836

Accounts



ANNUAL REPORT AND FINANCIAL STATEMENT

FOR THE YEAR ENDED
31ST AUGUST 2023



ANTI-TRIBALISM MOVEMENT

ANTI-TRIBALISM MOVEMENT (ATM)



CONTENTS

Trustees' Annual Report (Incorporating Director's Report)	3-9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Accounts	13-25

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31ST AUGUST 2023

The trustees, who are also the directors for the purposes of company law, present their report and the independently examined financial statements of the charity for the year ended 31 August 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name:

Anti-Tribalism Movement

Charity registration number:

1168836

Company registration number:

07002550

Registered office:

5A Uxbridge Road,
Shepherd's Bush,
London, W12 8LJ

Trustees:

Dheg Aidid – Chair
Dr Yusuf Omar
Idil Hassan
Abdirizak Issa
Gwanwyn Mason
Yusuf Abdi

Company Secretary:

Bishara Mohamud

Independent Examiner:

BK Community Accountant Ltd
Chartered Certified Accountant
124 City Road
London, EC1V 2NX

Bankers:

NatWest Bank,
314 Chiswick High Rd,
London, W4 5TB

Lawyers:

Russell-Cooke Solicitors,
2 Putney Hill,
London, SW15 6AB

Our Purpose

The Anti-Tribalism Movement is a non-profit organisation committed to addressing tribal discrimination and promoting fairer and more equitable societies. We pursue this mission through five thematic priorities: fostering tolerance, encouraging dialogue, producing leaders, and conducting community research to influence institutional policies and practices.

Objective

The objectives of the charity are to advance conflict resolution and reconciliation in communities adversely affected by tribalism, with a view to relieving suffering, poverty, and distress, and building and maintaining social cohesion and trust within and between communities by:

- Advancing education about tribalism and its impact.
- Promoting dialogue, mutual understanding, tolerance, and peace within communities.
- Empowering people to challenge inherited prejudices that can cause conflict and social instability.
- Seeking to eliminate discrimination and extremist practices that can arise as a consequence of tribalism and violence.
- Conducting research on ways to counter tribalism and publishing the results.
- Empowering young people to be active members of their communities through leadership training and other opportunities.
- Such other means as the Trustees may determine.

Our core values

Impartiality – We believe to base our decisions on objective criteria, rather than on the basis of bias, tribalism, prejudice or preferences.

Credibility – We believe to earn respect and trust through our programmes with tangible outcomes by sharing lessons learnt and achievements.

Transparency – We believe timely and reliably disclosure of ATM's financial performance.

Commitment – We believe that achieving a society free from tribalism and inequalities takes time. That's why we make long-term commitments to people to resolve tribal conflicts and social inequality and promote tolerant and inclusive societies.

We are a continually evolving charity that responds to the needs of our service users. At 13 years old, we take great pride in our accomplishments within this relatively short period. Currently, we are in the process of formulating a new strategic plan that will outline our ambitions for the future, guiding our work for the next four years. This plan will involve reflecting on our achievements since our formation and exploring new approaches that better meet the needs of our service users while ensuring our own sustainability.

Our ethos is firmly rooted in responding appropriately to the needs of our service users without being too prescriptive. Over the last 13 years, we have assisted individuals in becoming active members within their communities, fostering lifelong skills to counter social divisions. To secure the future of the charity, we are determined to build on our most impactful programmes, including our young leaders training programme, research initiatives, fellowship, and advocacy programme. Our goal is to deepen and strengthen these programmes to realise their expected outcomes and future community impacts.

As a well-established organisation, we have earned a reputation for being fair, visionary, and trustworthy. We enjoy credibility within the wider BAME community, particularly among those of East African origin, grassroots minority organisations, donors, and policymakers. Often the first point of contact for advice and consultations, we are recognised as leaders in advocating for change to improve the situation of BAME communities. Our trustees, supporters, volunteers, and staff possess a wealth of lived experience that we utilise to provide professional and reflective interventions for all our stakeholders, including service users and partners who rely on us to bring the voices of local people and communities to their attention.

Our Strategic Priorities 2022-23

Encouraging Dialogue

Creating a space for dialogue is essential to building cohesive and harmonious societies. We connect people from different clans, tribes, and nations affected by the same tribal conflict, enabling them to discuss tribalism and its impacts. Through dialogue, we have built confidence and trust among different communities.

Foster Tolerance

We collaborate with partners to organise seminars, reconciliation conferences, training sessions, and events. These initiatives challenge existing stereotypes and promote understanding, tolerance, and awareness of peaceful ways to resolve conflicts. They help both outsiders and tribal communities better understand the complexities of each situation.

Produce Leaders

We aim to train 30 young leaders per year to become role models, influencing change that benefits their communities and the wider society. They will serve as bridgeheads, enabling other young people to follow in their footsteps and providing strategic leadership that ensures the voice and needs of their communities are represented at all levels of public decision-making.

Advocacy

We continue to produce policy reports and campaigns to advocate for the communities we serve, including marginalised groups. This involves communicating the challenges they face to decision-makers. Our work is guided by listening to affected communities and engaging civil society actors across the board to facilitate meaningful discourse and lasting change.

Research

We collaborate with academics and universities to identify the root causes of tribalism. Through the findings of the research, we develop publications for schools, policymakers, public bodies, and institutions, enabling them to better serve those communities and counter the misuse of tribal differences.

Achievement and Performance in 2022/23

In 2022/23, The Anti-Tribalism Movement undertook several projects, initiatives, and campaigns. The projects and initiatives we worked on this year are as follows:

Lead and Be Led

We have successfully delivered 22 training sessions for thirty young people from disadvantaged socioeconomic backgrounds. Through a wide range of creative activities, Lead and Be Led has improved young people's skills in decision-making, teamwork, conflict resolution, and self-awareness. This year, the project produced two social action campaigns: Life of a Londoner, a podcast that has amassed over 16,000 views and documents the questions, thoughts, and experiences of young Londoners featuring special guests who share their personal leadership journeys, and a sold-out networking event that allowed young people to connect with leaders and emphasise the need for role models within communities. The social action campaigns have interacted with diverse sectors and leaders, and the young leaders have cascaded to learnings to other young people.

The beneficiaries have all improved their employability opportunities, gained access to part-time and full-time jobs and volunteering opportunities and demonstrating the young leaders continued professional development. They have also attended community events and networking fairs to further enhance their knowledge of leadership and the resources available to them.

Housing Project Achievements

This year, we conducted two impactful workshops for BAME women as part of our project. We achieved one of our highest turnouts yet, with women being educated on regeneration projects in London and their potential implications for their communities. They gained insights into advocacy, gentrification, and the crucial importance of having a voice and meaningful representation in London's housing landscape. These workshops resulted in the placement of three women on housing panels, notably in Southwark Council and the Tower Hamlets Council. Their presence



on these panels will ensure that the voices of tenants are heard, advocating for more equitable and improved housing conditions in their respective areas.

Don't Judge Don't Label Achievements

Participants in Don't Judge Don't Label have acquired practical skills, including campaign management, cooperation, critical thinking, and promoting constructive dialogues as they embarked on their journey to become DJDL champions. As beneficiaries of the project, many individuals who have taken part now apply these skills as school counsellors for their respective year groups.

These young advocates have gained the ability to reflect on and acknowledge their unconscious biases in past situations, recognising the trouble these biases have caused. This newfound awareness has empowered them to make sound decisions when faced with conflicting situations in the future. Consequently, the project has produced champions who embody increased tolerance, enhanced self-esteem, greater confidence, and a heightened sense of justice. It has encouraged participants to engage with support services, including their teachers and pastoral teams.

The social action campaign after the workshops provided an opportunity for participants to develop the valuable skill of perseverance. It also created avenues for them to assess and refine their

strategies when faced with challenges.

For instance, during the social action campaign day, participants in one of the cohorts experienced absences, requiring other team members to step in and rehearse the missing participants' lines. This situation allowed the young advocates to apply their problem-solving and teamwork abilities while engaging in inquiry-based learning focused on real-world issues, which is suitable for their age and developmental stage. This approach aligns with our overarching objective of nurturing young advocates who are empowered to effect positive change and take a stand against all forms of discrimination.

SAVAH - (Supporting and Advocating for Victims Against Hate)

This year, we have met our project outcomes; 100% of our clients reported feeling supported at a critical moment in their lives after suffering hate crime, and 100% of clients reported that we helped them to move on positively in their lives. Additionally, 100% of our clients reported feeling empowered, with increased self-esteem and confidence following ATM's support. Furthermore, 100% of our clients reported increased social connection with other victims, helping them to build support networks, and 100% of our clients reported feelings of increased well-being following the hate crime. We have also completed a mid-term evaluation with an independent evaluator.

Employability Project Achievements

This year, we have successfully placed 25 young people into meaningful employment. After our employment training, participants have reported a boost in self-assurance, improved their abilities in presentation and problem-solving, enhanced their capacity to conduct successful job searches with more compelling CVs, gained a deeper understanding of potential career paths, expanded their professional networks, and gained access to exclusive opportunities. They have also demonstrated confidence in their interviewing skills as well as in connecting with and communicating with prospective employers. Our young people have acquired these tools and techniques through a combination of training, personalised support, and ongoing interaction with the Youth Employability Officer. This approach has enabled them to acquire new skills for personal development, showcasing noticeable improvements in their confidence and knowledge and the expansion of their professional networks.

The International Somali Awards 2023

The International Somali Awards (ISA) stands as a testament to the celebration of remarkable accomplishments within the global Somali

community. The event, held from March 14th to 17th, 2023, in Istanbul, marked the 7th successful edition of this prestigious ceremony, continuing its tradition of honouring the exceptional achievements of Somalis worldwide.

ISA23 not only celebrated extraordinary success but also served as a symbol of resilience and the indomitable spirit of the Somali community. The event saw the gathering of 250 distinguished guests, comprising community leaders, esteemed figures, political dignitaries, visionary entrepreneurs, and creative minds. ISA23 extended beyond the ceremonial aspect, encompassing three captivating side events that delved into crucial topics spanning the environment, popular culture, and discussions on climate change and resilience.

ISA, since its inception in 2016, has remained a pivotal platform dedicated to highlighting and appreciating the exceptional contributions of Somalis globally. The ceremony continues to combat negative stereotypes, placing a spotlight on the triumphs and remarkable feats accomplished by Somalis around the world.

The ISA23 in Istanbul encapsulated the essence of unity, innovation, and resilience within the Somali community, echoing the core values that form the foundation of this esteemed ceremony.



Financial Review

This financial year we had unrestricted income of £18,146 and restricted income of £683,081. Total incomes were £701,227. We had a net movement of £18,146 on the unrestricted income and a net movement of £103,561 on restricted income. The charity had unrestricted reserves of £154,876 and restricted reserves of £180,727. Total Reserves 2022-2023 was £335,603.

Where does our money come from?

The Anti-Tribalism Movement began as a grass-roots organisation funded by membership donations. Since then, we have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, our venue and contract from private. Throughout, our volunteers, supporters and individual donors have been important to us. Our growing portfolio of restricted income grants and sponsorships are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, contracts and grant-making institutions. We expect to see our fundraising costs increase as we explore new opportunities. We are confident that in doing so, we will transform relationships with our supporters in order to maximise the amount available for our charitable activities within the next few years.

How do we judge the impact of our work?

We are committed to ensuring that in everything we do, we are accountable to those whom we work with and for, from our service users (communities and donors) and other stakeholders (staff and volunteers). We use several tools to monitor, evaluate and learn from our stakeholders, including:

- Evaluating the success of our projects from several areas such as change, enjoyment, participations, development, skills gap and methodology.
- Completing review exercises to understand our outcome achievements as well as our challenges, and how we deal with them.
- Undertaking evaluations to assess our overall strategies, test the core assumptions about how we contribute to social change and assess our effectiveness in different contexts.

- Consulting with key stakeholders to gather their insights and assessments about our work and efforts.

Our findings are used both internally and externally. Internally it is used to strengthen our ability to manage larger programs, to review the strengths of the board and explore options on how to deal with any arising issues. Externally we share our learning, case studies, trends and analysis with funders, the wider community, members and other relevant stakeholders to promote good practice.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

Reserves Policy

The Anti-Tribalism Movement's policy is to maintain a level of unrestricted and undesignated reserves equivalent to six months' turnover. Currently we are working towards achieving this target by 2024.

Risk Management

The trustees have assessed the major risks to which Anti-Tribalism Movement is exposed and are satisfied that those systems are in place to mitigate exposure to the major risks including maintaining a risk register, which is reviewed annually.

Investment Policy

The charity does not produce a sufficient surplus to invest, as priority must be given to building our unrestricted reserves.

Plans for future

We have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, venue hire, supporters, and individual donors. Our growing portfolio of unrestricted income venue hire, and donations are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, and grant-making institutions.

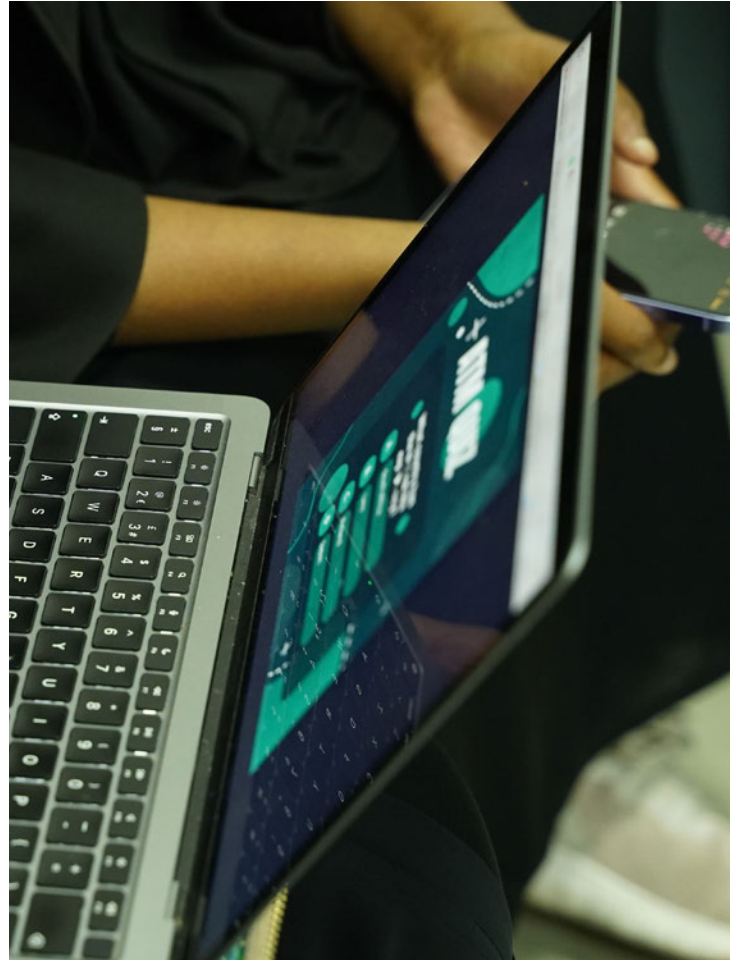
Independent Examiners

The Charity appointed BK Community Accountant Ltd as our independent examiner. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Anti-Tribalism Movement's Memorandum and Articles, the Companies Act 2006 and the Statement of Recommended Practice "Accounting and Reporting by Charities", issued in March 2005. The trustees' annual report (incorporating the directors' report) and the strategic report were approved on (date) and signed on behalf of the board of trustees by:



Dheg Aid
Chair

Date: 1st October 2023



Independent Examiner's Report to the Trustees of Anti – Tribalism Movement Year Ended 31st August 2023

I report to the trustees on my examination of the financial statements of Anti – Tribalism Movement ('the charity') for the year ended 31st August 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Certified Chartered Accountants (ACCA), which is one of the listed bodies.

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

1. Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. The financial statements have not been prepared in accordance with the methods and principles of the statement.

of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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.

Signed:



Date: 1st October 2023

Md Iqbal Hossain MBA, ACCA

BK COMMUNITY ACCOUNTANT LTD
Chartered Certified Accountant
124 City Road,
London. EC1V 2NX

Statement Of Financial Activities 31st August 2023

Incoming / Expenditure Resources	Note	Unrestricted Funds	Restricted Funds	TOTAL Funds 2023	TOTAL Funds 2022
Income and endowments:		£	£	£	£
Grants from Government and other Charities	8	-	683,081	683,081	382,694
Small Donations	8	3,560	-	3,560	1,945
Trading Activities	9	14,586	-	14,586	15,558
Total Income		18,146	683,081	701,227	400,197
Expenditure:					
Fundraising	11,12	-	30,000	30,000	30,000
Charitable Activities	11,12	-	494,439	494,439	400,338
Office Development	11,12	-	45,077	45,077	37,153
Governance	11,12	-	10,004	10,004	4,662
Total expenditure		-	579,520	579,520	472,153
Net movement in funds		18,146	103,561	121,707	(71,956)
Reconciliation of funds:					
Total funds brought forward		136,730	77,166	213,896	285,852
Total funds carried forward	21,22	154,876	180,727	335,603	213,896

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

The notes on page 13 to 25 form part of these financial statements.

Statement Of Financial Position 31st August 2023

Fixed Assets	Note	2023	2022
		£	£
Tangible Fixed Assets	17	12,746	15,933
Current Assets			
Cash at Bank and hand		334,809	209,171
Debtors	18	-	-
Total Current Assets		334,809	209,171
Current Liabilities			
Creditors: Amounts falling due within one year	19	(11,952)	(11,208)
Net current Assets		322,857	197,963
Total Assets/Net Assets			
		335,603	213,896
Funds of the charity:			
Unrestricted Funds	21,22	154,876	136,730
Restricted Funds	21,22	180,727	77,166
Total Charity Funds		335,603	213,896

For the year ending 31st August 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

- These accounts have been prepared in accordance with the provisions applicable to companies subject to the small Companies regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the board of trustees & authorised for issue on 22nd September 2022, and are signed on behalf of the board by:



Name: Dheg Aidid (Chair)

The notes on page 13 to 25 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31ST AUGUST 2023

1. General Information

The Charity is a private Company Limited by Guarantee, registered in England & Wales and a registered charity in England & Wales. The address of the registered office is 5A Uxbridge Road, Shepherd's Bush, London, W12 8UJ.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable except when the donors specify that they must

be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accruals basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources.

Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub- classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable and entitlement is established.
- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned it unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events non-charitable trading activities and the sale of donated goods.
- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of assets, less its residual value, over the useful economic life of those assets as follows:

Furniture & equipment 27% reducing balance

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid

contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee without share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member.

5. Pensions and other post-retirement benefits

All staff has been offered a pension contribution recognised by HMRC. All staff has opted out so there are no pension assets to administer and there is no other post-retirement benefits funded by the charity.

6. Investment Income

None Funds are held in a non-interest bearing bank account. There are no bank charges associated with the account and trustees believe the achieve value for money in respect to the services provided by the bank.

7. Financial Instruments:

Carrying amount: Debt instruments on the balance sheet represent real and fair value. Financial liabilities on the balance sheet represent real and fair value.

8. Income from donations and legacies

Grants, donations, and legacies:	Unrestricted Funds	Restricted Funds	2023	2022
	£	£	£	£
Small Donations	3,560	-	3,560	1,945
Public Sector & Trusts:				
National Lottery Community Fund	-	116,960	116,960	116,960
National Heritage Lottery Fund	-	34,200	34,200	-
OXFAM	-	26,500	26,500	-
Corporate Donations	-	18,421	18,421	-
Joffe Charitable Trust	-	31,500	31,500	405
The Tudor Trust	-	30,000	30,000	30,590
CABWI Awarding Body	-	32,500	32,500	15,000
Comic Relief	-	135,000	135,000	3,046
Paul Hamlyn Foundation	-	33,000	33,000	30,000
LBH&F (Kick Start Project)	-	-	-	12,693
National Youth Agency (NatWest Thrive Grant)	-	2,250	2,250	-
The Henry Smith Charity	-	95,500	95,500	74,000
John Lyon's charity	-	45,000	45,000	30,000
Trust for London	-	32,250	32,250	45,000
London Community Foundation	-	50,000	50,000	25,000
TOTAL	3,560	683,081	686,641	384,639

9. Income from Other Trading Activities

	Unrestricted	Restricted	2023	2022
	£	£	£	£
Culture House	11,750	-	11,750	12,229
Income (VAT Recovery)	2,836	-	2,836	3,329
TOTAL	14,586	-	14,586	15,558

10. Expenditure on Charitable Activities by Fund type

Charitable activities & Support Cost	Unrestricted Funds	Restricted Funds	Total 2023	Unrestricted Funds	Restricted Funds	Total 2022
	£	£	£	£	£	£
Services	-	539,516	539,516	68,471	369,020	437,491
Governance	-	10,004	10,004	-	4,662	4,662
Fundraising	-	30,000	30,000	-	30,000	30,000
Total	-	579,520	579,520	68,471	403,682	472,153

11. Expenditure on Charitable Activities by Activity type

Charitable activities & Support Cost	Services	Governance	Fund raising	Total Funds 2023	Total 2022
	£	£	£	£	£
Staff Costs	232,450	-	-	232,450	244,299
Contractor, Consultants	19,712	-	30,000	49,712	44,310
Business Rates	-	1,905	-	1,905	1,162
Culture House	45,077	-	-	45,077	37,153
Depreciation	3,187	-	-	3,187	3,983
Other indirect Costs	40,422	8,099	-	48,521	26,240
Direct Costs	198,668	-	-	198,668	115,006
Total	539,516	10,004	30,000	579,520	472,153

12. Independent examination fees

	2022	2021
	£	£
Fees payable to the Independent examiner for:		
Independent examination of the financial statements	3,700	3,500
Total	3,700	3,500

13. Staff Cost

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Salaries and wages	216,403	227,586
Social Security Costs	16,047	16,713
Employee contributions to pension plans	-	-
Total	232,450	244,299

The average head count of employees during the year was 15(2022:15). The average number of fulltime equivalent employees during the year is analysed as follows:

	2023	2022
	£	£
Number of management and administrative staff	6	6
Number of core service staff	6	6
Total	12	12

No employee earned more than £60,000 during the year (2021: nil).

14. Trustee remuneration and expenses

SORP 2015 requires the following statements to be made:

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

15. Related parties

There are no related party transactions during the year.

16. Tangible Fixed Assets

	Equipment	Furniture & Fixtures	Total
	£	£	£
Cost			
At 1 September 2022	44,534	26,139	70,673
Additions	-	-	-
At 31 August 2023	44,534	26,139	70,673
Depreciation			
At 1 September 2022	35,921	18,819	54,740
Charge this period	1,723	1,464	3,187
At 31 August 2023	37,644	20,283	57,927
Net book value			
At 31 August 2023	6,890	5,856	12,746
At 31 August 2022	8,613	7,320	15,933

17. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade Creditors	4,300	1,800
Independent Examination fees	3,700	3,500
HMRC	3,952	5,908
Total	11,952	11,208

18. Operating lease commitments

The rent is £21,800 p.a.

Rates with a charity discount are £1,162 p.a. in 2022/2023

Operating Lease is for 25 years. Office Development Cost covered the ATM rent for first eleven years.

19. Analysis of charitable Funds

	Unrestricted Fund	Restricted Funds	Total Fund 2023
	£	£	£
Tangible fixed assets	-	12,746	12,746
Current assets	154,876	167,981	322,857
Net Assets	154,876	180,727	335,603

20. Fund balance brought forward & carried forward

Funds:	Balance at 1st Sept 2022	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2023
Restricted Funds:	£	£	£	£	£
Balance brought Forward	77,166	-	-	59,480	17,686
National Lottery Community fund	-	-	116,960	116,960	-
The Tudor Trust	-	-	30,000	25,000	5,000
Trust for London	-	-	32,250	27,250	5,000
The Henry Smith Charity	-	-	95,500	74,959	20,541
CABWI Awarding Body	-	-	32,500	30,000	2,500
National Youth Agency (NatWest Thrive Grant)	-	-	2,250	2,250	-
Corporate Donations	-	-	18,421	18,421	-
National Heritage Lottery Fund	-	-	34,200	34,200	-
Joffe Charitable Trust	-	-	31,500	21,500	10,000
Paul Hamlyn Foundation	-	-	33,000	15,500	17,500
Oxfam	-	-	26,500	26,500	-
Comic Relief	-	-	135,000	55,000	80,000
John Lyon's Charity	-	-	45,000	35,000	10,000
London Community Foundation	-	-	50,000	37,500	12,500
Sub Total	77,166	-	683,081	579,520	180,727
Unrestricted Fund:					
Brought Forward	136,730	-	-	-	136,730
Culture House	-	11,750	-	-	11,750
Donations	-	3,560	-	-	3,560
Other Income	-	2,836	-	-	2,836
Sub Total	136,730	18,146	-	-	154,876
Total Fund Carried Forward	213,896	18,146	683,081	579,520	335,603

21. Income in Details

Income and endowments:	2023	2022
Donations and Legacies:	£	£
Public Sector:		
LBH&F (Kick Start Project)	-	12,693
Sub Total	-	12,693
Charitable Trusts:		
The Tudor Trust	30,000	30,590
National Lottery Community fund	116,960	116,960
National Heritage Lottery Fund	34,200	-
Joffe Charitable Trust	31,500	405
Comic Relief	135,000	3,046
CABWI Awarding Body	32,500	15,000
Corporate Donations	18,421	-
Oxfam	26,500	-
The Henry Smith Charity	95,500	74,000
Trust for London	32,250	45,000
Paul Hamlyn Foundation	33,000	30,000
John Lyon's Charity	45,000	30,000
National Youth Agency (NatWest Thrive Grant)	2,250	-
London Community Foundation	50,000	25,000
Sub Total	683,081	370,001

Income and endowments:	2023	2022
Corporate and Membership Donations:		
Small Donations	3,560	1,945
Sub Total	3,560	1,945
Other Trading Activities:		
Culture House	11,750	12,229
Other Income (HMRC VAT Recover)	2,836	3,329
Sub Total	14,586	15,558
TOTAL INCOME	701,227	400,197

22. Expenditure in details

Expenditure	2022	2021
Expenditure on charitable activities	£	£
Salaries NI and Pension	232,450	244,299
Business Rates	1,905	1,162
Project Activities Cost	198,668	95,518
Admin & Advertisement	18,932	15,293
Community Contributions	10,004	6,980
Volunteers Activities	1,600	400
ATM Fellowship	-	3,340
Consultant/Contractor	19,712	14,310
Fundraising Cost	30,000	30,000
Telephone, Gas, Electricity & Internet	10,167	10,014
Legal & Professional	6,300	8,300
Depreciation	3,187	3,983
Insurances & Removal	1,518	1,401
Cultural House - Repair and maintenance	29,982	24,649
Cultural House - Office Development	15,095	12,504
Total Expenditure	579,520	472,153
Net Movement in Funds	121,707	(71,956)

ANNUAL REPORT AND FINANCIAL STATEMENT

FOR THE YEAR ENDED
31ST AUGUST 2023

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Culture House

 0203 5881 880

 info@theatm.org

 theatm.org

Charity Registration No. 1168836
Company Registration No. 07002550



ANTI-TRIBALISM MOVEMENT

ANTI TRIBALISM MOVEMENT

England & Wales - Charity number 1168836

Accounts



ANNUAL REPORT AND FINANCIAL STATEMENT

FOR THE YEAR ENDED
31ST AUGUST 2022



ANTI-TRIBALISM MOVEMENT (ATM)



CONTENTS

Trustees' Annual Report (Incorporating Director's Report)	3-9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Accounts	13-26

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31ST AUGUST 2022

The trustees, who are also the directors for the purposes of company law, present their report and the independently examined financial statements of the charity for the year ended 31 August 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name:

Anti-Tribalism Movement

Charity registration number:

1168836

Company registration number:

07002550

Registered office:

5A Uxbridge Road,
Shepherd's Bush,
London, W12 8LJ

Trustees:

Dheg Aidid – Chair
Dr Yusuf Omar
Gwanwyn Mason
Yusuf Abdi
Abdirizak Issa
Idil Hassan

Company Secretary:

Bishara Mohamud

Independent Examiner:

BK Community Accountant Ltd
Chartered Certified Accountant
Arches 420-421 Burdett Road,
London, E3 4AA

Bankers:

NatWest Bank,
314 Chiswick High Rd,
London, W4 5TB

Lawyers:

Russell-Cooke Solicitors,
2 Putney Hill,
London, SW15 6AB

Our Purpose

The Anti-Tribalism Movement is a non-profit organisation committed to tackling tribal discrimination and promoting fairer and more equitable societies. We work towards this mission through five thematic priorities: fostering tolerance, encouraging dialogue, producing leaders, and undertaking community research to influence institutional policies and practice.

Objective

The Objectives of the Charity are to advance conflict resolution and reconciliation in communities that are adversely affected by Tribalism with a view to relieving suffering, poverty and distress and building and maintaining social cohesion and trust within and between communities by:

- Advancing education about Tribalism and its impact.
- Promoting dialogue, mutual understanding, tolerance and peace within communities.
- Empowering people to challenge inherited prejudices that can cause conflict and social instability.
- Seeking to eliminate discrimination and extremist practices that can arise as a consequence of tribalism and violence.
- Conducting research on ways to counter Tribalism and publishing the results.
- Empowering young people to be active members of their communities through leadership training and other opportunities.
- Such other means as the Trustees may determine.

Our core values

Impartiality – We believe to base our decisions on objective criteria, rather than on the basis of bias, tribalism, prejudice or preferences.

Credibility – We believe to earn respect and trust through our programmes with tangible outcomes by sharing lessons learnt and achievements.

Transparent – We believe timely and reliably disclosure of ATM's financial performance.

Commitment - We believe to achieve a society free from tribalism and inequalities takes time. That's why we make long-term commitments to people to resolve tribal conflicts and social inequality and promote tolerant and inclusive societies.

We are a constantly evolving charity, which responds to the needs of our service users. We are now 12 years old and very proud of what we have achieved in such a short space of time. We are in the process of formulating a new strategic plan that will demonstrate our ambitions for the future that aims to guide our work for the next 4 years. We will reflect on what we have achieved since our formation. We will explore new ways we can work which will better meet the needs of our service users and aid our own sustainability.

Our ethos is firmly entrenched in responding appropriately to our service users' needs without being too prescriptive. In the last 12 years, we have helped people to become active members within the communities and develop lifelong skills to counter social divisions. To secure the future of the charity we are determined to build on our most impactful programmes including our young leaders training programme, our research, our fellowship, and advocacy programme. We seek to expand the depth and strength of these programmes to realise their expected outcomes and future community impacts.

We are a well-established organisation with a reputation for being fair, visionary, and trustworthy. We have credibility with the wider BAME community (particularly those of East African origin), grassroots minority organisations, donors, and policymakers. We are often a first port of call for advice and consultations, and a field-leader in advocating for change to improve the situation of BAME communities. Our trustees, supporters, volunteers, and staff hold a wealth of lived experience that we utilise to provide professional and reflective interventions to all our stakeholders, including service users and partners who rely on us to bring the voices of local people and communities to their attention.

Our Strategic Priorities 2021-22

Encouraging Dialogue

Creating space for dialogue is essential in order to build cohesive and harmonic societies. We connect people from different clans, tribes, nations, affected by the same tribal conflict, enabling them to talk about tribalism and its impacts. Through dialogue we were able to build confidence and trust, and between the different communities.

Foster Tolerance

We will work with partners to organise seminars, reconciliation conferences, trainings, and events. These challenge existing stereotypes and promote understanding, tolerance, and awareness of peaceful ways to resolve conflicts. They help both outsiders and tribal communities better understand the complexities of each situation.

Produce Leaders

Over the next year, we will train 30 young leaders to become role models, influence change that benefits their communities and the wider society, to become bridgeheads enabling other young people to follow in their footsteps and to provide strategic leadership that ensures the voice and needs of their communities are represented at all levels of public decision making.

Advocacy

We continue to produce policy reports and campaigns to advocate for the communities we serve, including marginalised groups, to communicate the challenges they face to decision-makers. This work is guided by listening to affected communities and engaging civil society actors across the board to effect meaningful discourse and lasting change.

Research

We will collaborate with academics and universities to identify the root causes of tribalism. Through the findings of the research, we develop publications for schools, policy makers, public bodies and institutions to enable them to better serve those communities and counter the misuse of tribal differences.

Achievement and Performance in 2021/22

In 2021/22, The Anti-Tribalism Movement undertook a number of projects, initiatives and campaigns. The projects and initiatives we have been working on this year are as follow:

Lead and Be Led

We have successfully delivered 22 training sessions to 30 young people over the course of 8 months for our flagship leadership programme Lead and Be Led. The project builds on young people's soft skills, including cooperation, conflict resolution, decision-making, self-awareness and many more through a range of creative activities. Lead and Be Led engages with beneficiaries on a social and theoretical level, allowing them to implement their learning with new experiences. Participants are given the chance to demonstrate their leadership by creating social action campaigns and cascade their leadership knowledge to their peers while advocating for the significant issues affecting young people. Young people who take part in Lead and Be Led are then connected with various opportunities to execute their skills at an influential level, such as sitting on boards, panels and attending events where they can represent youth voices. The programme provides CV building and interview skills support for service users to confidently seek employment; we have helped beneficiaries gain opportunities in corporate fields, creative industries, retail and in hospitality.

SAVAH

(Supporting and Advocating Victims Against Hate)

This year, we have provided practical and emotional support to 60 victims of hate crimes and 100% of the victims we supported felt that they had developed a support network. Furthermore, 100% of victims who received ATM support report feeling more confident in reporting hate crimes to relevant authorities. We have delivered 4 workshops this year for victims of hate crime. One workshop was a women's only self-defence class which provided women with a safe space to share empowerment tactics which included self-defence techniques. The workshop successfully raised awareness about the different types of hate crimes Somali women face, the importance



of seeking support, where to get help and how to protect yourself and others. The second workshop was a safety awareness seminar which was in collaboration with representatives of CST (Community Safety Trust) and covered important aspects of security and conflict management. The third and fourth workshops were delivered at a local high school to young people between the ages of 11 - 16 in two separate sessions.

Housing Champions

Between 2021-2024, ATM will train 60 low-income BAME women in London to build their skills and knowledge on development, regeneration, and advocacy by participating in training sessions, advocacy sessions, meetings with stakeholders and put in placements to influence policy. In the first year, 23 Housing Champions have undertaken training; attended workshops and 3 have been put in placement. The placements include the Bank of England and the Department for Levelling Up, Housing and Communities; the Housing Champions now exercise their newly gained knowledge and influence key decision-making.

COVID-19 Long Term Support Programme

This year we launched our COVID-19 Long Term Support Programme, enabling us to provide critical and tailored support to an influx of service users facing crisis who are still severely impacted by the pandemic. With our dedicated Community Engagement Coordinator, we now have a walk-in

service for clients which allows us to assess each individual need and make appropriate referrals to service provisions across London when necessary, helping them to move on positively with their lives.

Don't Judge Don't Label

Don't Judge Don't Label aims to raise awareness of how many of us unwittingly harbour prejudices expressed through labels we associate with members of a particular group, the impact that such negative labels have on these people, and why such labels are false and unhelpful. We do this through:

- Enabling young people to develop practical tools and actions to reduce ignorance, fear and prejudice, the precursors to behaviour that is hateful.
- Facilitate young participants to develop campaigning, advocacy, influencing and organisational skills that can aid their future employability.
- Enable young people to increase and develop their confidence and skills for challenging situations with friends, peers, family and wider society.

Don't Judge Don't Label started off our creative workshops this year, which challenge negative messages and bring a cultural shift that sees people as individuals that should be judged by the content of their character and not the colour of their skin, ethnicity, or faith.

Employment Pathway

ATM has had a dedicated service to support young people into employment. The Youth Employment Officer provides job-search training such as how to build CV and interview preparedness, 1-2-1 support and mentoring, bi-weekly employability newsletters and connects young people with employers. The Officer also continues to mentor and stay in touch with the young people after they are in employment. This year 20 young people have been supported, many of them are in employment.

International Somali Awards

The International Somali Awards 2022 was held in Djibouti 10th-15th January 2022. This was the first time ISA has gone abroad and allowed for a full week of activities to celebrate and honour Somali successes. We were joined by 250 guests, which included community leaders, celebrities, political officials, entrepreneurs, creative and many more. The week consisted of three side-events, sightseeing trips and the ISA21 ceremony itself. ISA received incredible feedback for its success and performed well on social media.



Financial Review

This financial year we had unrestricted income of £17,503 and restricted income of £382,694. Total incomes were £400,197. We had a net movement of (£50,968) on the unrestricted income and a net movement of (£20,988) on restricted income. The charity had unrestricted reserves of £136,730 and restricted reserves of £77,166. Total Reserves 2021-2022 was £213,896.

Where does our money come from?

The Anti-Tribalism Movement began as a grass-roots organisation funded by membership donations. Since then, we have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, our venue and contract from private. Throughout, our volunteers, supporters and individual donors have been important to us. Our growing portfolio of restricted income grants and sponsorships are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, contracts and grant-making institutions. We expect to see our fundraising costs increase as we explore new opportunities. We are confident that in doing so, we will transform relationships with our supporters in order to maximise the amount available for our charitable activities within the next few years.

How do we judge the impact of our work?

We are committed to ensuring that in everything we do, we are accountable to those whom we work with and for, from our service users (communities and donors) and other stakeholders (staff and volunteers). We use several tools to monitor, evaluate and learn from our stakeholders, including:

- Evaluating the success of our projects from several areas such as change, enjoyment, participations, development, skills gap and methodology.
- Completing review exercises to understand our outcome achievements as well as our challenges, and how we deal with them.
- Undertaking evaluations to assess our overall strategies, test the core assumptions about how we contribute to social change and assess our effectiveness in different contexts.
- Consulting with key stakeholders to gather their insights and assessments about our work and efforts.

Our findings are used both internally and externally. Internally it is used to strengthen our ability to manage larger programs, to review the strengths of the board and explore options on how to deal with any arising issues. Externally we share our learning, case studies, trends and analysis with funders, the wider community, members and other relevant stakeholders to promote good practice.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

Reserves Policy

The Anti-Tribalism Movement's policy is to maintain a level of unrestricted and undesignated reserves equivalent to six months' turnover. Currently we are working towards achieving this target by 2024.

Risk Management

The trustees have assessed the major risks to which Anti-Tribalism Movement is exposed and are satisfied that those systems are in place to mitigate exposure to the major risks including maintaining a risk register, which is reviewed annually.

Investment Policy

The charity does not produce a sufficient surplus to invest, as priority must be given to building our unrestricted reserves.

Plans for future

We have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, venue hire, supporters and individual donors.

Our growing portfolio of unrestricted income venue hire, and donations are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, and grant-making institutions.

Independent Examiners

The Charity appointed BK Community Accountant Ltd as our independent examiner. The accounts

have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Anti-Tribalism Movement's Memorandum and Articles, the Companies Act 2006 and the Statement of Recommended Practice "Accounting and Reporting by Charities", issued in March 2005. The trustees' annual report (incorporating the directors' report) and the strategic report were approved on (date) and signed on behalf of the board of trustees by:



Dheg Aidid
Chair

Date: 10th November 2022



Independent Examiner's Report to the Trustees of Anti – Tribalism Movement Year Ended 31st August 2022

I report to the trustees on my examination of the financial statements of Anti – Tribalism Movement ('the charity') for the year ended 31st August 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for Independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Certified Chartered Accountants (ACCA), which is one of the listed bodies.

I have completed my examination; I confirm that no matters have come to my attention in connection with the examination giving me cause to believe;

1. Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. The financial statements have not been prepared in accordance with the methods and principles of the statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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.

Signed:



Date: 10th November 2022

Md Iqbal Hossain MBA, ACCA

BK COMMUNITY ACCOUNTANT LTD
Chartered Certified Accountant
Arches 420-421 Burdett Road,
London. E3 4AA.

Statement Of Financial Activities 31st August 2022

Incoming / Expenditure Resources	Note	Unrestricted Funds	Restricted Funds	TOTAL Funds 2022	TOTAL Funds 2021
Income and endowments:		£	£	£	£
Grants from Government and other Charities	8	-	382,694	382,694	626,954
Donations	8	1,945	-	1,945	15,547
Trading Activities	9	15,558	-	15,558	29,465
Total Income		17,503	382,694	400,197	671,966
Expenditure:					
Fundraising	10,11	-	30,000	30,000	32,950
Charitable Activities	10,11	43,822	356,516	400,338	800,508
Office Development	10,11	24,649	12,504	37,153	128,658
Governance	10,11	-	4,662	4,662	3,500
Total expenditure		68,471	403,682	472,153	965,616
Net movement in funds		(50,968)	(20,988)	(71,956)	(293,650)
Reconciliation of funds:					
Total funds brought forward		187,698	98,154	285,852	579,502
Total funds carried forward	21,22	136,730	77,166	213,896	285,852

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

The notes on page 13 to 25 form part of these financial statements.

Statement Of Financial Position 31st August 2022

Fixed Assets	Note	2022	2021
		£	£
Tangible Fixed Assets	16	15,933	19,916
Current Assets			
Cash at Bank and hand		209,171	277,398
Debtors	17	-	-
Total Current Assets		209,171	277,398
Current Liabilities			
Creditors: Amounts falling due within one year	18	(11,208)	(11,462)
Net current Assets		197,963	265,936
Total Assets/Net Assets			
		213,896	285,852
Funds of the charity:			
Unrestricted Funds	21	136,730	187,698
Restricted Funds	21	77,166	98,154
Total Charity Funds		213,896	285,852

For the year ending 31st August 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to

companies subject to the small Companies regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the board of trustees & authorised for issue on 22nd September 2022, and are signed on behalf of the board by:



Name: Dheg Aidid (Chair)

The notes on page 13 to 25 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31ST AUGUST 2022

1. General Information

The Charity is a private Company Limited by Guarantee, registered in England & Wales and a registered charity in England & Wales. The address of the registered office is 5A Uxbridge Road, Shepherd's Bush, London, W12 8LJ.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable except when the donors specify that they must

be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accruals basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources.

Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable and entitlement is established.
- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned it unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT

which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events non-charitable trading activities and the sale of donated goods.
- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of assets, less its residual value, over the useful economic life of those assets as follows:

Furniture & equipment 20% reducing balance

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee without share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member.

5. Pensions and other post - retirement benefits

All staff has been offered a pension contribution recognised by HMRC. All staff has opted out so there are no pension assets to administer and there is no other post – retirement benefits funded by the charity.

6. Investment Income

None Funds are held in a non-interest bearing bank account. There are no bank charges associated with the account and trustees believe the achieve value for money in respect to the services provided by the bank.

7. Financial Instruments:

Carrying amount: Debt instruments on the balance sheet represent real and fair value. Financial liabilities on the balance sheet represent real and fair value.

8. Income from donations and legacies

Grants, donations, and legacies:	Unrestricted Funds	Restricted Funds	2022	2021
	£	£	£	£
Donations:				
Public Sector & Trusts:				
National Lottery Community Fund	-	116,960	116,960	160,160
The Julia & Hans Rausing Trust	-	-	-	64,000
CO-OP Foundation	-	-	-	10,000
LBH&F	-	-	-	26,121
City Bridge Trust	-	-	-	3,970
Joffe Trust	-	405	405	7,000
The Tudor Trust	-	30,590	30,590	38,000
CABWI Awarding Body	-	15,000	15,000	-
Comic Relief	-	3,046	3,046	145,553
Paul Hamlyn Foundation	-	30,000	30,000	50,000
LBH&F (Kick Start Project)	-	12,693	12,693	-
Said Foundation	-	-	-	5,350
London Community Response Fund	-	-	-	40,000
The Henry Smith Charity		74,000	74,000	54,300
John Lyon's charity	-	30,000	30,000	-
Trust for London	-	45,000	45,000	22,500
London Community Foundation	-	25,000	25,000	-
Donation	1,945	-	1,945	15,547
TOTAL	1,945	382,694	384,639	642,501

9. Income from Other Trading Activities

	Unrestricted	Restricted	2022	2021
	£	£	£	£
Culture House	12,229	-	12,229	23,400
Income (VAT Recovery)	3,329	-	3,329	6,065
TOTAL	15,558	-	15,558	29,465

10. Expenditure on Charitable Activities by Fund type

Charitable activities & Support Cost	Unrestricted Funds	Restricted Funds	Total 2022	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£	£	£	£
Services	68,471	369,020	437,491	-	929,166	929,166
Governance	-	4,662	4,662	-	3,500	3,500
Fundraising	-	30,000	30,000	-	32,950	32,950
Total	68,471	403,682	472,153	-	965,616	965,616

11. Expenditure on Charitable Activities by Activity type

Charitable activities & Support Cost	Services	Governance	Fund raising	Total Funds 2022	Total 2021
	£	£	£	£	£
Staff Costs	244,299	-	-	244,299	218,792
Contractor, Consultants	14,310	-	30,000	44,310	77,095
Business Rates	-	1,162	-	1,162	-
Property Development	37,153	-	-	37,153	128,658
Depreciation	3,983	-	-	3,983	4,979
Other indirect Costs	22,740	3,500	-	26,240	26,154
Direct Costs	115,006	-	-	115,006	509,938
Total	437,491	4,662	30,000	472,153	965,616

12. Independent examination fees

	2022	2021
	£	£
Fees payable to the Independent examiner for:		
Independent examination of the financial statements	3,500	3,500
Total	3,500	3,500

13. Staff Cost

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Salaries and wages	227,586	203,342
Social Security Costs	16,713	15,450
Employee contributions to pension plans	-	-
Total	244,299	218,792

The average head count of employees during the year was 15(2021:12). The average number of fulltime equivalent employees during the year is analysed as follows:

	2022	2021
	£	£
Number of management and administrative staff	6	6
Number of core service staff	6	6
Total	12	12

No employee earned more than £60,000 during the year (2021: nil).

14. Trustee remuneration and expenses

SORP 2015 requires the following statements to be made:

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

15. Related parties

There are no related party transactions during the year.

16. Tangible Fixed Assets

	Equipment	Furniture & Fixtures	Total
	£	£	£
Cost			
At 1 September 2021	44,534	26,139	70,673
Additions	-	-	-
At 31 August 2022	44,534	26,139	70,673
Depreciation			
At 1 September 2021	33,768	16,989	50,757
Charge this period	2,153	1830	3,983
At 31 August 2022	35,921	18,819	54,740
Net book value			
At 31 August 2022	8,613	7,320	15,933
At 31 August 2021	10,766	9,150	19,916

17. Debtors

	2022	2021
	£	£
Trade Debtors	-	-
Total	-	-

18. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade Creditors	1,800	4,706
Independent Examination fees	3,500	3,500
HMRC	5,908	3,256
Total	11,208	11,462

19. Operating lease commitments

The rent is £21,800 p.a.

Rates with a charity discount are £1,162 p.a. in 2021/2022

Operating Lease is for 25 years. Office Development Cost covered the ATM rent for first eleven years.

20. Analysis of charitable Funds

	Unrestricted Fund	Restricted Funds	Total Fund 2022
	£	£	£
Tangible fixed assets	-	15,933	15,933
Current assets	136,730	61,233	197,963
Net Assets	136,730	77,166	213,896

21. Fund balance brought forward & carried forward

Funds:	Balance at 1st Sept 2021	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2022
Restricted Funds:	£	£	£	£	£
Balance brought Forward	98,154	-	-	98,154	-
National Lottery Community fund	-	-	116,960	116,960	-
The Tudor Trust	-	-	30,590	25,590	5,000
Trust for London	-	-	45,000	40,000	5,000
The Henry Smith Charity			74,000	49,334	24,666
CABWI Awarding Body	-	-	15,000	12,500	2,500
Joffe Trust	-	-	405	405	-
Paul Hamlyn Foundation	-	-	30,000	12,500	17,500
LBH&F (Kick Start Project)			12,693	12,693	-
Comic Relief	-	-	3,046	3,046	-
John Lyon's Charity	-	-	30,000	20,000	10,000
London Community Foundation	-	-	25,000	12,500	12,500
Sub Total	98,154	-	382,694	403,682	77,166
Unrestricted Fund:					
Brought Forward	187,698	-	-	50,968	136,730
Culture House	-	12,229	-	12,229	-
Donations	-	1,945	-	1,945	-
Other Income		3,329		3,329	-
Sub Total	187,698	17,503	-	68,471	136,730
Total Fund Carried Forward	285,852	17,503	382,694	472,153	213,896

22. Income in Details

Income and endowments:	2022	2021
Donations and Legacies:	£	£
Public Sector:		
LBH&F (Kick Start Project)	12,693	26,121
Sub Total	12,693	26,121
Charitable Trusts:		
The Tudor Trust	30,590	38,000
National Lottery Community fund	116,960	160,160
Joffe Trust	405	7,000
Comic Relief	3,046	145,553
CABWI Awarding Body	15,000	-
The Julia & Hans Rausing Trust	-	64,000
Co-op Foundation	-	10,000
Said foundation	-	5,350
London Community Response Fund	-	40,000
The Henry Smith Charity	74,000	54,300
Trust for London	45,000	22,500

Income and endowments:	2022	2021
City Bridge Trust	-	3,970
Paul Hamlyn Foundation	30,000	50,000
John Lyon's Charity	30,000	-
London Community Foundation	25,000	-
Sub Total	370,001	600,833
Corporate and Membership Donations:		
Tesco Community Grant	-	1,000
International Somali Awards	-	10,128
London Youth	-	3,000
Donations	1,945	919
Midaye Somali Development Network	-	500
Sub Total	1,945	15,547
Other Trading Activities:		
Culture House	12,229	23,400
Other Income (HMRC VAT Recover)	3,329	6,065
Sub Total	15,558	29,465
TOTAL INCOME	400,197	671,966

23. Expenditure in details

Expenditure	2022	2021
Expenditure on charitable activities	£	£
Salaries NI and Pension	244,299	218,792
Business Rates	1,162	-
Project Activities Cost	95,518	53,009
Admin & Advertisement	15,293	12,572
Community Contribution	6,980	10,890
Volunteers Activities	400	4,187
ATM Fellowship	3,340	-
Consultant/Contractor	14,310	44,145
Fundraising Cost	30,000	32,950
Telephone, Gas, Electricity & Internet	10,014	13,861
Legal & Professional	8,300	12,722
Depreciation	3,983	4,979
Insurances & Removal	1,401	1,091
Repair and maintenance	24,649	3,120
Office Development	12,504	128,658
Comic Relief Subgrant	-	424,640
Total Expenditure	472,153	965,616
Net Movement in Funds	(71,956)	(293,650)

ANNUAL REPORT AND FINANCIAL STATEMENT

FOR THE YEAR ENDED
31ST AUGUST 2022

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Culture House

 0203 5881 880

 info@theatm.org

 theatm.org

Charity Registration No. 1168836
Company Registration No. 07002550



ANTI-TRIBALISM MOVEMENT

ANTI TRIBALISM MOVEMENT

England & Wales - Charity number 1168836

Accounts



ANNUAL REPORT AND FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST AUGUST 2021



ANTI-TRIBALISM MOVEMENT

ANTI-TRIBALISM MOVEMENT (ATM)



CONTENTS

Trustees' Annual Report (Incorporating Director's Report)	3-8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the Accounts	12 -24

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31ST AUGUST 2021

The trustees, who are also the directors for the purposes of company law, present their report and the independently examined financial statements of the charity for the year ended 31 August 2021.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name:

Anti-Tribalism Movement

Charity registration number:

1168836

Company registration number:

07002550

Registered office:

5A Uxbridge Road,
Shepherd's Bush,
London, W12 8LJ

Trustees:

Dheg Aidid – Chair
Dr Yusuf Omar
Gwanwyn Mason
Yusuf Abdi
Abdirizak Issa
Idil Hassan

Company Secretary:

Bishara Mohamud

Independent Examiner:

BK Community Accountant Ltd
Chartered Certified Accountant
Arches 420-421 Burdett Road,
London, E3 4AA

Bankers:

NatWest Bank,
314 Chiswick High Rd,
London, W4 5TB

Lawyers:

Russell-Cooke Solicitors,
2 Putney Hill,
London, SW15 6AB

Our Purpose

The Anti-Tribalism Movement is a non-profit organisation committed to tackling tribal discrimination and promoting fairer and more equitable societies. We work towards this mission through five thematic priorities: fostering tolerance, encouraging dialogue, producing leaders, and undertaking community research to influence institutional policies and practice.

Objective

The Objectives of the Charity are to advance conflict resolution and reconciliation in communities that are adversely affected by Tribalism with a view to relieving suffering, poverty and distress and building and maintaining social cohesion and trust within and between communities by:

- Advancing education about Tribalism and its impact
- Promoting dialogue, mutual understanding, tolerance and peace within communities,
- Empowering people to challenge inherited prejudices that can cause conflict and social instability,
- Seeking to eliminate discrimination and extremist practices that can arise as a consequence of Tribalism and violence
- Conducting research on ways to counter Tribalism and publishing the results,
- Empowering young people to be active members of their communities through leadership training and other opportunities,
- Such other means as the Trustees may determine.

Our core values

Impartiality – We believe to base our decisions on objective criteria, rather than on the basis of bias, tribalism, prejudice or preferences.

Credibility – We believe to earn respect and trust through our programmes with tangible outcomes by sharing lesson learnt and achievements.

Transparent – We believe too timely and reliably disclosure ATM's financial performance.

Commitment – We believe to achieve a society free from tribalism and inequalities takes time. That's why we make long-term commitments to people to resolve tribal conflicts and social inequality and promote tolerant and inclusive societies.

We are a constantly evolving charity, which responds to the needs of our service users. We are now 11 years old and very proud of what we have achieved in such a short space of time. We are revisiting our business plan to reflect COVID-19 impacts to our beneficiaries, and we plan to formulate a new strategic plan that will demonstrate our ambitions for the future that aims to guide our work for the next 4 years. We will reflect on what we have achieved since our formation. We will explore new ways we can work which will better meet the needs of our service users and aid our own sustainability.

Our ethos is firmly entrenched in responding appropriately to our service users' needs without being too prescriptive. In the last 11 years, we have helped people to become active members within the communities and develop lifelong skills to counter social divisions. To secure the future of the charity we are determined to build on our most impactful programmes including; our young leaders training programme, our research, our fellowship, and advocacy programme. We seek to expand the depth and strength of these programmes to realise their expected outcomes and future community impacts.

We are a well-established organisation with a reputation for being fair, visionary, and trustworthy. We have credibility with the wider BAME community (particularly those of East African origin), grassroots minority organisations, donors, and policy – makers. We are often a first port of call for advice and consultations, and a field-leader in advocating for change to improve the situation of BAME communities. Our trustees, supporters, volunteers, staff hold a wealth of lived experience that we utilise to provide professional and reflective interventions to all our stakeholders, including service users and partners who rely on us to bring the voices of local people and communities to their attention.

Our strategic Priorities 2020-21

Encouraging Dialogue

Creating space for dialogue is essential in order to build cohesive and harmonic societies. We connect people from different clans, tribes, nations, affected by the same tribal conflict, enabling them to talk about tribalism and its impacts. Through dialogue we were able to build confidence and trust, and between the different communities.

Foster Tolerance

We will work with partners to organise seminars, reconciliation conferences, trainings and events. These challenge existing stereotypes and promote understanding, tolerance and awareness of peaceful ways to resolve conflicts.

They help both outsiders and tribal communities better understand the complexities of each situation.

Produce Leaders

Over the next year, we will train 40 young leaders to become role models, influence change that benefits their communities and the wider society, to become bridgeheads enabling other young people to follow in their footsteps and to provide strategic leadership that ensures the voice and needs of their communities are represented at all levels of public decision making.

Advocacy

We continue to produce policy reports and campaigns to advocate for the communities we serve, including marginalised groups, to communicate the challenges they face to decision-makers. This work is guided by listening to affected communities and engaging civil society actors across the board to effect meaningful discourse and lasting change.

Research

We will collaborate with academics and universities to identify the root causes of tribalism. Through the findings of the research, we develop publications for schools, policy makers, public bodies and institutions to enable them to better serve those communities and counter the misuse of tribal differences.

Achievement and Performance in 2020/2021

The COVID-19 pandemic has meant that most of our services and projects were moved online, and now on the road to recovery post-COVID-19, we have been able to slowly move our services back to face-to-face and plan for events.

Lead and Be Led

This year we have continued delivering 'Lead and Be Led', our flagship youth leadership programme with over 30 young people across London trained in core aspects of leadership such as confidence, authenticity, decision-making, self-awareness, advocacy, and critical thinking. Our young leaders have since then reflected the skills they have developed during the programme by undertaking social action campaigns of their choice on issues affecting young people today. With our network of partners, government departments and other organisations, several young people have gained further opportunities as a result of Lead and Be Led that ultimately increases their personal and professional developments. We have supported young people in gaining employment opportunities in major firms from corporate to legal, alongside creative industries and entrepreneurs.

SAVAH

(Supporting and Advocating Victims Against Hate)

We have successfully delivered several workshops across London to raise awareness about hate crime within the Somali community. We have provided our 3 stages of support (emotional, practical and building networks) to victims of hate crime and have facilitated many support sessions at Culture House that gave victims a safe space to come together and share their experiences.

COVID-19 BAME Resilience Grant

In partnership with Comic Relief and National Emergencies Trust, we successfully dispersed £432,000 COVID-19 funds to 34 organisations across England who are the social glue of communities to continue to have a positive impact in their communities and enabling them to deliver critical frontline services that have been affected by COVID-19 and their response and ability to continue operating during unprecedented times.



Housing Champions

Between 2018-2021, ATM trained 60 low-income BAME women from White City and South Acton to build their skills and knowledge on development, regeneration, and advocacy by participating in training sessions, advocacy sessions, meetings with stakeholders and organising community events. Through these activities, the 60 trained Housing Champions shared their knowledge with their communities, engaged with stakeholders and organised local resident events, which were attended by further 280 residents.

Policy Briefings

COVID-19 presented an opportunity to document our shared challenges whereby we began capturing the socio-economic, health and overall risks that COVID-19 has exposed. COVID-19 has exacerbated pre-existing inequalities, affected most acutely those who were in vulnerable and marginalised situations and disproportionately affected those who were furthest behind. This gave us an opportunity to seek resources, and policy attitude changes at central and local government as well as funding agencies to influence strategies and priorities.

This year, we produced several policy briefings to influence policy and decision makers to better respond to the needs of communities – these grassroots-based policy reports have been part of our drive to have evidence-based dialogue with

policy decisions makers, locally and nationally to best inform policy approaches and decisions on key issues that affect the Somali community in the UK.

Over the course of the past year, we have initiated successive dialogue with policy decision makers at local and central government sharing our policy findings and recommendation where we have influenced policy measures and attitude changes from key decision makers at the Department for Work and Pensions (DWP), The Department of Health and Social Care (DHSC), The National Health Service (NHS), Number 10 and the Cabinet Office as well Greater London Authority (GLA) to influence, help encourage and shape potential post COVID-19 recovery plans.

Unite Summit

Our annual Unite summit was dedicated to showcase, share and seek input into our 6 policy briefings. This was an all-day event, which consisted of presentations, group workshops, providing essential feedback and further policy recommendations and observations. These contributions will now form the basis of a new extended policy briefing which will capture the experiences and needs of the community which intends to provide wider united policy recommendations from grassroots organisations in many UK cities.

Financial Review

This financial year we had unrestricted income of £79,112 and restricted income of £592,854. Total incomes were £671,966. We had a net movement of £79,112 on the unrestricted income and a net movement of (£372,762) on restricted income. The charity had unrestricted reserves of £187,698 and restricted reserves of £98,154. Total Reserves 2020-2021 was £285,852.

Where does our money come from?

The Anti-Tribalism Movement began as a grass-roots organisation funded by membership donations. Since then, we have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, our venue and contract from private. Throughout, our volunteers, supporters and individual donors have been important to us. Our growing portfolio of restricted income grants and sponsorships are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, contracts and grant-making institutions. We expect to see our fundraising costs increase as we explore new opportunities. We are confident that in doing so, we will transform relationships with our supporters in order to maximise the amount available for our charitable activities within the next few years.

How do we judge the impact of our work?

We are committed to ensuring that in everything we do, we are accountable to those whom we work with and for, from our service users (communities and donors) and other stakeholders (staff and volunteers). We use several tools to monitor, evaluate and learn from our stakeholders, including:

- Evaluating the success of our projects from several areas such as change, enjoyment, participations, development, skills gap and methodology.
- Completing review exercises to understand our outcome achievements as well as our challenges, and how we deal with them.
- Undertaking evaluations to assess our overall strategies, test the core assumptions about how we contribute to social change and assess our effectiveness in different contexts.
- Consulting with key stakeholders to gather their insights and assessments about our work and efforts.

Our findings are used both internally and externally. Internally it is used to strengthen our ability to manage larger programs, to review the strengths of the board and explore options on how to deal with any arising issues. Externally we share our learning, case studies, trends and analysis with funders, the wider community, members and other relevant stakeholders to promote good practice.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

Reserves Policy

The Anti-Tribalism Movement's policy is to maintain a level of unrestricted and undesignated reserves equivalent to six months' turnover. Currently we are working towards achieving this target by 2024.

Risk Management

The trustees have assessed the major risks to which Anti-Tribalism Movement is exposed and are satisfied that those systems are in place to mitigate exposure to the major risks including maintaining a risk register, which is reviewed annually.

Investment Policy

The charity does not produce a sufficient surplus to invest, as priority must be given to building our unrestricted reserves.

Plans for future periods

We have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, venue hire, supporters and individual donors.

Our growing portfolio of unrestricted income venue hire, and donations are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, and grant-making institutions.

Independent Examiners

The Charity appointed **BK Community Accountant Ltd** as our independent examiner. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Anti-Tribalism Movement's Memorandum and Articles, the Companies Act 2006 and the Statement of Recommended Practice "Accounting and Reporting by Charities", issued in March 2005. The trustees' annual report (incorporating the directors' report) and the strategic report were approved on 22nd October 2021 and signed on behalf of the board of trustees by:



Dheg Aidid
Chair



Independent Examiner's Report to the Trustees of Anti – Tribalism Movement Year Ended 31st August 2021

I report to the trustees on my examination of the financial statements of Anti – Tribalism Movement ('the charity') for the year ended 31st August 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for Independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Certified Chartered Accountants (ACCA), which is one of the listed bodies.

I have completed my examination; I confirm that no matters have come to my attention in connection with the examination giving me cause to believe;

1. Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. The financial statements have not been prepared in accordance with the methods and principles of the statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

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.

Signed:



Date: 22/10/2021

Md Iqbal Hossain MBA, ACCA

BK COMMUNITY ACCOUNTANT LTD
Chartered Certified Accountant
Arches 420-421 Burdett Road,
London. E3 4AA.

Statement Of Financial Activities 31st August 2021

Incoming/Expenditure Resources	Note	Unrestricted Funds	Restricted Funds	TOTAL Funds 2021	TOTAL Funds 2020
Income and endowments:		£	£	£	£
Grants from Government and other Charities	8	34,100	592,854	626,954	821,212
Corporate and Membership Donations	8	15,547	-	15,547	4,298
Trading Activities	9	29,465	-	29,465	15,440
Capital Income	10	-	-	-	120,000
Total Income		79,112	592,854	671,966	960,950
Expenditure:					
Fundraising	11,12	-	32,950	32,950	10,000
Charitable Activities	11,12	-	800,508	800,508	287,888
Office Development	11,12	-	128,658	128,658	157,411
Governance	11,12	-	3,500	3,500	3,500
Total expenditure		-	965,616	965,616	458,799
Net movement in funds		79,112	(372,762)	(293,650)	502,151
Reconciliation of funds:					
Total funds brought forward		108,586	470,916	579,502	77,351
Total funds carried forward	21,22	187,698	98,154	285,852	579,502

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

The notes on page 16 to 26 form part of these financial statements.

Statement Of Financial Position 31st August 2021

Fixed Assets	Note	2021	2020
		£	£
Tangible Fixed Assets	17	19,916	23,377
Current Assets			
Cash at Bank and hand		277,398	563,425
Debtors	18	-	-
Total Current Assets		277,398	563,425
Current Liabilities			
Creditors: Amounts falling due within one year	19	(11,462)	7,300
Net current Assets		265,936	556,125
Total Assets/Net Assets			
		285,852	579,502
Funds of the charity:			
Unrestricted Funds	21,22	187,698	108,586
Restricted Funds	21,22	98,154	470,916
Total Charity Funds		285,852	579,502

For the year ending 31st August 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
- These accounts have been prepared in accordance with the provisions applicable to

companies subject to the small Companies regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the board of trustees & authorised for issue on 22nd October 2021, and are signed on behalf of the board by:



Name: Dheg Aidid (Chair)

The notes on page 16 to 26 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31ST AUGUST 2021

1. General Information

The Charity is a private Company Limited by Guarantee, registered in England & Wales and a registered charity in England & Wales. The address of the registered office is 5A Uxbridge Road, Shepherd's Bush, London, W12 8LJ.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable except when the donors specify that they must

be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accruals basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources.

Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable and entitlement is established.
- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned it unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events non-charitable trading activities and the sale of donated goods.
- Expenditure on charitable activities includes all costs incurred by a charity in under taking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of assets, less its residual value, over the useful economic life of those assets as follows:

Furniture & equipment	20% reducing balance
-----------------------	----------------------

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee without share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member.

5. Pensions and other post – retirement benefits

All staff has been offered a pension contribution recognised by HMRC. All staff has opted out so there are no pension assets to administer and there is no other post – retirement benefits funded by the charity.

6. Investment Income

None Funds are held in a non-interest bearing bank account. There are no bank charges associated with the account and trustees believe the achieve value for money in respect to the services provided by the bank.

7. Financial Instruments

Carrying amount: Debt instruments on the balance sheet represent real and fair value. Financial liabilities on the balance sheet represent real and fair value.

8. Income from donations and legacies

Grants, donations, and legacies:	Unrestricted Funds	Restricted Funds	2021	2020
	£	£	£	£
Donations:				
Public Sector & Trusts:				
National Lottery Community Fund	-	160,160	160,160	162,960
The Julia & Hans Rausing Trust	-	64,000	64,000	-
CO-OP Foundation	10,000	-	10,000	-
LBH&F	24,100	2,021	26,121	25,000
City Bridge Trust	-	3,970	3,970	40,000
Joffe Charitable Trust	-	7,000	7,000	20,000
The Tudor Trust	-	38,000	38,000	36,600
I Will Fund (LCF)	-	-	-	10,000
Comic Relief	-	145,553	145,553	374,000
Paul Hamlyn Foundation		50,000	50,000	50,000
Said Foundation	-	5,350	5,350	-
London Community Response Fund	-	40,000	40,000	-
The Henry Smith Charity		54,300	54,300	-
Wates Foundation	-	-	-	9,636
Trust for London	-	22,500	22,500	44,500
London Community Foundation	-	-	-	41,016
Hammersmith United Charities	-	-	-	7,500
Sponsorship:				
Corporate and Membership Donations	15,547	-	15,547	4,298
TOTAL	49,647	592,854	642,501	825,510

9. Income from Other Trading Activities

	Unrestricted	Restricted	2021	2020
	£	£	£	£
Culture House	23,400	-	23,400	9,746
Income(VAT Recovery)	6,065	-	6,065	5,694
TOTAL	29,465	-	29,465	15,440

10. Capital Income

	Unrestricted	Restricted	2021	2020
	£	£	£	£
The Tudor Trust	-	-	-	60,000
Co-op Foundation	-	-	-	60,000
TOTAL	-	-	-	120,000

11. Expenditure on Charitable Activities by Fund type

Charitable activities & Support Cost	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£	£	£	£
Services	-	929,166	929,166	39,928	405,371	445,299
Governance	-	3,500	3,500	3,500	-	3,500
Fundraising	-	32,950	32,950	10,000	-	10,000
Total	-	965,616	965,616	53,428	405,371	458,799

12. Expenditure on Charitable Activities by Activity type

Charitable activities & Support Cost	Services	Governance	Fund raising	Total Funds 2021	Total 2020
	£	£	£	£	£
Staff Costs	218,792	-	-	218,792	195,387
Contractor, Consultants	44,145	-	32,950	77,095	25,799
Rental Cost	-	-	-	-	23,040
Property Development	128,658	-	-	128,658	157,411
Depreciation	4,979	-	-	4,979	5,844
Other indirect Costs	22,654	3,500	-	26,154	11,512
Direct Costs	509,938	-	-	509,938	39,806
Total	929,166	3,500	32,950	965,616	458,799

13. Independent examination fees

	2021	2020
	£	£
Fees payable to the Independent examiner for:		
Independent examination of the financial statements	3,500	3,500
Total	3,500	3,500

14. Staff Cost

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Salaries and wages	203,342	182,554
Social Security Costs	15,450	12,833
Employee contributions to pension plans	0	0
Total	218,792	195,387

The average head count of employees during the year was 10(2020:10). The average number of fulltime equivalent employees during the year is analysed as follows:

	2021	2020
	£	£
Number of management and administrative staff	8	8
Number of core service staff	2	2
Total	10	10

No employee earned more than £60,000 during the year (2020: nil).

15. Trustee remuneration and expenses

SORP 2015 requires the following statements to be made:

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

16. Related parties

There are no related party transactions during the year.

17. Tangible Fixed Assets

	Equipment	Furniture & Fixtures	Total
	£	£	£
Cost			
At 1 September 2020	43,016	26,139	69,155
Additions	1,518	-	1,518
At 31 August 2021	44,534	26,139	70,673
Depreciation			
At 1 September 2020	31,077	14,701	45,778
Charge this period	2,691	2,288	4,979
At 31 August 2021	33,768	16,989	50,757
Net book value			
At 31 August 2021	10,766	9,150	19,916
At 31 August 2020	11,939	11,438	23,377

18. Debtors

	2021	2020
	£	£
Trade Debtors	-	-
Total	-	-

19. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade Creditors	4,706	3,800
Independent Examination fees	3,500	3,500
HMRC	3,256	-
Total	11,462	7,300

20. Operating lease commitments

The rent is £21,800 p.a.

Rates with a charity discount are £0.00 p.a.

Operating Lease is for 25 years. Office Development Cost covered the ATM rent for first eleven years.

21. Analysis of charitable Funds

	Unrestricted Fund	Restricted Funds	Total Fund 2021
	£	£	£
Tangible fixed assets	-	19,916	19,916
Current assets	187,698	78,238	265,936
Net Assets	187,698	98,154	285,852

22. Fund balance brought forward & carried forward

Funds:	Balance at 1st Sept 2020	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2021
Restricted Funds:	£	£	£	£	£
Balance brought Forward	470,916	-	-	426,102	44,814
National Lottery Community Fund	-	-	160,160	160,160	-
The Tudor Trust	-	-	38,000	32,000	6,000
Trust for London	-	-	22,500	22,500	-
The Henry Smith Charity	-	-	54,300	29,460	24,840
The Julia & Hans Rausing Trust	-	-	64,000	64,000	-
Joffe Charitable Trust	-	-	7,000	7,000	-
Paul Hamlyn Foundation	-	-	50,000	27,500	22,500
LBH&F	-	-	2,021	2,021	-
Comic Relief	-	-	145,553	145,553	-
Said Foundation	-	-	5,350	5,350	-
London Community Response Fund	-	-	40,000	40,000	-
City Bridge Trust	-	-	3,970	3,970	-
Sub Total	470,916	-	592,854	965,616	98,154
Unrestricted Fund:					
Brought Forward	108,586	-	-	-	108,586
Co-op Foundation	-	10,000	-	-	10,000
LBH&F	-	24,100	-	-	24,100
Tesco Community Grant	-	1,000	-	-	1,000
International Somali Awards	-	10,128	-	-	10,128
London Youth	-	3,000	-	-	3,000
Midaye Somali Development Network	-	500	-	-	500

Funds:	Balance at 1st Sept 2020	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2021
Culture House	-	23,400	-	-	23,400
Small Donation	-	919	-	-	919
Other Income	-	6,065	-	-	6,065
Sub Total	108,586	79,112	-	-	187,698
Total Fund Carried Forward	579,502	79,112	592,854	965,616	285,852

23. Income in Details

Income and endowments:	2021	2020
Donations and Legacies:	£	£
Public Sector:		
LBH&F	26,121	25,000
Sub Total	26,121	25,000
Charitable Trusts:		
The Tudor Trust	38,000	36,600
National Lottery Community fund	160,160	162,960
Joffe Charitable Trust	7,000	20,000
Comic Relief	145,553	374,000
I Will Fund (LCF)	-	10,000
The Julia & Hans Rausing Trust	64,000	-
Co-op Foundation	10,000	-
Said foundation	5,350	-
London Community Response	40,000	-
The Henry Smith Charity	54,300	-
Trust for London	22,500	44,500

Income and endowments:	2021	2020
Wates Foundation	-	9,636
City Bridge Trust	3,970	40,000
Paul Hamlyn Foundation	50,000	50,000
London Community Foundation Fund	-	41,016
Hammersmith United Charities	-	7,500
Sub Total	600,833	796,212
Corporate and Membership Donations:		
Tesco Community Grant	1,000	-
International Somali Awards	10,128	-
London Youth	3,000	-
Small Donation	919	3,798
Midaye Somali Development Network	500	500
Sub Total	15,547	4,298
Other Trading Activities:		
Culture House	23,400	9,746
Other Income (HMRC VAT Recover)	6,065	5,694
Sub Total	29,465	15,440
Capital Income:		
The Tudor Trust	-	60,000
Co-op Foundation	-	60,000
Sub Total	-	120,000
TOTAL INCOME	671,966	960,950

24. Expenditure in details

Expenditure	2021	2020
Expenditure on charitable activities	£	£
Salaries NI and Pension	218,792	195,387
Rent and Rates	-	22,830
International Somali Awards	-	21,310
Admin & Advertisement	12,572	4,606
Community Activities	42,080	8,107
Volunteers Activities	4,187	280
Events & Youth activities	8,620	6,195
Travel & Training	13,199	-
Consultant/Contractor	44,145	15,799
Fundraising Cost	32,950	10,000
Telephone, Gas, Electricity & Internet	13,861	2,086
Legal & Professional	12,722	5,491
Depreciation	4,979	5,844
Insurances & Removal	1,091	810
Rental & Hire	-	210
Repair and maintenance	3,120	2,433
Office Development	128,658	157,411
Comic Relief Subgrant	424,640	-
Total Expenditure	965,616	458,799
Net Movement in Funds	(293,650)	502,151

ANNUAL REPORT AND FINANCIAL STATEMENT

FOR THE YEAR ENDED
31ST AUGUST 2021

 0203 5881 880

 info@theatm.org

 theatm.org

Charity Registration No. 1168836
Company Registration No. 07002550



ANTI-TRIBALISM MOVEMENT