

# TRUSTEES' REPORT AND ACCOUNTS 2023



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# INTERIM CHAIR

## ROSAMUND BLOMFIELD-SMITH



2023 was the most important year to date for our Respectful Politics work, as we placed the worsening issue of abuse and intimidation of elected politicians fully in the spotlight with the launch of the Jo Cox Civility Commission.

The Commission took Jo as its starting point, focusing not on the way that she died, but on her passion for achieving a gender balanced parliament. We know that abuse and intimidation disproportionately impacts female politicians, as it does those from a minority ethnic background or who are disabled, and we won't see long-lasting change in representation without tackling the issue of abuse.

The enthusiastic response we had from individuals and organisations wanting to collaborate with us and contribute to the Commission shows the importance of the work. Suggesting concrete ways of bringing about change was essential, moving away from a mindset that nothing can be improved.

We were delighted to launch our 28 recommendations to the public in early 2024. But the work does not end here, and raising awareness, and pushing for the recommendations to be adopted, are key priorities for 2024.

We are also pleased to have delivered so much work in our Stronger Communities strand, as always guided by Jo's words that "we have more in common than that which divides us". In recognition of the increased work around Respectful Politics, we have paused our Fairer World strand, and will revisit how we best honour Jo's international legacy in 2024.

I'd like to say a particular thank you to our funders and partners - without you none of our work would be possible. Thank you also to the dedicated staff of the Foundation who carry out its work with unfailing commitment and passion.

The whole board sends its heartfelt thanks to Jacqui Smith, who recently resigned as Chair to take up a ministerial post. For five years she chaired the Foundation with great distinction and led it with enormous drive and compassion.

# CHIEF EXECUTIVE

## SU MOORE



2023 has been the first year of our new three year strategic cycle. With a sharper focus on what it means to us to be a legacy charity, and with a clear view of the change we want to make in the world, we've had a year of real progress on issues that Jo was passionate about.

In our Stronger Communities work, we have honed and refined our More in Common Partnerships model, understanding how Jo's words that "we have more in common than that which divides us" can bring together organisations in cities and regions to work more effectively and support their communities. Our first Partnership, in Cardiff, demonstrated the power of this work, as they held 35 Great Get Together events in June. We have been delighted to secure a grant from the National Lottery Community Fund which will enable us to champion this work for the next three years, with the aim of establishing 15 Partnerships around the UK by 2026.

We've also been able to make often difficult decisions based on our strategic priorities. This has included the decision to close the Connection Coalition in 2024. Started at the beginning of the pandemic, with the aim of preventing a crisis of disconnection by supporting those working to address loneliness, the Coalition now has 1,000 members. We have decided that now is the time to close this crisis response project, and we'll be focused in the early months of 2024 on a good end for the project. Before the closure, though, we've continued to amplify the voices of the members, raising awareness with the government of the issues impacting them, including the cost of living crisis.

You have already read about the progress on the Jo Cox Civility Commission. I have worked closely on the Commission call to action, and being able to recommend positive ways of addressing the issue of abuse and intimidation of elected politicians is such an important step to making change. One of our strategic aims is to be the leading voice in the UK on this issue, and the research and work we have done this year ensures we truly are experts, and we look forward to raising awareness, and bringing about change in 2024.



We couldn't have achieved anything that you will read about in this report without the brilliant and dedicated staff of the Foundation, and I want to say a huge thank you to them for their hard work. Thanks also to our funders who enable us to keep making change on issues that Jo cared about.





THE **JO COX**  
FOUNDATION

# 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 it is only by understanding others that we can build relationships and bridge divides





THE **JO COX**  
FOUNDATION

# STRONGER COMMUNITIES

**We want less lonely, better connected communities across the UK, where everyone feels that they belong.**



Our Stronger Communities work spans:

- The Great Get Together and Great Winter Get Together campaigns, aimed at bringing communities together, united by Jo's words that 'we have more in common than that which divides us'
- The More in Common network of volunteer-led groups around the UK, committed to bridging divides in their communities
- Our work in West Yorkshire, centred in Batley and Spen, Jo's constituency
- The Connection Coalition, bringing together 1000 members who work on issues related to loneliness and social connection

The following is a summary of our achievements over the last 12 months

## WE BROUGHT COMMUNITIES TOGETHER

In June, the Great Get Together once again demonstrated the desire of communities around the UK to come together to celebrate what unites us, and reject division. Over 650 events took place, with 97% of attendees saying that taking part positively impacted their wellbeing.



"There are very different types of people - age, background, wealth, culture, education, occupation across the housing block and an ever-increasing transient community. **Arranging a get together offers us an opportunity to meet and understand each other better.**"





In 2022 we began a pilot of a new way of bringing communities together – the More in Common partnership. While More in Common groups are made up of individuals, partnerships bring organisations from an area together (which could include local councils, police, charities, youth groups) and tend to cover larger geographical areas.

With successful partnerships established in Cardiff and Nottingham, we have secured funding this year to further develop this model, and increase the number of partnerships around the country.



## DEEP DIVE: CARDIFF MORE IN COMMON PARTNERSHIP

Made up of around 50 organisations – including Cardiff Council, South Wales Police, charities, and community organisations – the Partnership was established as an effort to collaboratively address issues in localities across Cardiff through the Great Get Together and other creative projects. The Partnership is developing and now set to support the delivery of the Welsh Government Community Cohesion Programme.

For the 2023 Great Get Together, 35 events took place across Cardiff. Hannah Garcia represents Green Squirrel, one of several groups that facilitated Great Get Together events in the Splott, Adamsdown, and Tremorfa areas of Cardiff. She said:



“To see so much joy and connection on the day, with a mixture of new and familiar faces, was wonderful, and it built our confidence to know that future events like this can be successful. **It built stronger links between us and other local organisations**, especially Oasis and NoFit State. This not only brings new people into the Gardens but also, we feel, **builds local resilience as our organisations increasingly understand how we can work together, support each other, and raise each other up.**”





## WE BROUGHT ORGANISATIONS TOGETHER

Founded at the start of the pandemic, the Connection Coalition has continued to provide unique value to its members. However, as the pandemic recedes further into the past, we have made the decision to close this Covid response project in 2024, and are committed to learning from, and sharing knowledge, about the project.

In 2023, though, we have focused on continuing to offer the support that members value so much. A central part of our offer is our informal get togethers, monthly events where members are encouraged to come together, share, and support each other. We know that these help attendees in their work. 86% of attendees said they felt motivated afterwards, an increase from 69% at the start.

We also ran a community of practice. Over six sessions, 12 members came together with the aim of being supported to build their capacity to navigate uncertainty and keep supporting people in their communities at risk of loneliness and disconnection.



**"I am feeling hugely grateful.** Over the last 3 months I have been part of The Jo Cox Foundation Community Coalition [community of practice] and it has been a remarkable experience. It has involved coming together virtually with an amazing group of like-minded people to explore issues pertinent to our work (loneliness, social care, homelessness) in doing so gaining shared learning and support.

But it has also been a shared space for truly inspiring people to gain support with refocusing on how we perceive the world and the wicked problems we are trying to address. At a time when so many in my sector are suffering with compassion fatigue, unprecedented demands and ever growing financial pressures, **this safe space with compassionate and caring peers has been a true sanctuary."**



## WE WORKED IN PARTNERSHIP

In collaboration with Migration Yorkshire, we used our existing networks across Yorkshire and expertise in running community events that bring people together, to support migrant and refugee groups, primarily but not exclusively Hongkongers, to run or participate in local Great Get Together events in the run up to the Yorkshire Integration Festival in September. 15 events were delivered to over 1000 participants, with events including:

- A tea party with drawing and handcrafting, connecting families with children up to 18 years old in Wakefield and providing mutual support to adjust to their new life in UK
- A celebration of Congolese, Burundian, Rwandese, Ugandese, Kenyan and Tanzanian cultures through dance and song. Traditional dance performed by members of the East African community who have made Sheffield their home
- A series of three community badminton sessions aimed at bringing together 1990s Hong Kongers in Leeds including casual games and opportunities to chat
- 



“This is my first time doing something like this. We have never brought everyone together. People usually do their own small activities. **Taking part in this project has taught me so much.**”



# 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 intimidation that discourages so many from entering political life, and especially impacts diverse representation.**

2023 has been a transformational year for our Respectful Politics work, with the launch of the Jo Cox Civility Commission. Chaired by Baroness Bertin and Lord Coaker, the Commission set out to find implementable solutions to the worsening issue of abuse and intimidation of elected politicians. Our starting point for this work is Jo. Jo was passionate about empowering other women into politics. We know that the problem of abuse disproportionately impacts women, and those from minority ethnic backgrounds, which is why we're so determined to bring about change.



In 2023 we carried out vital stakeholder research to fully inform our recommendations for this area of work, which we announced in a call to action in early 2024. Following the launch of the Commission in February 2023, we:

- Received almost 100 submissions to our open call, spanning serving and former politicians, government officials, policy professionals and other experts in the field.
- Held interviews and discussions with expert bodies, including the Electoral Commission, the Local Government Association and the National Association of Local Councillors.
- Had conversations with security and justice departments and organisations, including the National Police Chiefs Council, the Parliamentary Security team, officials from Operation Bridger, and the City of London Police.

- Conducted interviews and roundtable discussions with experts on representative democracy, including Elect Her, the Centenary Action Group, the Board of Deputies, and the Disability Policy Centre.
- Interviewed current and former politicians in Westminster and devolved administrations, and current and former local councillors.

Based on what we heard in these conversations, we formulated [28 recommendations](#) designed to make change in the long and short term. The recommendations sit across eight categories: coordination and behaviour, political literacy, social media, police and security, parliaments (Westminster and devolved administrations), local government, elections, and political parties.

Having identified implementable solutions to the issue, we are now focussing on pushing for action on the recommendations that we launched in early 2024, and on making meaningful change on this issue.



**Theresa May, Prime Minister (2016 – 2019):** Jo Cox was a passionate advocate for inspiring women to enter politics and it is a fitting tribute to her memory for us to take action on abuse and intimidation, which otherwise deters people from putting themselves forward and standing for election. I was first elected in 1997 and since then we have witnessed the changing face of abuse and intimidation faced by elected representatives, both in the UK and in democracies worldwide. In 2018, the Jo Cox Loneliness Commission provided a roadmap for us to make great strides on that important issue and I believe the Jo Cox Civility Commission will do the same.

**Gordon Brown, Prime Minister (2007 – 2010):** In the immediate aftermath of Jo's murder in 2016, I wrote about the downward spiral we were witnessing in our political culture and about the hope many of us had for Jo's legacy to be a turning point. With the recommendations of the Jo Cox Civility Commission, we now have the chance to turn words into action on this issue and bring about the changes to our political culture that are well overdue.

# 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. We think about this work in three categories.**



## PEOPLE

A diverse and inclusive workforce is central to achieving our goals. We continue to prioritise centering a culture of belonging, and focusing on staff wellbeing. In 2023, we have:

- Maintained an excellent set of results from our staff survey, with all staff saying they are proud to work for the Foundation, and that their wellbeing is actively supported.
- Continued to update and evolve our diversity, equity and inclusion (DEI) strategy. This has included further defining what we mean by DEI, continuing to review and improve our recruitment processes and committing to publicly sharing what we are learning.



## COMMUNICATING OUR WORK

We understand that for a small charity we have a loud voice! We continue to use this to make change on issues Jo cared about.

- In 2023 we have focused on increasing awareness and accessibility of the work of the Foundation. A key element of this has been a full brand refresh and website redevelopment, helping our communities better understand the work that we do.
- We have continued to prioritise amplifying the voices of our communities, and working to influence decision makers. This has included our work to highlight the impact of the cost of living crisis on small charities. A survey in the spring showed that over 80% of our Connection Coalition members were concerned about their on-going sustainability. We shared this shocking statistic with the Minister for Civil Society and DCMS civil servants,

which helped inform the government's £76m Community Organisations Cost of Living Fund.

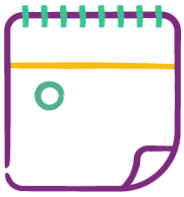


## OPERATIONS

Operations – including governance, finance and fundraising – is central to how the Foundation functions. These internal (and essential) elements are as integrally linked to our values as the rest of our work.

- We continue to prioritise the financial sustainability of the organisation, looking to diversify our income streams and seek new sources of funding. Fundraising activities have focussed on two key areas:
  - Individual giving and challenge events. The Jo Cox Way continues to be a successful fundraiser. The expenditure on this activity is covered by entry fees from participants. We have also used time from our comms team to support our individual giving campaigns
  - Grant fundraising. As our Spirit of 2012 grant has come to an end, we have focussed on securing new grants for our community work, with staff time invested in this activity. We are delighted to have secured a National Lottery grant from their Bringing People Together fund for our More in Common programme, as well as submitting substantial applications for other areas of our work where we expect to receive the outcomes of these applications in 2024.
- As part of our commitment to reducing our impact on the environment, we have carried out our first benchmarking exercise for greenhouse gas emissions. We have measured this at 13.260 tCO<sub>2</sub>e in 2023. Moving into 2024 we will be developing our first carbon reduction plan and putting in place new monitoring measures to ensure that we continue to measure our emissions and take a data-driven approach to considering how we can reduce our carbon footprint.





# PRIORITIES FOR 2024

In 2024 we continue to make positive change on issues that Jo was passionate about. We are placing particular focus on:

- Launching the **Jo Cox Civility Commission** call to action, and campaigning for the adoption of our recommendations.
- Continuing our work to be the **leading voice on the issue of abuse and intimidation** in politics, raising awareness of the issue, and the impact on democracy.
- Pushing for all parties to engage with our **Civility Pledge** during the General Election, with the aim of pushing for a more respectful tone in campaigning.
- Deepening the **impact of our work in Yorkshire** through our Bridging and Belonging project, focusing on community listening to truly understand the needs and concerns of our local communities.
- **Closing the Connection Coalition** well, supporting members through the final six months, and focusing on gathering and sharing learning from the project.
- **Advocating for ongoing government action** on the issue of loneliness.
- Expanding the **More in Common Partnership model**, learning from our existing Partnerships, and building new relationships in other geographic areas.
- Exploring how our deep knowledge of countering abuse and intimidation in political life could have an **international influence**.

# SUPPORTERS

We would like to thank everyone who supported our work in 2023, 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
- The Batley & Birstall Community Fund
- Esmée Fairbairn
- Joseph Rowntree Reform Trust
- National Lottery Community Fund – Bringing People Together
- The Newby Trust
- The Sir George Martin Charitable Trust
- The Souter Charitable Trust
- Spirit of 2012

### Corporates and other organisations

- Clearsilver Brand Marketing
- Community Union
- Menzies Distribution
- Neue Schule
- Paisley Properties
- SAH Associates
- Sovereign Healthcare
- WA Communications
- Wedgewood Britain Limited



### **Government and public sector**

- Leeds City Council
- NHS Shared Business Services – Wakefield

### **Community events**

Our thanks to everyone who participated in our two main community events in 2023: the Jo Cox Way and the Royal Parks Half Marathon. We'd also like to thank all of those who undertook to use their Great Get Together as a way to fundraise for us, and all of those who undertook their own fundraising for the Foundation.

### **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 2023.

# FINANCIAL REVIEW

## Funds raised

Total income for the year was £684,727 (2022: £629,515); of which unrestricted income was £229,496 (2022: £196,519) and restricted income was £455,231 (2022: £432,996).

## Expenditure

Total expenditure was £648,914, (2022: £591,489); of which unrestricted expenditure was £177,169 (2022: £162,565) and restricted expenditure was £471,745 (2022: £428,924).

This resulted in a surplus for the year of £35,813 (2022: £38,026).

## 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 level of free reserves has been set as between four and six months' expenditure based on the approved budget for the following 12 months.

The target for 31 December 2023 was set at a range of £237,538 to £356,307 in free reserves. At 31 December 2023, JCF held £139,868 in free reserves (2022: £121,848).

# 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 processes 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, which specifies that any person who is willing to act as a Trustee and who would not be disqualified from acting may be appointed by a decision of the Trustees.

There is no requirement for how Trustees should be recruited, and this will normally be considered on a case-by-case basis as vacancies arise. It includes a combination of open recruitment and direct approaches to suitable candidates.

## 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's Board of Trustees must have 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. This committee is governed by Terms of Reference that were approved by the full Board and reports 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.



## SUBSIDIARIES

The Foundation has a wholly owned subsidiary, The Jo Cox Foundation Trading Limited (company number 10660951), through which the Foundation channels any trading activities.

## REMUNERATION OF KEY PERSONNEL

The key management personnel of the Foundation consists solely of the Chief Executive Officer. Her remuneration is set by the Board of Trustees, taking into account the charity's financial position and the amount paid for this role 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 2024 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 2024 to mitigate this risk.

# REFERENCE AND ADMINISTRATIVE DETAILS

<b>Charity Name</b>	The Jo Cox Foundation
<b>Charity Number</b>	1170836
<b>Company Number</b>	10392667 (England and Wales)
<b>Registered Office</b>	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 that this report and financial statements were approved, and were also Directors of the company, were as follows:

Amanda Chetwynd-Cowieson  
Eloise Todd  
Geethika Jayatilaka  
Rt Hon Jacqui Smith (resigned 6 July 2024)  
Jane Brady (resigned 15 May 2023)  
Jennie Richmond  
Nisha Jani  
Rosamund Blomfield-Smith  
Samantha Vickers  
Steve Morris

## **Bankers**

Metro Bank Plc, 1 Southampton Row, London, WC1B 5HA

## **Independent Examiner**

Kevin Fisher, 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 Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

**Signed on behalf of the Trustees:**

**Rosamund Blomfield-Smith, Interim Chair of Trustees**

Date: 3 September 2024

# 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 2023 which are set out on pages 28 to 48.

### 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





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'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.

**Kevin Fisher, FCA**

Date: 3 September 2024

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 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
<b>Income</b>					
Donations and legacies	2	201,972	-	201,972	191,260
Charitable activities	3	-	455,231	455,231	432,996
Other income	4	27,524	-	27,524	5,259
<b>Total</b>		229,496	455,231	684,727	629,515
<b>Expenditure</b>					
Raising funds	5	80,344	-	80,344	68,435
Charitable activities	6	96,825	471,745	568,570	523,054
<b>Total</b>		177,169	471,745	648,914	591,489
<b>Net income / (expenditure) for the year</b>		52,327	(16,514)	35,813	38,026
Transfer between funds	16	(70)	70	-	-
<b>Net movement in funds</b>		52,257	(16,444)	35,813	38,026
Total funds brought forward	16	121,848	140,793	262,641	224,615
<b>Total funds carried forward</b>	16	174,105	124,349	298,454	262,641

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 32 to 48 form part of the financial statements.



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## BALANCE SHEET

AS AT 31 DECEMBER 2023

		2023		2022	
	Notes	£	£	£	£
<b>Fixed Assets</b>					
Tangible assets	11		3,184		3,188
Intangible assets	12		31,053		-
			<hr/>		<hr/>
			34,237		3,188
<b>Current Assets</b>					
Debtors	13	16,883		29,179	
Cash at bank and in hand		281,381		249,201	
		<hr/>		<hr/>	
		298,264		278,380	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	14	34,047		18,927	
		<hr/>		<hr/>	
<b>Net Current Assets</b>			264,217		259,453
			<hr/>		<hr/>
<b>Net Assets</b>	15		298,454		£262,641
			<hr/>		<hr/>
<b>Funds</b>					
Unrestricted	16		174,105		121,848
Restricted	16		124,349		140,793
			<hr/>		<hr/>
	16		298,454		262,641
			<hr/>		<hr/>



The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 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 3 September 2024 and signed on its behalf by:

Rosamund Blomfield-Smith  
Interim Chair of Trustees

The notes on pages 32 to 48 form part of the financial statements.



## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net movement in funds per statement of financial activities		35,813	38,026
Adjustments for:			
Depreciation charges	11	1,228	1,090
Amortisation charged	12	2,842	-
(Increase) / decrease in debtors		12,296	24,192
(Decrease) / increase in creditors		15,120	(50,268)
<b>Net cash provided by / (used in) operating activities</b>		67,299	13,040
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	(1,224)	(3,058)
Purchase of intangible fixed assets	12	(33,895)	-
<b>Net cash provided by / (used in) investing activities</b>		(35,119)	(3,058)
<b>Change in cash at bank in the year</b>		32,180	9,982
Cash at bank brought forward		249,201	239,219
<b>Cash at bank carried forward</b>		281,381	249,201

The notes on pages 32 to 48 form part of the financial statements.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

## 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 2023 (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 £100 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
--------------------	----------------------------

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**1. ACCOUNTING POLICIES** (cont'd)

**Intangible fixed assets**

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

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

Website and database	20% 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.

**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.

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**2. DONATIONS AND LEGACIES**

	Unrestricted funds £	Total 2023 £	Total 2022 £
Donations	123,236	123,236	176,260
Legacies	78,736	78,736	15,000
	<hr/>	<hr/>	<hr/>
	201,972	201,972	191,260
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

All of the £191,260 recognised in 2022 related to unrestricted funds.

**3. INCOME FROM CHARITABLE ACTIVITIES**

	Restricted funds £	Total 2023 £	Total 2022 £
Stronger Communities:			
Yorkshire Programme	40,840	40,840	-
Moment to Movement project	-	-	260,348
More in Common Programme	154,533	154,533	40,000
Great Get Together	83,577	83,577	20,998
Connection Coalition	89,650	89,650	111,650
Respectful Politics	24,202	24,202	-
Core charitable activities	62,429	62,429	-
	<hr/>	<hr/>	<hr/>
Grants and other income	455,231	455,231	432,996
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

All of the £432,996 recognised in 2022 related to restricted funds.



**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**4. OTHER INCOME**

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Jo Cox Way kit and subsistence	3,091	-	3,091	5,259
Jo Cox Way entry fees	18,497	-	18,497	-
Other income	5,936	-	5,936	-
	<u>27,524</u>	<u>-</u>	<u>27,524</u>	<u>5,259</u>

**5. COST OF RAISING FUNDS**

	Direct costs £	Support costs £	Total 2023 £	Total 2022 £
Fundraising events and materials	33,882	-	33,882	26,362
Staff costs	34,279	11,653	45,932	41,619
Training costs	114	-	114	454
IT costs	-	382	382	-
Stationery and postage	-	34	34	-
	<u>68,275</u>	<u>12,069</u>	<u>80,344</u>	<u>68,435</u>

All of the £68,435 expenditure recognised in 2022 was charged to unrestricted funds.

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Direct costs (note 7)	Support costs (note 8)	Total 2023	Total 2022
Stronger Communities:				
Yorkshire Programme	76,431	12,468	88,899	73,520
Moment to Movement project	-	-	-	205,210
More in Common Programme	91,707	8,365	100,072	-
Great Get Together	102,844	9,213	112,057	-
Connection Coalition	69,406	6,372	75,778	49,456
Respectful Politics	46,411	4,130	50,541	27,673
Fairer World	11,392	1,013	12,405	8,303
Core charitable activities	92,641	36,177	129,436	158,892
	<hr/>	<hr/>	<hr/>	<hr/>
	490,832	77,738	569,188	523,054
	<hr/>	<hr/>	<hr/>	<hr/>

Of the £523,054 expenditure recognised in 2022, £94,130 was charged to unrestricted funds and £428,924 was charged to restricted funds.

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**7. ANALYSIS OF DIRECT COSTS**

	Total 2023 £	Total 2022 £
Staff salaries	390,769	378,742
Miscellaneous HR costs	1,190	1,373
Recruitment and training	3,206	5,721
Travel and subsistence	13,117	6,632
Consultancy	-	10,738
Marketing and advertising	26,123	15,831
Websites and database	28,193	24,604
Project costs	21,704	24,949
Monitoring and Evaluation	6,530	8,510
Depreciation	-	1,090
	<hr/>	<hr/>
	490,832	478,190
	<hr/>	<hr/>



**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**8. ANALYSIS OF SUPPORT COSTS**

	Total 2023 £	Total 2022 £
Staff salaries	46,613	-
Payroll costs	3,080	-
IT costs	4,639	4,576
Bank charges	515	761
Premises and related costs	11,500	26,469
Insurance	158	-
Depreciation	1,228	-
Amortisation	2,842	
Governance costs (see note 9)	2,119	7,609
Stationery and postage	2,611	3,566
Telephone and internet	883	987
Subscriptions	1,550	896
	<hr/>	<hr/>
	77,738	44,864
	<hr/>	<hr/>

**9. GOVERNANCE COSTS**

	2023 £	2022 £
Independent Examination fees	1,878	4,248
Insurance	-	2,790
Board costs	241	571
	<hr/>	<hr/>
	2,119	7,609
	<hr/>	<hr/>

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**10. STAFF COSTS**

	2023	2022
	£	£
Wages and salaries	437,496	383,321
Social security costs	36,456	29,077
Pension costs	9,362	7,963
	<hr/>	<hr/>
	483,314	420,361
	<hr/>	<hr/>

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

Particulars of employees:	2023	2022
	No.	No.
Chief Executive	1	1
Administrative staff	4.5	4
Charitable activities	10.5	7
	<hr/>	<hr/>
	16	12
	<hr/>	<hr/>

Total employee benefits received by key management, including employer's pension costs, amounted to £76,676 (2022: £73,307).

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 2023 (2022: 1).

No trustee received any remuneration during the year and previous year. No trustee (2022: 3) was reimbursed for their travel and subsistence during the year (2022 : £372).





**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**11. TANGIBLE FIXED ASSETS**

	Computer Equipment £	Total £
Cost		
At 1 January 2023	3,931	3,931
Additions	1,224	1,224
Disposals	-	-
	<hr/>	<hr/>
At 31 December 2023	5,155	5,155
	<hr/>	<hr/>
Depreciation		
At 1 January 2023	743	743
Charged in the year	1,228	1,228
Eliminated on disposals	-	-
	<hr/>	<hr/>
At 31 December 2023	1971	1971
	<hr/>	<hr/>
Net book value		
31 December 2023	3,184	3,184
	<hr/> <hr/>	<hr/> <hr/>
31 December 2022	3,188	3,188
	<hr/> <hr/>	<hr/> <hr/>

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**12. INTANGIBLE FIXED ASSETS**

	Website & Database £	Total £
Cost		
At 1 January 2023	-	-
Additions	33,895	33,895
Disposals	-	-
	<hr/>	<hr/>
At 31 December 2023	33,895	33,895
	<hr/>	<hr/>
Amortisation		
At 1 January 2023	-	-
Charged in the year	2,842	2,842
Eliminated on disposals	-	-
	<hr/>	<hr/>
At 31 December 2023	2,842	2,842
	<hr/>	<hr/>
Net book value		
31 December 2023	31,053	31,053
	<hr/> <hr/>	<hr/> <hr/>
31 December 2022	-	-
	<hr/> <hr/>	<hr/> <hr/>

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**13. DEBTORS**

	2023	2022
	£	£
Trade debtors	-	3,500
Prepayments and Accrued income	16,277	17,428
Other debtors	606	8,251
	<hr/>	<hr/>
	16,883	29,179
	<hr/> <hr/>	<hr/> <hr/>

**14. CREDITORS**

Amounts falling due within one year	2023	2022
	£	£
Trade Creditors	3,976	2,386
Amounts owed to group undertakings	2,398	3,017
Accruals	16,400	13,524
Taxation and Social Security	9,321	-
Pensions	1,952	-
	<hr/>	<hr/>
	34,047	18,927
	<hr/> <hr/>	<hr/> <hr/>



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

### 15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Designated	Restricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
<b>2023</b>				
Fixed assets	-	34,237	-	34,237
Current assets	173,915	-	124,349	298,264
Current liabilities	(34,047)	-	-	(34,047)
	<hr/>	<hr/>	<hr/>	<hr/>
Net assets at 31 December 2023	139,868	34,237	124,349	298,454
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Comparative information for the previous financial year is as follows:

	Unrestricted	Designated	Restricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
<b>2022</b>				
Fixed assets	3,188	-	-	3,188
Current assets	137,587	-	140,793	278,380
Current liabilities	(18,927)	-	-	(18,927)
	<hr/>	<hr/>	<hr/>	<hr/>
Net assets at 31 December 2022	121,848	-	140,793	262,641
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**16. MOVEMENT IN FUNDS**

	At 1 January 2023	Income	Expenditure	Transfers	At 31 December 2023
	£	£	£	£	£
<b>2023</b>					
<b>Restricted funds:</b>					
Batley and Spen	5,000	16,100	(12,700)	-	8,400
Esmée Fairbairn	6,345	4,000	(10,345)	-	-
Spirit of 2012	28,480	197,428	(225,908)	-	-
Astra Connection Coalition	100,968	89,650	(132,181)	-	58,437
Joseph Rowntree Reform Trust	-	24,202	(21,151)	-	3,051
Lottery: Bringing People Together	-	99,103	(44,642)	-	54,461
Leeds City Council	-	24,748	(24,818)	70	0
<b>Total restricted funds</b>	140,793	455,231	(471,745)	70	124,349
<b>Unrestricted funds:</b>					
General funds	121,848	229,496	(173,099)	(38,377)	139,868
Fixed assets	-	-	(4,070)	38,307	34,237
<b>Total unrestricted funds</b>	121,848	229,496	(177,169)	(70)	174,105
<b>Total funds</b>	262,641	684,727	(648,914)	-	298,454

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**16. MOVEMENT IN FUNDS** (cont'd)

Comparative information for the previous financial year is as follows:

	At 1				At 31
	January	Income	Expenditure	Transfers	December
<b>2022</b>	2022				2022
<b>Restricted funds:</b>	£	£	£	£	£
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)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total restricted funds</b>	139,800	432,996	(428,924)	(3,079)	140,793
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total unrestricted funds</b>	84,815	196,519	(162,565)	3,079	121,848
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total funds</b>	224,615	629,515	(591,489)	-	262,641
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>



**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**16. MOVEMENT IN FUNDS** (cont'd)

**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
Esmée 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 (2022)	Civility in Politics Awards
DCMS	Great Winter Get Together campaign
Joseph Rowntree Reform Trust (2023)	Jo Cox Civility Commission
Lottery: Bringing People Together	More in Common partnerships project
Leeds City Council	Great Get Together/Migration Yorkshire collaboration

**Designated funds**

In 2023 the Trustees decided that the net book value of the fixed assets should be designated as it does not form part of the free reserves of the charity.

These assets are used to support charitable activities and are depreciated (tangible fixed assets) or amortised (intangible fixed assets) in accordance with the relevant accounting policies as laid out in note one on pages 33 and 34.

**NOTES TO THE FINANCIAL STATEMENTS**  
FOR THE YEAR ENDED 31 DECEMBER 2023 (cont'd)

**17. COMMITMENTS UNDER OPERATING LEASES**

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

	2023	2022
	Land and Buildings	Land and Buildings
	£	£
Within one year	364	1,708
Within one to five years	-	-
	<hr/>	<hr/>
	364	1,708
	<hr/> <hr/>	<hr/> <hr/>

**18. 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 23.

**19. TAXATION**

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

**20. CONTINGENT ASSETS**

The amount of funding awarded to the charity but not recognised at 31 December 2023 was £399,409 (2022: £390,077).