

**Charity number 1170754**  
**CIO number CE009389**

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**ROOTS OF EMPATHY UK**

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**REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**ROOTS OF EMPATHY UK**

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**CHARITY INFORMATION**

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<b>Charity number</b>	1170754
<b>CIO number</b>	CE009389
<b>Trustees</b>	Ms Mary Patricia Gordon – Chair Mr Graham Allen Mr Ashley Walter John Prime Dr Elizabeth Gregory Baroness Glenys Thornton
<b>Registered office</b>	Oxford House Derbyshire Street London E2 6HG
<b>Independent examiner</b>	Grant Thornton UK LLP 300 Pavilion Drive Northampton Business Park NORTHAMPTON NN4 7YE

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ROOTS OF EMPATHY UK

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## ROOTS OF EMPATHY UK

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022

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The Trustees present their report together with the financial statements for the year ended 31 August 2022.

#### **Structure, governance and management**

Roots of Empathy UK is registered with the Charity Commission (No. 1170754) and is constituted as a Charitable Incorporated Organisation (CIO number CE009389). The Charity operates in the UK and Ireland.

It is governed by the Constitution of a Charitable Incorporated Organisation.

Please refer to the Company Information page for the registration numbers, address of the principal office and the names of the Trustees who served during the year.

The Trustees confirm they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

The Charity is grateful for the ongoing support of Roots of Empathy (Canada) with which it has common Trustees.

#### **Trustee selection methods**

Trustees are appointed by the Trustees of the CIO.

#### **Objectives and activities**

The Objectives of the CIO are to promote civic responsibility and good citizenship, and advance education for the public benefit, in particular (but without limitation) by teaching and encouraging empathy, mutual respect and emotional literacy amongst children.

Roots of Empathy UK delivers an evidence-based classroom programme to children in primary school, that has shown significant effect in reducing levels of aggression and bullying among children while raising social/emotional competence and increasing empathy. Trained Roots of Empathy Instructors visit the classroom 27 times during the school year, using a specialised, age appropriate curriculum with lesson plans for each visit. At the heart of the programme is a neighbourhood infant and parent who visit the class 9 times over the school year. The Instructor coaches the students to observe the baby's development and label the baby's feelings. In this experiential learning, the baby is the teacher and a catalyst that the Instructor uses to help children identify and reflect on their own feelings and the feelings of others.

Through their participation in the programme, students gain a deeper understanding of themselves and others. This deeper understanding makes them more inclined to build bridges in relationships that increase inclusion and accept differences.

The main goals of our programmes are:

- To foster the development of empathy
- To develop emotional literacy
- To reduce levels of bullying, aggression and violence, and promote children's pro-social behaviours
- To increase knowledge of human development, learning, and infant safety
- To prepare students for responsible citizenship and responsive parenting

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## ROOTS OF EMPATHY UK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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#### **Objectives and activities (continued)**

Although a programme for all children, the Roots of Empathy programme has been recognised as having a particular meaning for children living in deprivation or who have faced considerable struggles due to family circumstance. This is a matter of priority for the organisation. The Trustees use the following criteria to decide who the organisation benefits and the work it does:

- a) Assessment of the need in a community for Roots of Empathy programmes – based on levels of poverty, academic declines and levels of violence
- b) The funding available to support the delivery of the programme (short and long term)
- c) Once a programme is established, the Trustees review the achievements against goals for the number of programmes delivered; number of children reached, number of new Instructors trained; number of returning Instructors to sustain the programme; and the assessment of the impact the programme has had on children as evidenced in the Programme Evaluation Report.

#### **Achievements and performance**

##### **Summary**

In 2021-22 programme year Roots of Empathy made good progress in building back programming post pandemic.

Children experienced significant disruption to their education across 3 academic years. The education sector reports of increased mental health issues, speech and language delays and significant impact on children's social and emotional development.

"This year alone, 500,000 more children will enter poverty. This increase, combined with a record number of pupils with special education and mental health needs and a 9% real terms cut in school funding, is a recipe for disaster." Gina Cicerone CEO Fair Education Alliance."

Therefore, the need for Roots of Empathy programme remains strong in UK schools and has the potential to make a significant contribution to supporting primary schools and children at this time.

However, the 2021-22 School year has not been easy; anecdotally many head teacher and teachers have described the period from September 2021 through – February 2022 as the most difficult to manage throughout the pandemic. There have still been major disruptions to school life with unprecedented levels of staff and child absences, the support of children's catch-up learning and the increased pressures on both staff and children's mental health and wellbeing.

##### **England and Wales Operations**

ROE UK has been fortunate to include a Program Coordinator position in 2022 to work alongside the UK Manager. These two UK staff positions receive significant support from the International office in the areas of finance, research, communications, program integrity and training.

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## ROOTS OF EMPATHY UK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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#### England and Wales Operations (continued)

Post-Covid, ROE UK is reviewing our strategy for growth moving forward; the pandemic has changed the landscape and there is a deficit of wellbeing and good mental health amongst our children.

We fed into a number of surveys on children's health and wellbeing - the Royal Foundation's survey on Early Childhood and the 'Commission on Young Lives' launched in September 2021. The commission is chaired by Anne Longfield, the former Children's Commissioner for England who our board member Graham Allen introduced to Mary Gordon and the UK team. We continue to connect with the All-Party Parliamentary Group on a Fit and Healthy Childhood of which Baroness Floella Benjamin is the Chair.

We are also continuing to build our relationships with national and regional partners such as Teach First and the Fair Education Alliance. As well, we have created many new connections with particular reference to the Violence Reduction Units in Merseyside and West Yorkshire.

We have partnered locally with Merseyside Youth Association who have been particularly helpful in sharing news of the Nurturing Empathy Before Transition (NEBT) project and this has led to a positive response from the Wirral and Liverpool.

The generation of new interest in socially disadvantaged areas of the country are providing the green-fields for our place based - Community Hubs work - which the Esmée Fairbairn Foundation is supporting. This has been somewhat disrupted by the pandemic over the last two years but we are hopeful that the appetite to connect with Roots of Empathy in these areas bodes well for future growth.

#### Wales

Throughout the pandemic and 2021-2022 ROE UK have continued to enjoy a positive working relationship with Anuerin Bevan University Health Board (ABUHB). The Families and Therapies division has continued to regard the Roots of Empathy programme as a key component of its transformation work with schools. Despite an appetite from many more schools to host the programme, we were able to proceed with 13 programmes in Gwent primary schools.

ABUHB have been able to offer a grant to support the maintenance of twenty three programmes for programme year 2022-23 as part of their transformation fund.

We are also working on an individual basis with the 5 local authorities of Gwent (Torfaen, Blaenau-Gwent, Monmouthshire, Newport and Caerphilly) to garner their support to recruit new schools to work with Roots of Empathy during 2022-23.

On the 13th May 2022 we were honoured to host a visit for the Deputy Health and Wellbeing Minister for Wales, Lynne Neagle. The Deputy Minister joined us for a Family visit to Hendredenny Park Primary school. Lynne Neagle was joined by a number of our other ROE supporters from Anuerin Bevan University Health Board and Caerphilly Borough Council. All the guests were very positive about the visit and the difference the programme can make to young peoples' lives. Liz Gregory, ROE UK trustee, has been instrumental in smoothing the way for this visit and flying the flag for Roots of Empathy within the Welsh government.

We are hopeful this may help with the extension of our programme coverage over Wales.

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## ROOTS OF EMPATHY UK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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#### **Seeds of Empathy**

Anuerin Bevan University Health Board funded an initial programme of Seeds of Empathy in Gwent. In May 2021, we held a meeting for Caerphilly schools that currently host Roots of Empathy and were interested in expanding into their early child care settings with the Seeds of Empathy programme. Five child care settings expressed an interest. We trained 19 early Years educators delivering the programme in 4 settings in Caerphilly. A stepped approach for the introduction of the programme was planned to accommodate the concerns and complications presented by the pandemic and the school's restrictions on inviting guests into the school. It was decided that the educators would begin with their training to deliver the Literacy Circle component of the programme and at a later date they would train for the Family Visit, preparing them to deliver the programme in its entirety in the autumn of 2023.

#### **Youth Endowment Fund (YEF)**

At the end of September 2021, the YEF and Roots of Empathy reviewed their contract in light of the ongoing context presented by the COVID-19 Pandemic. We re-scoped the timeframe for the delivery of the project and in particular the timings of the Randomised Control Trial were delayed.

Throughout the 2021-22 programme year the context of the pandemic continued to affect schools' confidence and their usual planning processes. Fluctuations in staffing and a focus on catch-up learning made it difficult for schools to commit to NEBT project as it required significant commitment of both the classroom teacher and the volunteer Instructors capacity.

During the autumn of 2021, Roots of Empathy UK embarked on a recruitment drive to alleviate pressure on schools by working with community volunteer Instructors. This was a new endeavour for Roots of Empathy UK, as previously the majority of ROE Instructors are non-teaching staff of the host school. Due to the design of the Randomised Control Trial, having an Instructor that could be assigned to a different school each year would be preferred, however, despite building a good relationship within the community, the context of the pandemic made this challenging.

From October to December 2021, Roots of Empathy UK focused on community development and building relationships with local partners and in particular those that could support the NEBT project. We continued to connect with schools in the towns and cities where the programme already had a presence; London, Nottingham, Doncaster and Birmingham. We made new connections with local volunteer recruitment organisations including Birmingham Voluntary Service Council, Birmingham Education Partnership, Nottingham Voluntary Service, Doncaster Partners in Learning and nationally Reach Volunteering.

In addition, we expanded our presence to two new areas that fit the criteria of the Youth Endowment Fund and where we believed Roots of Empathy programming could make a difference to the lives of children at risk of becoming involved in crime. These areas were Merseyside and Yorkshire. We received a warm welcome from the highest officers and their staff in both these areas: a meeting with Tracy Brabin, the first Mayor of West Yorkshire was very successful and she personally asked her Deputy Mayor in charge of policing to welcome the programme to the area.

In Liverpool we connected with the Merseyside Police and Crime Commissioner, Emily Spurell, who introduced us to the Superintendent of Community Policing. We held a briefing session attended by Mary Gordon for the education, community and voluntary sector hosted by Merseyside Youth Association helping us to create greater awareness of the benefits of the Roots of Empathy programme. The session was attended by heads of schools and teachers, staff from Children Centre Services and the Violence Reduction Unit.

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## ROOTS OF EMPATHY UK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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#### **Youth Endowment Fund (YEF) (continued)**

We created a suite of specific outreach materials for NEBT project and embarked on a Twitter campaign to build awareness of the project. Throughout March – June 2022 we embarked on a fierce outreach campaign to recruit schools to the NEBT programme.

In July 2022, we hit our target of 60 signed Memorandums of Understanding from schools wishing to participate in the NEBT project.

#### **NEBT Risk Analysis**

In terms of a risk analysis, the NEBT project presents an opportunity to elevate Roots of Empathy's research status and to have the first independent study of the programme out of England. The structure of the research is contrary to the organisation's usual approach of going to an area and building sustainable relationships. The research requires 140 new school relationships. This is an increase of 2/3's our school relationships in England. Post pandemic many schools are operating in a stretched capacity and this has had an impact on our ability to recruit schools.

#### **VIP Visits**

In May 2022, The Duke and Duchess of Cambridge (William and Kate) visited a ROE class in Scotland. Our partner in Scotland, lead agency, Action for Children, organised the visit and let us know that "The Duke and Duchess were blown away by the visit. It could not have gone any better and ROE has two new fans"! In the days following the Royal visit we saw a huge uplift in our social media coverage.

#### **Financial review**

During the year we received income totalling £202,637 and spent a total of £149,326. The charity made an overall surplus in relation to un-restricted funds of £72,060 however made a deficit in relation to restricted funds of £18,749, resulting in an overall surplus for the year of £53,311.

In practice, through the approval of the budget, the Trustees have an annual financial goal to balance the budget, and in the long term achieve a sustainable organisation.

#### **Reserves policy**

Roots of Empathy UK does not at this time, have a formal policy on the level of Reserves. However, an amount of £12,500 was established as a cash reserve at the outset. In 2021-22, Roots of Empathy UK had an accumulated surplus of £148,749: £93,605 unrestricted, £55,144 restricted (2021 £95,438: £21,545 unrestricted, £73,893 restricted).

Income is recognised in line with the Charities SORP. Income received in excess of expenditure is carried forward in the reserves.



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## ROOTS OF EMPATHY UK

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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#### **Statement of Trustees' responsibilities**

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year. The trustees have to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. The trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

- Observe the methods and principles in the Charities SORP
- select suitable accounting policies and then apply them consistently;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

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

Approved by the board of Trustees on 14/7/2023 and signed on its behalf

*Mary Gordon*

**Mary Gordon**  
**Chair, Roots of Empathy UK Board**  
**Founder/President Roots of Empathy**



## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ROOTS OF EMPATHY UK**

I report on the accounts of Roots of Empathy UK for the year ended 31 August 2022, which are set out on pages 9 to 17.

Your attention is drawn to the fact that the charity's trustees have prepared the charity's accounts in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) issued in October 2019 in preference to the Statement of Recommended Practice 'Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005)' issued in April 2005 which is referred to in the Charities (Accounts and Reports) Regulations 2008 but has been withdrawn. I understand that the charity's trustees have done this in order for the charity's accounts to give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

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

### **Respective responsibilities of trustees and examiner**

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

It is my responsibility to:

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

### **Basis of independent examiner's report**

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



## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ROOTS OF EMPATHY UK

### Independent examiner's statement

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

- which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act 2011;
  - to prepare accounts which accord with the accounting records; and
  - to comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008

have not been met; or

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

A handwritten signature in blue ink that reads "Chris Bagnall".

**Christopher Bagnall FCA**  
Grant Thornton UK LLP  
Chartered Accountants  
Northampton

Date: 14/7/2023

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**ROOTS OF EMPATHY UK**

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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2022**

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	<b>Note</b>	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2022 £</b>	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2021 £</b>
<b>Incoming resources from:</b>							
Donations and legacies	2	130,036	-	130,036	-	-	-
Charitable activities	2	26,137	46,450	72,587	6,843	107,820	114,663
Investments – bank interest		14	-	14	-	-	-
<b>Total incoming resources</b>		<b>156,187</b>	<b>46,450</b>	<b>202,637</b>	<b>6,843</b>	<b>107,820</b>	<b>114,663</b>
<b>Resources expended</b>							
Raising funds	3	(11,274)	(4,399)	(15,673)	(9,543)	(2,829)	(12,372)
Charitable activities	3	(72,853)	(60,800)	(133,653)	(58,728)	(38,598)	(97,326)
<b>Total resources expended</b>		<b>(84,127)</b>	<b>(65,199)</b>	<b>(149,326)</b>	<b>(68,271)</b>	<b>(41,427)</b>	<b>(109,698)</b>
<b>Net incoming / (outgoing) resources and movements in funds</b>		<b>72,060</b>	<b>(18,749)</b>	<b>53,311</b>	<b>(61,428)</b>	<b>66,393</b>	<b>4,965</b>
<b>Total funds brought forward</b>	10	<b>21,545</b>	<b>73,893</b>	<b>95,438</b>	<b>82,973</b>	<b>7,500</b>	<b>90,473</b>
<b>Total funds carried forward</b>	10	<b>93,605</b>	<b>55,144</b>	<b>148,749</b>	<b>21,545</b>	<b>73,893</b>	<b>95,438</b>

There are no recognised gains or losses other than those included above. The results above relate to continuing activities.

The income and expenditure is measured under the historical cost convention.

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**ROOTS OF EMPATHY UK**

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**BALANCE SHEET AS AT 31 AUGUST 2022**

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	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Unrestricted funds £	Restricted funds £	Total 2021 £
<b>Current assets</b>							
Debtors	5	4,752	1,728	6,480	7,212	13,422	20,634
Cash at bank and in hand		159,320	53,416	212,736	188,822	60,471	249,293
<b>Total current assets</b>		<b>164,072</b>	<b>55,144</b>	<b>219,216</b>	196,034	73,893	269,927
<b>Creditors: amounts falling due within one year</b>	6	<b>(70,467)</b>	<b>-</b>	<b>(70,467)</b>	(174,489)	-	(174,489)
<b>Net current assets</b>		<b>93,605</b>	<b>55,144</b>	<b>148,749</b>	21,545	73,893	95,438
<b>Net assets</b>		<b>93,605</b>	<b>55,144</b>	<b>148,749</b>	21,545	73,893	95,438
<b>Funds of the charity</b>							
Unrestricted funds	10	93,605	-	93,605	21,545	-	21,545
Restricted funds	10	-	55,144	55,144	-	73,893	73,893
<b>Total funds</b>		<b>93,605</b>	<b>55,144</b>	<b>148,749</b>	21,545	73,893	95,438

The financial statements were approved by the Trustees and authorised for issue on 14/7/2023  
and signed on its behalf by:

*Mary Gordon*

Mary Gordon – Chair, Board of Trustees

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## ROOTS OF EMPATHY UK

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

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## 1 Accounting Policies

### 1.1 Basis of preparation of financial statements

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

Please refer to the Company Information page for the registration numbers, address of the principal office and the names of the Trustees who served during the year.

### 1.2 Incoming resources

#### Recognition of incoming resources

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the trustees believe it is probable that they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

#### Incoming resources with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

#### Grants and donations

Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.

#### Tax reclaims on donations and gifts

Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

#### Contractual income and performance related grants

This is only included in the SoFA once the related goods or services have been delivered.

#### Gifts in kind

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

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

#### Donated services and facilities

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

#### Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' report.

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**ROOTS OF EMPATHY UK**

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Accounting Policies (continued)****1.3 Expenditure and liabilities****Liability recognition**

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

**Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**1.4 Debtors**

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts.

**1.5 Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.6 Foreign currency translation**

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

The functional and presentational currency of the charity is that of pound sterling (£).

**1.7 Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount after allowing for any trade discounts due.

**1.8 Going concern**

As a result of the Covid-19 pandemic management anticipated a temporary decline in donation revenue and postponed a number of its programmes. The improving situation in the UK throughout 2022 enabled these programmes to resume resulting in the charity resuming activity.

## ROOTS OF EMPATHY UK

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

#### 1.8 Going concern (continued)

The Charity is reliant on the continued support from Roots of Empathy (Canada) and on the basis of this support and the ongoing activities of the Charity, are of the opinion that it is appropriate to prepare the financial statements on a going concern basis.

#### 1.9 Fund accounting

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

#### 1.10 Grants

Grants are accounted under the performance model as permitted by FRS 102. Grants of a revenue nature are recognised in the Statement of Financial activities when the Charity has fulfilled criteria for its recognition.

#### 1.11 Financial instruments

The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and trade and other creditors.

## 2 Analysis of incoming resources

	Unrestricted £	Restricted £	2022 £	2021 £
<b>Donations and legacies</b>				
Grants from foundations	130,000	-	130,000	-
Individual and corporate contributions	36	-	36	-
	<u>130,036</u>	<u>-</u>	<u>130,036</u>	<u>-</u>
<b>Incoming resources from charitable activities</b>				
Contributions from Participating Schools	375	6,450	6,825	-
Other charitable activities	25,762	40,000	65,762	114,663
	<u>26,137</u>	<u>46,450</u>	<u>72,587</u>	<u>114,663</u>



## ROOTS OF EMPATHY UK

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

#### 3 Analysis of resources expended

	Unrestricted £	Restricted £	2022 £	2021 £
<b>Raising funds</b>				
Travel and expenses related to Fund Development	1,246	1,464	2,710	550
Marketing and promotion	86	225	311	148
Rent and occupancy costs	4,484	-	4,484	4,624
Support costs (see note 4)	5,458	2,710	8,168	7,050
	<u>11,274</u>	<u>4,399</u>	<u>15,673</u>	<u>12,372</u>
<b>Charitable activities</b>				
Training of new instructors	13,825	6,968	20,793	7,211
Program curriculum and learning materials	3,857	20,776	24,633	9,544
Ongoing support and maintenance of Programs & Professional Development for Certified Instructors	1,972	4,439	6,411	12,085
Local program management	961	3,814	4,775	2,309
Instructor travel expense	535	413	948	2,308
Accountancy costs	2,400	-	2,400	417
Recruitment costs	175	-	175	-
Support costs (see note 4)	49,128	24,390	73,518	63,452
	<u>72,853</u>	<u>60,800</u>	<u>133,653</u>	<u>97,326</u>
<b>Total</b>	<u>84,127</u>	<u>65,199</u>	<u>149,326</u>	<u>109,698</u>

#### 4 Support costs

	Unrestricted funds £	Restricted funds £	Total costs 2022 £	Total costs 2021 £
<b>Support cost type</b>				
General management and oversight	50,754	25,157	75,911	68,282
Administrative expenses	3,832	1,943	5,775	2,220
<b>Total</b>	<u>54,586</u>	<u>27,100</u>	<u>81,686</u>	<u>70,502</u>

Fees totalling £1,800 + VAT (2021: £1,650 + VAT) were incurred in relation to the independent examination and fees totalling £600 + VAT (2021: £550 + VAT) were incurred in relation to assurance services for the year ended 31 August 2022.

Support costs are allocated apportioned on a 10/90% basis split between raising funds and charitable activities respectively.

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**ROOTS OF EMPATHY UK**

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**5 Debtors**

	<b>2022</b>	2021
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year</b>		
Trade debtors	<b>1,825</b>	13,422
Other debtors	<b>897</b>	-
Prepayments and accrued income	<b>3,758</b>	7,212
	<b>6,480</b>	20,634

**6 Creditors**

	<b>2022</b>	2021
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year</b>		
Amounts due to Roots of Empathy Canada	<b>4,566</b>	110,003
Other creditors	<b>5,560</b>	61
Accruals and deferred income	<b>60,341</b>	64,425
	<b>70,467</b>	174,489

Deferred income as at 31 August 2022 amounts to £9,234 (2021: £59,481) and relates to income received in relation to service level agreements where activities had not been fully completed by the year end. Income released during the year totalled £50,247.

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**ROOTS OF EMPATHY UK**


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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**


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**7 Transactions with related parties**

Roots of Empathy (Canada) (Charitable No. 89643 4818 RR0001) is registered in Canada and is considered to be the CIO's parent entity, due to its common Trustees.

Roots of Empathy (Canada) is located at 250 Ferrand Drive, Suite 1501, Toronto, Ontario, Canada.

The charity's principal purpose is to build caring, peaceful and civil societies through the development of empathy in children and adults.

The parent undertaking is not required to prepare consolidated statutory accounts and therefore these are not publicly available.

<b>Name of the trustee or related party</b>	<b>Relationship to charity</b>	<b>Description of the transactions</b>	<b>2022 £</b>	<b>2021 £</b>
Roots of Empathy (Canada)	Parent charity	Expenses related to the provision of Trainers, Programme Learning Materials and Curriculum, Professional Development and Programme Oversight	<b>47,243</b>	96,868

Included within creditors is £4,566 (2021: £110,003), which is owed to Roots of Empathy Canada.

**8 Employees**

The average number of employees during the year was 1 (2021: 1). No employees received emoluments exceeding £60,000 per annum (2021: none).

Gross salaries paid during the year totalled £15,079 (2021: £14,861). Social security costs totalled £nil (2021: £743) and employer pension contributions totalled £118 (2021: £238).

**9 Trustees' remuneration**

During the year no trustees received remuneration (2021: none). No trustee received any expenses (2021: none).

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**ROOTS OF EMPATHY UK**

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**10 Reconciliation of funds**

	Brought forward £	Incoming resources £	Resources expended £	Carried forward £
<b>Restricted funds</b>				
Youth Endowment	-	40,750	(31,337)	9,413
Dulverton Trust	29,603	5,700	(22,670)	12,633
Anuerin Bevan – Seeds of Empathy	44,290	-	(11,192)	33,098
	<b>73,893</b>	<b>46,450</b>	<b>(65,199)</b>	<b>55,144</b>
<b>Unrestricted funds</b>	21,545	130,425	(58,365)	93,605
<b>Designated funds</b>				
Anuerin Bevan – Roots of Empathy	-	25,762	(25,762)	-
	<b>95,438</b>	<b>202,637</b>	<b>149,326</b>	<b>148,749</b>

For details on all of our restricted and unrestricted fund activities, please refer to pages 4 and 5 of the trustees report.

Income is recognised in line with the Charities SORP. Income received in excess of expenditure is carried forward in the reserves.