



THE JO COX
FOUNDATION

TRUSTEES' REPORT AND ACCOUNTS 2022



Credit: Zain Lambat



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Rt Hon Jacqui Smith

Chair of Trustees



I am proud of how the Jo Cox Foundation has emerged from the challenges of the Covid pandemic. When people were forced apart in the first lockdown, we set up the Connection Coalition to bring organisations together and to support work to strengthen social relationships. We continue this work and used our members' experiences to alert Ministers to the impact of the cost of living crisis on them and other organisations.

We maintain close relationships with politicians across the spectrum and were pleased to engage with 150 MPs in person ahead of our successful Great Get Together in June 2022. This has become such an important part of the calendar for the many local groups and individuals who bring people together in a range of fun and imaginative ways. And we're growing the impact of this to work year-round in our network of More in Common groups.

We have taken the opportunity to renew our strategy post pandemic to ensure that we continue to make meaningful change on issues that Jo was passionate about. We will focus on three areas of work – nurturing stronger communities, championing respect in politics and advocating for a fairer world. And we'll be informed by the values by which Jo lived her life: we're ambitious, collaborative and empathetic. At the heart of our work is Jo's belief that we have more in common than that which divides us.

This year, as well as growing our work with communities we will have a particular focus on the issue of respectful politics. With co-chairs Baroness Gabby Bertin and Lord Vernon Coaker, we launched the Jo Cox Civility Commission in early 2023. We will gather evidence – from elected politicians, from those who work with them and those who want to see a vibrant and inclusive democratic system – about how we can improve the quality and civility of public debate and encourage more people to take part and stand for public office. From this we will develop our recommendations and we would love to hear from anybody with experiences or ideas to share: visit jocoxfoundation.org/commission.

We're proud of our continued achievement and excited about the year ahead. I am grateful to our CEO Su Moore and our committed, enthusiastic and busy staff team. My fellow trustees continue to provide wisdom, experience and guidance to the Foundation and I'm very glad to have them alongside me in this enormously fulfilling role. Thank you to all those who have supported our work this year – in difficult financial times we are particularly keen to encourage even more support. If you can donate to our work, please do so at jocoxfoundation.org/donate.

Thank you!



Su Moore

Chief Executive



Though we were proud to have been able to continue connecting communities throughout the Covid restrictions, it was such a pleasure to be able to bring people back together in person for June's Great Get Together. Our organisers outdid themselves, and we saw an even greater range of events than ever before. Communities were brought together through sport, gardening, crafting and food, truly celebrating that we do have more in common than that which divides us.

The Great Get together also provided the inspiration for a new development in our work – the evolution of the More in Common Partnership. As part of the campaign, 12 organisations in Cardiff came together to run a community event at the Grangetown Pavilion. Inspired by the success of this event, they decided to continue working together, and invite others to join. The Partnership now has over 60 organisations working collaboratively to bring people together, tackle divides, and address local issues.

The shadow of Covid does still impact our work, with some remaining anxious about coming together in person. A new crisis has also altered the way we work, and we have been forced to reassess our programmes in the light of the sharp increases in the cost of living. It is with the Connection Coalition members that we have particularly seen this impact, with small, hyper-local groups and organisations worrying about their on-going survival. We have been determined to amplify the voices of these members. Our *On the Brink of Closure* report detailed what we'd found from members, and we shared this widely – including with key government ministers – lobbying for support to help the sector.

As well as our very visible work, there has also been much going on that you won't have seen. As Jacqui has mentioned, refreshing our organisational strategy has been a key focus for this year, and the whole team look forward to implementing the revised strategy, and making even more of a positive impact on issues that Jo was passionate about. As part of this, we have launched the Jo Cox Civility Commission in early 2023, one of the Foundation's most significant pieces of work to date. The issue of abuse and intimidation of elected politicians is getting worse, and we're determined to find concrete solutions to address it.

Before I sign off, I want to say thank you to the Foundation team whose dedication, hard work and good humour is a credit to the organisation. Thank you also to our funders who enable us to keep making a difference every day in Jo's name.



About the Jo Cox Foundation

Jo Cox was a passionate campaigner, activist and humanitarian; a proud Yorkshire lass and internationalist; and a devoted mum, daughter, sister, wife, friend and MP.

The Jo Cox Foundation makes meaningful change on issues that Jo was passionate about. Like Jo, we believe that a kinder, fairer and more connected world is possible. Underpinning this belief is the understanding that we have more in common than that which divides us. As we work to make change, we follow Jo's example of collaborating with others and bringing people together to achieve more than we can alone.

We work in three areas. We nurture stronger communities, champion civility in politics and advocate for a fairer world.

We focus on making change led by the values by which Jo lived her life and are guided by the following principles:

Ambitious:

This means: We believe, like Jo, that there should be no 'too difficult to deal with' pile

Collaborative

This means: We believe that achieving real change requires us all to pool our strengths and exchange our skills and resources

Empathetic

This means: We believe that kindness and compassion are signs of strength, and that only by understanding others can we build relationships and bridge divides



Stronger Communities

We want less lonely, better connected communities across the UK, where everyone feels that they belong. Over the past 12 months:

We addressed loneliness

Taking place from 17 to 29 January, our Great Winter Get Together shone a light on loneliness at what can be a difficult time of year for many. With a tagline of 'there's no shame in sharing', the campaign had two main aims – to reduce the stigma associated with talking about loneliness, and to raise awareness of the fact that young people are the loneliest in society. 1.47 million people took part of whom 79% said it made them feel less embarrassed talking about loneliness.



LEE GARDENS POOL, a community swimming pool in South Wales

Such a lovely Great Winter Get Together this morning.

It might be Blue Monday but there were lots of smiles so we've decided to hold another coffee morning next Monday.

Photo: @LeeGardensPool (Twitter)



We continued to promote our loneliness chatbot – which helps people experiencing loneliness and directs them to the best support possible – in collaboration with Whatsapp. We even had the opportunity to present the bot to Prince Charles, an excellent opportunity to raise the importance of the issue.



We brought communities together

June saw the 6th annual Great Get Together. Over 400 events took place around the country, including picnics, walks and musical celebrations. 92% of organisers told us it made them happier. We secured 284 pieces of press coverage, and our social media advertising reached 4.3m people.

KUMON Y'ALL'S GREAT GET TOGETHER STORY

Kumon Y'All, a local youth charity in Kirklees, used the Great Get Together as a way to unite communities and bring people from different ethnic backgrounds together.

Farook from Kumon Y'All approached Manor Croft Academy in Dewsbury, based in a traditionally polarised area, to run a Boccia event. Boccia is a game similar to boules which can be played by anyone, no matter their age or ability. The plan for the event was simple – to come together, to play Boccia, have some food and connect!

As a result new connections and relationships were developed, bridging the divide between communities.



Since June, Kumon Y'all have been able to establish activities in the area (one where they've struggled to work for 20 years), have developed young leaders and are planning further events to continue to bridge divides.

Leading up to the Great Get Together, we piloted a new project in Yorkshire, designed to explore concepts of belonging in the Kirklees area. We recruited a group of 12 people who came together over the space of eight weeks, working collaboratively to plan and deliver a Great Get Together event. The final event, the Great Craft Together, was a real success, bringing together nearly 100 people. The piece below from the Yorkshire Post talks about the project in more detail:

<https://bit.ly/belonging-op-ed>





PARTICIPANT IN THE BELONGING PROJECT

I learned a great deal about the area. **I arrived with some preconceptions that were challenged positively.**

The whole experience gained chimes with the 'more in common' slogan, and I hope this event, our planning meetings, will signal a continued effort to keep highlighting togetherness.

When people stand together much can be achieved.



As Covid restrictions have eased, we've seen a strong growth in our More in Common network, with new groups in Leek, Longbenton and Bradford. Groups continue to do fantastic work to bring their communities together. In Batley, our More in Common group was able to celebrate the Run for Jo in person for the first time since 2019, welcoming participants for an afternoon of community fun and togetherness.

We also piloted a new model for the network: the More in Common Partnership. Evolving from work done in Cardiff for the Great Get Together, Partnerships bring organisations, rather than individuals together. The Cardiff group now has 60 organisations working together, and this has inspired a Partnership to form in Nottingham too.



COHESION OFFICER, CARDIFF COUNCIL

I've tried to find a way of bringing organisations together to address some of the issues we've had locally, but it's never worked before. It was a welcome surprise how easy it was to get people involved when they heard about the link with The Jo Cox Foundation!



The **more in common message is what brought all of these groups together** – that's the goal that we're all working towards.



We convened

Our Connection Coalition was set up at the beginning of the pandemic to bring together organisations and groups who work to promote connection and cohesion, and to alleviate loneliness. We welcomed 150 new members in 2022, taking us to over 1000 members in total.



CONNECTION COALITION MEMBER

It is a force for good and **well placed to pull together disparate organisations to work together** and support each other.



The cost of living crisis is having a huge impact on small organisations. In October we asked the Connection Coalition how it was impacting them, and published our report: *On the Brink of Closure: Can Small Charities Survive the Cost of Living Crisis?*. This made for alarming reading, with 44% of respondents not sure if their organisation was viable over the next year. We shared the findings from the report with key Ministers and other politicians, as well as in public forums, including at the Conservative Party Conference.



PARTICIPANT IN THE CONNECTION COALITION INFORMAL GET TOGETHERS

It was the first place I was able to share my feelings of loneliness and frustration and reflect on how my personal experience might be useful in my community work. Other members were empathic, creative and encouraging.

The variety of experiences of people, and the organisations they are from, **gives me really helpful insights and a sense of belonging.**



Respectful Politics

We want anyone, regardless of their background, to feel able to participate in our political discourse and be treated with respect. In particular, we seek to end the abuse and intimation that discourages so many from entering political life, and particularly impacts diverse representation.

This year we promoted civility at election times through our civility pledge at the May elections. Our polling showed us that over half (54%) of the public would be less likely to vote for a political candidate who spoke insultingly about others in the running, a fact that we reinforced through the campaign. Our pledge was shared by candidates from a wide range of parties.

HAVERING COUNCILLORS' CIVILITY PLEDGE

In Havering, candidates from across political parties came together to show a united front against abuse during the election campaign.

On 22 April, 18 candidates, including the Leader of the Council, gathered outside the Town Hall to share the pledge.

Councillor Gillian Ford, Chair of Havering's Residents' Association, said:

"There's so much violence and aggression towards politicians and I think, as politicians, we need to be setting examples ourselves to the public so they can see what we're doing and how we're leading."



Photo: Chantelle Bilson for the Romford Recorder

We raised awareness of the issue of abuse and intimidation of elected politicians and the damaging impact it has on democracy. This included an op-ed in the Yorkshire Post (available at <http://bit.ly/civility-pledge-2022-op-ed>); speaking to over 150 people, alongside representatives from the EU Democracy team, at an event entitled *Strengthening Democracy and Reconciliation through Ethical and Respectful Political Discourse*; and addressing councillors at a Local Government Association event.

A key focus has been preparing for the launch of the Jo Cox Civility Commission in early 2023. Aimed at finding implementable solutions to the worsening problem of abuse and intimidation of elected politicians, the Commission will be one of the Foundation's most significant pieces of work to date. This year we appointed two co-chairs, Baroness Gabby Bertin and Lord Vernon Coaker. We also conducted extensive research, and worked closely with key partners for the project, including the Local Government Association.



Baroness Gabrielle Bertin Co-Chair of The Jo Cox Civility Commission

This Commission is vital. Great progress has been made on representation in UK politics in recent years, but **only by tackling abuse and intimidation can we ensure this trend continues.**

Women still only make up 35% of MPs and yet they disproportionately receive abuse and intimidation. **The level of abuse is even worse for female MPs from a minority ethnic background.**

Without urgent action, we will not only see more and more women step back from public life but we will also struggle to attract a diverse pipeline of politicians in future.



Lord Vernon Coaker Co-Chair of The Jo Cox Civility Commission

The abuse and aggression towards politicians – whether in-person or online – has changed dramatically during my time in Parliament and has got measurably worse since Jo Cox's murder.

We must recognise that attacks on elected politicians are attacks on our democracy.

By finding and presenting tangible solutions through this Commission, we sincerely hope that this issue will be treated with the urgency that it deserves.



Fairer World

We want responses to the world's complex problems to be informed by humanitarian approaches.

This year we celebrated what's been achieved through the Jo Cox Memorial Grants. This grant programme, which was officially launched in 2020, had two strands of grant programmes – empowering women and preventing identity-based violence. With many of the grants ending this year, we wanted to celebrate what has been achieved in Jo's name. 21 projects have been funded in 14 countries. Over 85,000 people have benefited from the grants, of whom over 50,000 are women and girls. As part of International Humanitarian Day, we took part in an episode of The Learning Post, a podcast (available at <https://bit.ly/jcmg-podcast>), which reflected on Jo's legacy.

JO COX MEMORIAL GRANT STORY: Internews, DRC

With Jo Cox Memorial Grant funding, Internews Europe supported women's networks to **take a leading role in conflict prevention in the Democratic Republic of the Congo**. While the project's primary aim was to increase their partners' capacity to monitor grassroots-level conflict so they can provide early warning information, evidence came to light through this work, regarding the important role of women in peace processes.

The predominantly female Nyunzu Early Warning Group **sensitively and actively contributed to the diffusion of a conflict**, and increased economic stability in a particularly unstable context.



As the grants come to an end, we've been in dialogue with the government in the hope that programmes may continue to exist that reflect Jo's international legacy.

We continue to be part of the Atrocity Prevention Working Group. This year we have worked with colleagues from the group on a number of initiatives, including welcoming



the proposals in the International Development Committee's *From Srebrenica to a safer future* report, and lobbying for funding for atrocity prevention work in the budget.



Jo's article in the Fabian Society rings true today as "sadly, there is currently no explicit UK policy on the prevention of mass atrocities". Such a strategy would put atrocity prevention at the heart of British foreign policy, and make it sustainable.

While able to criticise shortcomings, Jo was proud of Britain's contributions to international development and the protection of civilians. She firmly believed Britain could and should be a leader in this space. The introduction of a national atrocity prevention strategy would be a fitting and lasting honour to Jo Cox.

Quotation from The Jo Cox Foundation's submission of evidence to The International Development Committee Inquiry, which was cited in the Committee's 'From Srebrenica to a safer tomorrow' report in 2022.



How we work

The way that we work is as important to us as what we do. We lead by example and stay true to the values by which Jo lived her life in all of our day-to-day operations.

In 2021 we committed to positive change towards ensuring that the organisation and our work is more inclusive. Throughout this year we continued to make progress on our equity, diversity and inclusion strategy, renewing our commitment to change both through our organisational structures and staff, and through our programmes. Included in this work, this year we have:

- Appointed a new Board EDI lead, Nisha Jani, supporting the organisation on its inclusivity journey.
- Worked with TPP Recruitment as part of the inclusive recruitment grant that we were awarded at the end of 2021. After working with them, we have updated our recruitment packs and practices.
- Enrolled in the Talentino scheme to offer work placements to young people with learning disabilities.

We continued to champion the importance of wellbeing and belonging for our staff team. In our annual staff survey, all staff gave the top rating to the statement 'I feel proud to work at the Jo Cox Foundation'.

Our focus on diversifying our funding continued. We raised money through participation in more challenge events, widened the range of trusts and foundations we work with, and received our first legacy. Our generous donors are vital to our work to continue to make a difference in Jo's name, and we remain extremely grateful for their support.



Priorities for 2023

With our refreshed strategy, we're making even more significant change on issues that Jo was passionate about.

Key areas of focus in 2023 are:

- Launching **the Jo Cox Civility Commission**, a major project focused on finding implementable solutions to the worsening issue of abuse and intimidation of elected representatives. This is one of the most significant pieces of work to date.
- Continuing to **amplify the voices** of our Connection Coalition members as the cost of living crisis impacts their ability to deliver to their communities on the ground. We're determined to share what we know with the government, pushing for positive change on the issue.
- **Supporting communities through the cost of living crisis**, raising awareness of the impact on both loneliness and on the ability of people to come together.
- Deepening the impact of **our work in West Yorkshire**, supporting and bringing together communities.
- Celebrating Jo's more in common message once again with **the Great Get Together** in June, giving particular support to bringing communities together across lines of difference.
- **Lobbying the government** for a replacement for the Jo Cox Memorial Grants, ensuring that we can continue to celebrate her desire to support those most in need around the world.
- Continuing to **centre the importance of belonging**, both for the staff and Board of the Foundation, but also for those who are involved in our programmes. We want to understand, and address, barriers to belonging.
- Continuing to **diversify our funding streams** and ensuring a solid financial foundation for our future work.



People

The Trustees would like to thank everyone who supported our work in 2022, particularly our dedicated and hard-working staff team. Without them, we couldn't achieve any of our work on issues that Jo was passionate about.

Funders and partners

Charitable trusts and foundations

- The Astra Foundation
- Esmée Fairbairn
- The Ian McTaggart Trust
- Innox Foundation
- The J. Davy Foundation
- Joseph Rowntree Reform Trust
- Lloyd's Bank Foundation
- Spirit of 2012

Corporate donors

- Associated News
- Core Facility Services Ltd
- Drop Clothing
- Fox's Biscuits
- George Brooke Ltd
- Happy Beds
- MAN Group Plc
- Meta
- Neue Schule
- Paisley Properties
- Reg Naylor (Liversedge) Ltd
- Sovereign Healthcare

Government grants

- DCMS
- The Kickstart Scheme

Community events

Our thanks to everyone who participated in our two main community events in 2021: the Jo Cox Way and the Royal Parks Half Marathon.



Individual donors

We continue to receive support from many individuals, including those who choose to make regular donations to us as Friends of the Jo Cox Foundation. We would like to thank all of those who donated to us in 2022.

Financial review

Funds raised

Total income for the year was £629,515 (2021: £734,379); of which unrestricted income was £196,519 (2021: £189,242) and restricted income was £432,996 (2021: £545,137).

Expenditure

Total expenditure was £591,489, (2021: £742,691); of which unrestricted expenditure was £162,565 (2021: £205,966) and restricted expenditure was £428,924 (2021: £536,725).

This resulted in a surplus for the year of £38,026 (2021: deficit of £8,312).

Reserves policy

JCF's reserves policy has been devised by analysing the charity's main financial obligations now, and in the future, the cost of reshaping the charity and the scale of risk to voluntary income to calculate a target sum of unrestricted funds to be held in reserve. Such a sum should be sufficient to ensure the continued operation of the charity in the medium term in the event of a drop in generated income.

The level of free reserves is continually monitored. It is monitored monthly by management as part of their review of the management accounts, and is reported to all meetings of both the Finance, Audit and Risk Committee and the full Board, so that Trustees can monitor and manage reserves effectively.

The target for 31 December 2022 was set at £151,394 in free reserves. At 31 December 2022, JCF held £121,848 in free reserves (2021: £84,815).



Structure, governance and management

Governing document

The Jo Cox Foundation is a charitable company, limited by guarantee, incorporated on 23 September 2016, and registered as a charity on 19 December 2016.

The company was established under a Memorandum and Articles of Association, which established the objects and powers of the charitable company, as amended by special resolution on 16 January 2018.

Governance

The charity is governed by its Trustees. The Trustees also act as the members of the charity and its corporate Directors for the purposes of the Companies Act 2006. The Articles of Association outline the powers, responsibilities and decision-making of the Trustees.

Recruitment and appointment of Trustees

The process for appointing Trustees to the Board of The Jo Cox Foundation is outlined in the Articles of Association. Three additional trustees were appointed during this period: Amanda Chetwynd-Cowieson, Geethika Jayatilaka and Nisha Jani.

Trustee induction and training

Trustees are provided with a clear role description, outlining their statutory and additional responsibilities. New Trustees are provided with a thorough induction, including spending time with the CEO and Head of Ops and Finance. All Trustees are encouraged to take up relevant training and development to fulfil their role and responsibilities to the charity.

Organisational structure and decision making

The Foundation has a Board of Trustees, with a minimum number of three Trustees. The Board of Trustees appoint a Chair of Trustees and Treasurer from amongst themselves. The Trustees are responsible for the strategic direction of the charity and oversight of its work and finances.

The Board of Trustees has a Finance, Audit and Risk Subcommittee. This committee is responsible for providing detailed scrutiny of the Foundation's finances, associated procedures and monitoring its risk. They are governed by Terms of Reference that were approved by the full Board and report back to the Board after every meeting.



The Trustees delegate day-to-day responsibility for the provision of services to the Chief Executive Officer. The Chief Executive Officer is responsible for ensuring the secure financial management and administration of the charity. Effective management and supervision of the staff team is the responsibility of the Chief Executive Officer.

Remuneration of key personnel

The remuneration of the charity's key management personnel, the Chief Executive Officer, is set by the Board of Trustees, taking into account the charity's financial position and the amount paid for comparable roles in comparable organisations.

Risk assessment

The Foundation regularly undertakes a detailed review and assessment of risks, both financial and non-financial, to which it is exposed in its current activities. These have been developed into a formal Risk Management process.

The Trustees have considered a summary of all major risks and have ensured that effective systems and controls exist to reduce internal risks and respond swiftly to external risks and minimise their impact.

Risks are monitored continually by the management team and reviewed regularly by the Trustees unless there are issues that need the Trustees' immediate attention.

The principal risk areas identified by the Trustees are:

- Reputational risk and perception of political bias: to mitigate this we communicate regularly with supporters and beneficiaries and have robust crisis communications procedures.
- Digital security incident: we have considered the likelihood of this risk to have increased and will take steps to review our safeguards.
- Long-term income: we continue to work to diversify our income streams and secure future funding, with a particular focus on the period from mid 2023 onwards.
- Wellbeing of staff impacted by the sensitive nature of our work: this is a key risk for the organisation, especially as we launch the Civility Commission and engage with the abuse and intimidation received by elected officials.
- Financial error, oversight or fraud: in 2022 we adopted a new Financial Responsibilities Policy. We will roll-out new, strengthened financial controls in 2023 to mitigate this risk.

Reference and administrative details

| | |
|--------------------------|--|
| Charity Name | The Jo Cox Foundation |
| Charity Number | 1170836 |
| Company Number | 10392667 (England and Wales) |
| Registered Office | Jo Cox House, 90 Commercial Street, Batley, WF17 5DS |

Chief Executive Officer

Su Moore

Trustees and Directors

The Trustees who served during the year, or who served at the time this report and financial statements were approved, who were also Directors of the company, were as follows:

Amanda Chetwynd-Cowieson (appointed 8 February 2022)

Eloise Todd

Geethika Jayatilaka (appointed 1 April 2022)

Rt Hon Jacqui Smith

Jane Brady (resigned 15 May 2023)

Jennie Richmond

Nisha Jani (appointed 8 February 2022)

Rosamund Blomfield-Smith

Samantha Vickers

Steve Morris

Bankers

Metro Bank Plc

1 Southampton Row

London

WC1B 5HA

Independent Examiner

Stephen Jones, FCA

Myrus Smith, Chartered Accountants

Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW



Statement of Trustees' and Directors' responsibilities

The Trustees, who are also Directors of The Jo Cox Foundation for the purposes of company law, are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Trustees confirm that they have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

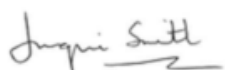
Company law requires the Directors to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' Statement of Recommended Practice 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed on behalf of the Trustees:

A handwritten signature in dark ink, appearing to read 'Jacqui Smith', with a horizontal line underneath.

Rt Hon Jacqui Smith, Chair of Trustees

Date: 17 July 2023



Report of the Independent Examiner

Independent Examiner's Report to the Trustees of The Jo Cox Foundation

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 December 2022 which are set out on pages 25 to 39.

Responsibilities and basis of report

As the charity Trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts 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 your company'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 company'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 Institute of Chartered Accountants in England and Wales, 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 that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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.





Stephen Jones, FCA

Date: 17 July 2023

For and on behalf of Myrus Smith

Chartered Accountants

Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW



Statement of financial activities

(Incorporating Income and Expenditure Account)

FOR THE YEAR ENDED 31 DECEMBER 2022

| | Notes | Unrestricted Funds £ | Restricted Funds £ | 2022 Total £ | 2021 Total £ |
|--|-------|----------------------------|--------------------------|--------------------|--------------------|
| Income | | | | | |
| Donations and legacies | 2 | 191,260 | - | 191,260 | 189,242 |
| Charitable activities | 3 | - | 432,996 | 432,996 | 535,137 |
| Other income | 4 | 5,259 | - | 5,259 | - |
| Total | | <u>196,519</u> | <u>432,996</u> | <u>629,515</u> | <u>734,379</u> |
| Expenditure | | | | | |
| Raising funds | 5 | 68,435 | - | 68,435 | 35,725 |
| Charitable activities | 6 | 94,130 | 428,924 | 523,054 | 706,966 |
| Total | | <u>162,565</u> | <u>428,924</u> | <u>591,489</u> | <u>742,691</u> |
| Net income / (expenditure) for the year | | 33,954 | 4,072 | 38,026 | (8,312) |
| Transfer between funds | 15 | 3,079 | (3,079) | - | - |
| Net movement in funds | | <u>37,033</u> | <u>993</u> | <u>38,026</u> | <u>(8,312)</u> |
| Total funds as at 1 January 2022 | 15 | 84,815 | 139,800 | 224,615 | 232,927 |
| Total funds at 31 December 2022 | 15 | <u>£121,848</u> | <u>£140,793</u> | <u>£262,641</u> | <u>£224,615</u> |

All income and expenditure derives from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

The notes on pages 29 to 39 form part of the financial statements.



Balance sheet

AS AT 31 DECEMBER 2022

| | Notes | 2022 £ | 2021 £ |
|---|-------|-----------------|-----------------|
| Fixed Assets | | | |
| Tangible assets | 11 | 3,188 | 1,220 |
| Current Assets | | | |
| Debtors | 12 | 29,179 | 45,120 |
| Cash at bank and in hand | | 249,201 | 239,219 |
| | | <u>278,380</u> | <u>284,339</u> |
| Creditors: Amounts falling due within one year | 13 | <u>18,927</u> | <u>60,944</u> |
| Net Current Assets | | <u>259,453</u> | <u>223,395</u> |
| Net Assets | 14 | <u>£262,641</u> | <u>£224,615</u> |
| Funds | | | |
| Unrestricted | 15 | 121,848 | 84,815 |
| Restricted | 15 | 140,793 | 139,800 |
| | | <u>£262,641</u> | <u>£224,615</u> |

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the companies Act 2006.

The Directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit and loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.



The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

The financial statements were approved and authorised for issue by the Trustees on 17 July 2023 and signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'J J Smith', with a horizontal line underneath.

Rt Hon J J Smith
Trustee

The notes on pages 29 to 39 form part of the financial statements.



Statement of cash flows

FOR THE YEAR ENDED 31 DECEMBER 2022

| | Notes | 2022 £ | 2021 £ |
|--|-------|------------------------|------------------------|
| Cash flows from operating activities | | | |
| Net movement in funds per statement of financial activities | | 38,026 | (8,312) |
| Adjustments for: | | | |
| Depreciation charges | 11 | 1,090 | - |
| (Increase) / decrease in debtors | | 24,192 | (36,677) |
| (Decrease) / increase in creditors | | (50,268) | 51,582 |
| Net cash provided by / (used in) operating activities | | <u>£13,040</u> | <u>£6,593</u> |
| Cash flows from investing activities | | | |
| Purchase of tangible fixed assets | | (3,058) | (873) |
| Net cash provided by / (used in) investing activities | | <u>£(3,058)</u> | <u>£(873)</u> |
| Change in cash at bank in the year | | 9,982 | 5,720 |
| Cash at bank brought forward | | <u>239,219</u> | <u>233,499</u> |
| Cash at bank carried forward | | <u><u>£249,201</u></u> | <u><u>£239,219</u></u> |

The notes on pages 29 to 39 form part of the financial statements.



Notes to the financial statements

FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

Basis of preparation and assessment of going concern

The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

- the charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

1. ACCOUNTING POLICIES (cont'd)

Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably.

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time or on a basis which is designed to reflect the use of the resources.

Fund accounting

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes.

Designated funds are unrestricted funds set aside by the trustees for particular purposes.

Restricted funds are funds which can only be used in accordance with specific restrictions imposed by the donor or which have been raised for a particular purpose.

Tangible fixed assets

All expenditure on capital items costing less than £1,000 is written off in the year of purchase.

Depreciation is provided so as to write off the cost of each asset over its estimated useful life at the following annual rate:

| | |
|--------------------|----------------------------|
| Computer equipment | 33% on straight line basis |
|--------------------|----------------------------|

Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pensions

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



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

Debtors and creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the Statement of Financial Activities.

| 2. DONATIONS AND LEGACIES | Unrestricted funds £ | Total 2022 £ | Total 2021 £ |
|----------------------------------|----------------------------|--------------------|--------------------|
| Donations | 176,260 | 176,260 | 189,242 |
| Legacies | 15,000 | 15,000 | - |
| | <u>£191,260</u> | <u>£191,260</u> | <u>£189,242</u> |

All of the £189,242 recognised in 2021 related to unrestricted funds.

| 3. INCOME FROM CHARITABLE ACTIVITIES | Restricted funds £ | Total 2022 £ | Total 2021 £ |
|---|--------------------------|--------------------|--------------------|
| Grants and other income | <u>£432,996</u> | <u>£432,996</u> | <u>£545,137</u> |

All of the £545,137 recognised in 2021 related to restricted funds.

| 4. OTHER INCOME | Unrestricted funds £ | Restricted funds £ | Total 2022 £ | Total 2021 £ |
|---|----------------------------|--------------------------|--------------------|--------------------|
| Jo Cox Way cycle kit and subsistence | <u>£5,259</u> | <u>£Nil</u> | <u>£5,259</u> | <u>£Nil</u> |



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

| 5. COST OF RAISING FUNDS | Direct costs £ | Support costs £ | Total 2022 £ | Total 2021 £ |
|----------------------------------|-------------------|--------------------|--------------------|--------------------|
| Consultancy | - | - | - | 11,400 |
| Fundraising events and materials | 26,362 | - | 26,362 | 24,325 |
| Staff costs | 41,619 | - | 41,619 | - |
| Training costs | 454 | - | 454 | - |
| | <u>£68,435</u> | <u>£Nil</u> | <u>£68,435</u> | <u>£35,725</u> |

All of the £35,725 expenditure recognised in 2021 was charged to unrestricted funds.

| 6. EXPENDITURE ON CHARITABLE ACTIVITIES | Direct costs | Support costs | Total 2022 | Total 2021 |
|--|-----------------|----------------|-----------------|-----------------|
| Stronger Communities: | | | | |
| Yorkshire Programme | 67,968 | 5,552 | 73,520 | 95,977 |
| Moment to Movement project | 204,018 | 1,192 | 205,210 | 286,896 |
| Connection Coalition | 48,876 | 580 | 49,456 | 71,794 |
| Respectful Politics | 27,673 | - | 27,673 | 734 |
| Fairer World | 8,303 | - | 8,303 | - |
| Core charitable activities | 121,352 | 37,540 | 158,892 | 251,565 |
| | <u>£478,190</u> | <u>£44,864</u> | <u>£523,054</u> | <u>£706,966</u> |

Of the £706,966 expenditure recognised in 2021, £170,241 was charged to unrestricted funds and £536,725 was charged to restricted funds.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

7. ANALYSIS OF DIRECT COSTS

| | Total 2022 £ | Total 2021 £ |
|--|--------------------|--------------------|
| Staff salaries including payroll costs | 378,742 | 411,842 |
| Miscellaneous HR costs | 1,373 | 1,068 |
| Recruitment and training | 5,721 | 36,840 |
| Travel and subsistence | 6,632 | 1,268 |
| Consultancy | 10,738 | 45,995 |
| Marketing and advertising | 15,831 | 10,852 |
| Websites and database | 24,604 | 18,514 |
| Project costs | 24,949 | 111,837 |
| Monitoring and Evaluation | 8,510 | 36,319 |
| Depreciation | 1,090 | - |
| | <u>£478,190</u> | <u>£674,535</u> |

8. ANALYSIS OF SUPPORT COSTS

| | Total 2022 £ | Total 2021 £ |
|--------------------------------|--------------------|--------------------|
| IT costs | 4,576 | 4,245 |
| Bank charges | 761 | 659 |
| Premises and related costs | 26,469 | 13,752 |
| Governance costs (see note 10) | 7,609 | 10,720 |
| Stationery and postage | 3,566 | 2,759 |
| Telephone and internet | 987 | 296 |
| Subscriptions | 896 | - |
| | <u>£44,864</u> | <u>£32,431</u> |

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

| 9. GOVERNANCE COSTS | 2022 | 2021 |
|------------------------------|---------------|----------------|
| | £ | £ |
| Independent Examination fees | 4,248 | 8,892 |
| Insurance | 2,790 | 1,828 |
| Board costs | 571 | - |
| | <u>£7,609</u> | <u>£10,720</u> |

| 10. STAFF COSTS | 2022 | 2021 |
|------------------------|-----------------|-----------------|
| | £ | £ |
| Wages and salaries | 383,321 | 366,933 |
| Social security costs | 29,077 | 38,057 |
| Pension costs | 7,963 | 6,852 |
| | <u>£420,361</u> | <u>£411,842</u> |

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

| Particulars of employees: | 2022 | 2021 |
|---------------------------|-----------|-----------|
| | No. | No. |
| Chief Executive | 1 | 1 |
| Administrative staff | 4 | 4 |
| Charitable activities | 7 | 7 |
| | <u>12</u> | <u>12</u> |

Total employee benefits received by key management, including employer's pension costs, amounted to £73,307 (2021: £72,867).

Under FRS 102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer's pension costs.

One employee received total employee benefits (excluding employer pension costs) between £60,000 and £70,000 during the financial years 2022 (2021: Nil).

No trustee received any remuneration during the year and previous year.

Three trustees (2021: nil) were reimbursed for their travel and subsistence during the year totalling £372 (2021 : £Nil).



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

11. TANGIBLE FIXED ASSETS

| | Computer Equipment £ |
|-------------------------|----------------------------|
| Cost | |
| At 1 January 2022 | 5,402 |
| Additions | 3,058 |
| Disposals | (4,529) |
| | <hr/> |
| At 31 December 2022 | 3,931 |
| | <hr/> |
| Depreciation | |
| At 1 January 2022 | 4,182 |
| Charged in the year | 1,090 |
| Eliminated on disposals | (4,529) |
| | <hr/> |
| At 31 December 2022 | 743 |
| | <hr/> |
| Net book value | |
| 31 December 2022 | £3,188 |
| | <hr/> |
| 31 December 2021 | £1,220 |
| | <hr/> |

12. DEBTORS

| | 2022 £ | 2021 £ |
|--------------------------------|-----------|-----------|
| Trade debtors | 3,500 | - |
| Prepayments and Accrued income | 17,428 | 39,899 |
| Other debtors | 8,251 | 5,221 |
| | <hr/> | <hr/> |
| | £29,179 | £45,120 |
| | <hr/> | <hr/> |



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

13. CREDITORS:

| Amounts falling due within one year | 2022 £ | 2021 £ |
|-------------------------------------|----------------|----------------|
| Trade Creditors | 2,386 | 22,115 |
| Amounts owed to group undertakings | 3,017 | 3,017 |
| Accruals | 13,524 | 17,965 |
| Taxation and Social Security | - | 17,847 |
| | <u>£18,927</u> | <u>£60,944</u> |

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| 2022 | Unrestricted Funds £ | Restricted Funds £ | Total Funds £ |
|-----------------------|----------------------------|--------------------------|---------------------|
| Tangible fixed assets | 3,188 | - | 3,188 |
| Current assets | 137,587 | 140,793 | 278,380 |
| Current liabilities | (18,927) | - | (18,927) |
| | <u>£121,848</u> | <u>£140,793</u> | <u>£262,641</u> |

Comparative information for the previous financial year is as follows:

| 2021 | Unrestricted Funds £ | Restricted Funds £ | Total Funds £ |
|-----------------------|----------------------------|--------------------------|---------------------|
| Tangible fixed assets | 1,220 | - | 1,220 |
| Current assets | 144,539 | 139,800 | 284,339 |
| Current liabilities | (60,944) | - | (60,944) |
| | <u>£84,815</u> | <u>£139,800</u> | <u>£224,615</u> |



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

| 15. MOVEMENT IN FUNDS | At 1 January 2022 | Income | Expenditure | Transfers | At 31 December 2022 |
|---------------------------------|-------------------------|------------------------|------------------------|--------------------|---------------------------|
| 2022 | £ | £ | £ | £ | £ |
| Restricted funds: | | | | | |
| Batley and Spen | 14,259 | - | 9,259 | - | 5,000 |
| Esmee Fairbairn | 15,744 | 40,000 | 49,399 | - | 6,345 |
| Spirit of 2012 | (2) | 260,348 | 231,866 | - | 28,480 |
| Innox Foundation | 10,681 | - | 10,681 | - | - |
| Astra Connection Coalition | 84,476 | 111,650 | 95,158 | - | 100,968 |
| Joseph Rowntree Reform Trust | 11,402 | - | 8,323 | (3,079) | - |
| DCMS | 3,240 | 20,998 | 24,238 | - | - |
| Total restricted funds | <u>139,800</u> | <u>432,996</u> | <u>428,924</u> | <u>(3,079)</u> | <u>140,793</u> |
| Total unrestricted funds | <u>84,815</u> | <u>196,519</u> | <u>162,565</u> | <u>3,079</u> | <u>121,848</u> |
| Total funds | <u><u>£224,615</u></u> | <u><u>£629,515</u></u> | <u><u>£591,489</u></u> | <u><u>£Nil</u></u> | <u><u>£262,641</u></u> |

Transfers

At the end of the project the Joseph Rowntree Reform Trust permitted the charity to use unspent funds for future general unrestricted purposes.



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

15. MOVEMENT IN FUNDS (cont'd)

Comparative information for the previous financial year is as follows:

| | At 1 January 2021 | Income | Expenditure | Transfers | At 31 December 2021 |
|---------------------------------|-------------------------|-----------------|----------------|-------------|---------------------------|
| | £ | £ | £ | £ | £ |
| 2021 | | | | | |
| Restricted funds: | | | | | |
| Batley and Spen | 45,968 | 59,125 | 90,834 | - | 14,259 |
| Esmee Fairbairn | 11,089 | 44,500 | 39,845 | - | 15,744 |
| Spirit of 2012 | 25,079 | 242,926 | 268,007 | - | (2) |
| Innox Foundation | - | 25,000 | 14,319 | - | 10,681 |
| Astra Connection Coalition | 42,900 | 119,700 | 78,124 | - | 84,476 |
| Joseph Rowntree Reform Trust | 6,352 | 5,750 | 700 | - | 11,402 |
| One Community | - | 10,000 | 10,000 | - | - |
| DCMS | - | 38,136 | 34,896 | - | 3,240 |
| Total restricted funds | 131,388 | 545,137 | 536,725 | - | 139,800 |
| Total unrestricted funds | 101,539 | 189,242 | 205,966 | - | 84,815 |
| Total funds | £232,927 | £734,379 | 742,691 | £Nil | £224,615 |

Purpose of restricted funds

Restricted funds are money earmarked for activities stipulated by the funder and used for the objectives set by them. These funds are detailed here:

| | |
|------------------------------|---|
| Batley and Spen | Community projects delivered in Batley and Spen |
| Esmee Fairbairn | More in Common network |
| Spirit of 2012 | Moment to Movement project |
| Innox Foundation | Youth loneliness projects |
| Astra Connection Coalition | Connection Coalition |
| Joseph Rowntree Reform Trust | Civility in Politics Awards |
| One Community | Covid response project to tackle loneliness |
| DCMS | Great Winter Get Together campaign |



NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022 (cont'd)

16. COMMITMENTS UNDER OPERATING LEASES

The total future minimum lease payments due under non-cancellable operating leases are as follows:

| | 2022 | 2021 |
|--------------------------|----------------------------|----------------------------|
| | Land and Buildings £ | Land and Buildings £ |
| Within one year | 1,708 | 6,847 |
| Within one to five years | - | - |
| | <hr/> 1,708 <hr/> | <hr/> £6,847 <hr/> |

17. COMPANY STATUS

The Jo Cox Foundation is a private company limited by guarantee and has no share capital. It is incorporated in Great Britain and registered in England and Wales. Each member is liable to contribute a sum not exceeding £1 in the event of the Company being wound up. The address of the registered office can be found in the Reference and Administration details on page 1.

18. TAXATION

The charitable company is exempt from corporation tax on its charitable activities.

19. CONTINGENT ASSETS

The amount of funding awarded to the charity but not recognised at 31 December 2022 was £390,077.

