

Charity number 1170754
CIO number CE009389

ROOTS OF EMPATHY UK

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

ROOTS OF EMPATHY UK

CHARITY INFORMATION

Charity number	1170754
CIO number	CE009389
Trustees	Ms Mary Patricia Gordon – Chair Mr Graham Allen Mr Ashley Walter John Prime Dr Elizabeth Gregory Baroness Glenys Thornton
Registered office	Oxford House Derbyshire Street London E2 6HG
Independent examiner	Grant Thornton UK LLP 4th Floor Victoria House 199 Avebury Boulevard Milton Keynes MK9 1AU

ROOTS OF EMPATHY UK

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ROOTS OF EMPATHY UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their report together with the financial statements for the year ended 31 August 2023.

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

ROOTS OF EMPATHY UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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

The year 2022-2023 for Roots of Empathy in the UK was a tumultuous one. As we deliver our programs in schools, schools were experiencing unprecedented disruptions, where teachers were absent in previously unseen numbers, and also left the profession in pandemic exhaustion. Children's mental health, as measured by anxiety and depression, was at an all time high, which made Roots of Empathy more important to them than in any other period in our decade's long history. Schools were thrilled to have Roots of Empathy, but often struggled to get organised to receive it. Our partnership with the Youth Endowment Fund (YEF) drove most of our school relationships. With the pressure we had to deliver a high number of schools for the Nurturing Empathy Before Transition (NEBT) research, we found that we had to offer our program, not just in concentrated areas, which are easier to serve, as was our process, but we accepted enthusiastic schools who were isolated, thus making it particularly difficult to provide training and mentoring.

Schools have been seen as pressure cookers for teachers and administration who struggle to provide optimal learning in circumstances that are far from optimal. Significant funding cuts and escalating costs, coupled with ongoing recruitment challenges, have further exacerbated the complexities of school management. What Roots of Empathy is recognised as contributing, is helping pupils with self-regulation, so that they will be prepared to receive the instruction that teachers are providing. Learning is very much state dependent, and if children are in a state of anxiety, they are not receptive to learning.

England and Wales Operations

In January 2023, Roots of Empathy UK made significant strides in enhancing its operational capacity. We were delighted to welcome Lara Berisa as the new National Coordinator to collaborate closely with the UK Manager. Lara's appointment has proven to be immensely beneficial, as she has seamlessly integrated into the team and successfully delivered a full Roots of Empathy programme year. With her expertise and dedication, Lara has quickly established herself as an invaluable asset to our organization.

ROOTS OF EMPATHY UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

England and Wales Operations (continued)

Additionally, in January 2023, Roots of Empathy UK achieved another milestone by appointing our first part-time Welsh Key Point Person. This appointment marks a significant step forward in our commitment to serving the communities of Wales. We are excited about the opportunities this local role presents and look forward to developing it further to ensure effective support and engagement with Welsh communities.

These appointments underscore our ongoing efforts to strengthen our operations and expand our reach to better serve the diverse needs of communities across England and Wales. We are confident that Lara and our Welsh Key Point Person will play pivotal roles in advancing our mission and making a positive impact on the lives of children and families throughout the region.

Steady Growth in Program Reach

Throughout this period, Roots of Empathy UK has experienced steady growth in its programme reach, with an increasing number of schools and communities embracing our initiatives. Despite the lingering effects of the pandemic in some regions, our commitment to fostering empathy and emotional literacy has resonated deeply, resulting in heightened interest and engagement.

Collaborative Partnerships

Collaboration has been instrumental in our success during this period. We are grateful for the invaluable partnerships forged with schools, educators and a number of Academy Trusts.

We have maintained relationships with Welsh local authorities, Merseyside Youth Association, Children and Young Peoples Mental Health to name a few of the local government and community organisations we work with. Through collective efforts, we have been able to amplify our reach and effectiveness, making a meaningful difference in the lives of children and communities across the UK.

Resilience and Adaptability

Despite ongoing challenges and uncertainties, the UK team supported by mentors and trainers from ROE international were committed to delivering high quality programming. Unfortunately, we were unable to train local Mentors because the instructors in England and Wales were mainly pulled from the NEBT research, which mandated that all instructors be school-based. Because they were school-based, they didn't have the flexibility to mentor.

Enhanced Educational Impact

Roots of Empathy received many awards during 2022-23. The most significant of which was the HundrED Award out of Finland, for one of the most inspiring and best innovations in education in the world. Our Founder/President Mary Gordon was invited to Helsinki to give the opening keynote at the HundrEd Summit. Educators in the UK took note of this significant award. All stakeholders were provided with an Annual Program Evaluation, giving real statistics of program impact from pupils, host classroom teachers, Roots of Empathy instructors, and the Roots of Empathy volunteer family/baby. Our empathy based curriculum delivered in classrooms by our instructors not only influences the pupils capacity for empathy, but teachers deeply appreciate having the program as it shows them their students in a different light, and often gives them new techniques and philosophies.

ROOTS OF EMPATHY UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Youth Endowment Fund (YEF)

The Nurturing Empathy Before Transition (NEBT) project has been the primary focus of Roots of Empathy UK over the past two years, representing a significant endeavor for the organisation. With ambitious recruitment targets in sight, the project has consumed much of the UK team's resources, and has pulled heavily on the ROE International office. As of this report, Year 2 of the NEBT evaluation is well underway, and the UK Team has recently concluded the delivery of Mid-Year trainings, which have been delivered by trainers mainly from Canada.

During the recruitment phase from January 2023 to September 2023, we successfully enlisted 104 schools to participate in the NEBT trial. This achievement underscores the evident need and enthusiasm among Headteachers to embrace Roots of Empathy within their educational settings. However, despite this initial success, challenges arose during the data collection phase, coinciding with the commencement of the school year. The demands placed on staff members for data collection, coupled with the substantial commitment required to deliver the programme effectively, led to an unprecedented rate of withdrawals from the scheme.

On a positive note, we extended the NEBT program to Wales, where schools demonstrated a heightened ability to manage the programme's requirements. Presently, we have a cohort of 23 Intervention schools, with an additional 2 schools being financed by YEF.

Wales

Expanding upon the fruitful partnerships established with Gwent, we have further advanced our initiatives by collaborating with the Youth Endowment Fund and Sheffield Hallam University to extend the reach of the NEBT (Nurturing Empathy Before Transitions) programme to schools in Wales. This initiative was met with enthusiastic participation, resulting in the enlistment of 29 new schools into the NEBT programme. As a result, six additional schools were integrated into the intervention group, where they implemented the Roots of Empathy curriculum, while approximately (exact figures yet to be shared by SHU) eight schools joined the control group.

Moreover, our commitment to the Gwent region remained steadfast as we sustained 20 programmes in the area. Leveraging the expertise of returning Instructors, we ensured continuity and quality in programme delivery. It is noteworthy that the schools hosting these Instructors received commendable support from local authorities, underscoring the collaborative effort in advancing our shared objectives.

In addition, Seeds of Empathy, a programme of the Roots of Empathy organisation, has been thriving in Caerphilly. The programme was supported locally and offered in 4 child care centres.

VIP Visits

In April 2023, Katie Cohen, Brenda McCormack (former COO), Mary Ito (Canadian board member) and Mary Gordon, Founder and Chair of ROE UK, accompanied Laura Barbour, Head of Early Years at the Sutton Trust to a classroom visit with a Year 5 class at Bridishee Green School in Lewisham. Roots of Empathy had a board meeting in the House of Lords, as arranged by Baroness Glenys Thornton. A reception was held at Canada House by the Canada House Foundation to bring together Roots of Empathy UK board members and special guests.

ROOTS OF EMPATHY UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Looking Ahead:

As we look ahead to the coming year, we are filled with optimism and determination. Building on the achievements of the past year, Roots of Empathy UK is poised to continue its transformative work, building a more caring, peaceful and civil society. In conclusion, we extend our sincere gratitude to our board members, staff, partners, and supporters for their unwavering dedication and commitment to the mission of Roots of Empathy UK. Together, we will continue to nurture a culture of empathy

Financial review

During the year we received income totalling £155,369 and spent a total of £216,736. The charity made an overall deficit in relation to unrestricted funds of £38,523 and made a deficit in relation to restricted funds of £22,844, resulting in an overall deficit for the year of £61,367.

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 2022-23, Roots of Empathy UK had an accumulated surplus of £87,382; £55,082 unrestricted, £32,300 restricted (2022 £148,749; £93,605 unrestricted, £55,144 restricted).

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

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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

ROOTS OF EMPATHY UK

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

Statement of Trustees' responsibilities (continued)

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 26/6/2024 and signed on its behalf



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 to the charity trustees on my examination of the accounts of Roots of Empathy UK ('the Charitable Company') for the year ended 31 August 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no matter has come to my attention in connection with the examination which gives me reasonable cause to believe that in any material respect:

- accounting records were not kept in respect of the charity as required by section 130 of the Act;
or
- the accounts do not accord with these records.

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.

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

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

Christopher Bagnall FCA
Grant Thornton UK LLP
Chartered Accountants
Milton Keynes

Date: 27/6/2024

ROOTS OF EMPATHY UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Unrestricted funds £	Restricted funds £	Total 2022 £
Incoming resources from:							
Donations and legacies	2	6,500	23,150	29,650	130,036	-	130,036
Charitable activities	2	30,900	94,277	125,177	26,137	46,450	72,587
Investments – bank interest		542	-	542	14	-	14
Total incoming resources		37,942	117,427	155,369	156,187	46,450	202,637
Resources expended							
Raising funds	3	(11,268)	(16,695)	(27,963)	(11,274)	(4,399)	(15,673)
Charitable activities	3	(65,197)	(123,576)	(188,773)	(72,853)	(60,800)	(133,653)
Total resources expended		(76,465)	(140,271)	(216,736)	(84,127)	(65,199)	(149,326)
Net incoming / (outgoing) resources and movements in funds		(38,523)	(22,844)	(61,367)	72,060	(18,749)	53,311
Total funds brought forward	11	93,605	55,144	148,749	21,545	73,893	95,438
Total funds carried forward	11	55,082	32,300	87,382	93,605	55,144	148,749

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

ROOTS OF EMPATHY UK

BALANCE SHEET AS AT 31 AUGUST 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Unrestricted funds £	Restricted funds £	Total 2022 £
Current assets							
Tangible fixed assets	5	2,531	-	2,531			
Debtors	6	-	2,253	2,253	4,752	1,728	6,480
Cash at bank and in hand		112,197	90,770	202,967	159,320	53,416	212,736
Total current assets		114,728	93,023	207,751	164,072	55,144	219,216
Creditors: amounts falling due within one year	7	(59,646)	(60,723)	(120,369)	(70,467)	-	(70,467)
Net current assets		55,082	32,300	87,382	93,605	55,144	148,749
Net assets		55,082	32,300	87,382	93,605	55,144	148,749
Funds of the charity							
Unrestricted funds	11	55,082	-	55,082	93,605	-	93,605
Restricted funds	11	-	32,300	32,300	-	55,144	55,144
Total funds		55,082	32,300	87,382	93,605	55,144	148,749

The financial statements were approved by the Trustees and authorised for issue on 26/6/2024 and signed on its behalf by:

Mary Gordon

Mary Gordon – Chair, Board of Trustees

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

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.

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

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 Tangible fixed assets

Depreciation on computer equipment is provided for at 3 years straight line on cost, in order to write each asset off over its estimated useful life.

1.5 Debtors

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

1.6 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.

1.7 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 (£).

1.8 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.

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1.9 Going concern

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.

1.10 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.

1.11 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.

1.12 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 £	2023 £	2022 £
Donations and legacies				
Grants from foundations	6,500	23,150	29,650	130,000
Individual and corporate contributions	-	-	-	36
	<u>6,500</u>	<u>23,150</u>	<u>29,650</u>	<u>130,036</u>
Incoming resources from charitable activities				
Contributions from Participating Schools	4,275	-	4,275	6,825
Other charitable activities	26,625	94,277	120,902	65,762
	<u>30,900</u>	<u>94,277</u>	<u>125,177</u>	<u>72,587</u>

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**3 Analysis of resources expended**

	Unrestricted £	Restricted £	2023 £	2022 £
Raising funds				
Travel and expenses related to Fund Development	1,511	3,296	4,807	2,710
Marketing and promotion	2,115	5,979	8,094	311
Rent and occupancy costs	3,146	1,534	4,680	4,484
Support costs (see note 4)	4,496	5,886	10,382	8,168
	<u>11,268</u>	<u>16,695</u>	<u>27,963</u>	<u>15,673</u>
Charitable activities				
Training of new instructors	7,453	30,590	38,043	20,793
Program curriculum and learning materials	3,324	10,708	14,032	24,633
Ongoing support and maintenance of Programs & Professional Development for Certified Instructors	6,713	9,922	16,635	6,411
Local program management	674	5,528	6,202	4,775
Instructor travel expense	949	13,853	14,802	948
Legal and professional	3,212	-	3,212	-
Accountancy costs	2,160	-	2,160	2,400
Recruitment costs	245	-	245	175
Support costs (see note 4)	40,467	52,975	93,442	73,518
	<u>65,197</u>	<u>123,576</u>	<u>188,773</u>	<u>133,653</u>
Total	<u>76,465</u>	<u>140,271</u>	<u>216,736</u>	<u>149,326</u>

4 Support costs

	Unrestricted funds £	Restricted funds £	Total costs 2023 £	Total costs 2022 £
Support cost type				
General management and oversight	46,977	55,552	102,529	75,911
Administrative expenses	(2,014)	3,309	1,295	5,775
Total	<u>44,963</u>	<u>58,861</u>	<u>103,824</u>	<u>81,686</u>

Fees totalling £1,975 + VAT (2022: £1,800 + VAT) were incurred in relation to the independent examination and fees totalling £600 + VAT (2022: £600 + VAT) were incurred in relation to assurance services for the year ended 31 August 2023.

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

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

5 Tangible fixed assets

	Computer equipment £
Cost	
Additions	<u>3,796</u>
At 31 August 2023	<u>3,796</u>
Depreciation	
Charge for year	<u>1,265</u>
At 31 August 2023	<u>1,265</u>
Net book value	
At 31 August 2023	<u><u>2,531</u></u>

6 Debtors

	2023 £	2022 £
Amounts falling due within one year		
Trade debtors	144	1,825
Other debtors	-	897
Prepayments and accrued income	<u>2,109</u>	<u>3,758</u>
	<u><u>2,253</u></u>	<u><u>6,480</u></u>

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

7 Creditors

	2023	2022
	£	£
Amounts falling due within one year		
Amounts due to Roots of Empathy Canada	25,685	4,566
Other creditors	409	5,560
Accruals and deferred income	94,275	60,341
	<u>120,369</u>	<u>70,467</u>

Deferred income as at 31 August 2023 amounts to £90,818 (2022: £56,720) 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 £26,625 (2022: £25,761), and further amounts received of £60,723 (2022: £23,000) have been deferred.

8 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 Dundas St. W., Suite 802, 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.

Name of the trustee or related party	Relationship to charity	Description of the transactions	2023	2022
			£	£
Roots of Empathy (Canada)	Parent charity	Expenses related to the provision of Trainers, Programme Learning Materials and Curriculum, Professional Development and Programme Oversight	21,119	47,243

Included within creditors is £25,685 (2022: £4,566), which is owed to Roots of Empathy Canada.

ROOTS OF EMPATHY UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

9 Employees

The average number of employees during the year was 1 (2022: 1). No employees received emoluments exceeding £60,000 per annum (2022: none).

Gross salaries paid during the year totalled £27,702 (2022: £15,079). Social security costs totalled £1,919 (2022: £nil) and employer pension contributions totalled £480 (2022: £118).

10 Trustees' remuneration

During the year no trustees received remuneration (2022: none). No trustee received any expenses (2022: none).

11 Reconciliation of funds

Analysis of funds split between grant providers

	Brought forward £	Incoming resources £	Resources expended £	Carried forward £
Restricted				
Youth Endowment	9,413	94,277	(94,277)	9,413
Dulverton	12,633	-	(4,989)	7,644
Anuerin Bevan – Seeds of Empathy	33,098	-	(18,542)	14,556
Caerphilly Health Council	-	10,000	(9,560)	440
Blaneau Gwent Borough	-	4,900	(4,753)	147
Monmouthshire Borough	-	8,250	(8,150)	100
	55,144	117,427	(140,271)	32,300
Unrestricted	93,605	37,942	(76,465)	55,082
	148,749	155,369	(216,736)	87,382

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.