

# PROTECTION APPROACHES

England & Wales · Charity number 1171433

## Details

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Status	Registered
Legal form	Charitable company
Company number	<a href="#">09304012</a>
Registered	2017-02-02
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://www.protectionapproaches.org">www.protectionapproaches.org</a>

## Activities

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**Objects:** THE CHARITY'S OBJECTS ("OBJECTS") ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:THE OBJECTS OF PROTECTION APPROACHES ARE TO PROMOTE AND DEFEND THE HUMAN RIGHTS OF PEOPLES AROUND THE WORLD (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) WHO ARE VIOLENTLY TARGETED BECAUSE OF THEIR IDENTITY BY ALL OR ANY OF THE FOLLOWING MEANS:• MONITORING ABUSES OF HUMAN RIGHTS;• RESEARCH INTO HUMAN RIGHTS ISSUES;• EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS• PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;• CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW;• COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION;• RAISING AWARENESS OF HUMAN RIGHTS ISSUES;• PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;• PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS;• INTERNATIONAL ADVOCACY OF HUMAN RIGHTS; AND• ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE DIRECTORS SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE DIRECTORS ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE OBJECTS OF THE COMPANY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE COMPANY CARRIES OUT ITS OBJECTS.

**Activities:** PROTECTION APPROACHES IS A HUMAN RIGHTS CHARITY WORKING TO TACKLE ALL FORMS OF IDENTITY-BASED VIOLENCE, FROM HATE CRIME TO VIOLENT EXTREMISM AND GENOCIDE. THROUGH RESEARCH, CAMPAIGNS, EDUCATION, AND GRASSROOTS ENGAGEMENT WE BUILD UNDERSTANDING OF HOW TO END SUCH VIOLENCE IN THE UK AND GLOBALLY.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-11-30	£1,100,113	£1,072,883	£157,795	11
2023-11-30	£925,151	£907,437	£130,565	9
2022-11-30	£961,223	£951,824	£112,851	7
2021-11-30	£254,424	£334,852	-	-
2020-11-30	£410,596	£284,792	-	-

## Trustees

Name	Role	Appointed
<b>Nicholas Martlew</b>	Chair	2024-04-26
Dr Sherine McCarthy		2024-04-26
JOANNA HENDERSON		2015-09-27
Jacqueline Roth Geis		2022-05-26
PETER RICHARD DAVID HAVELOCK		2025-06-26
Rebecca Dare Zausmer		2025-06-26

**PROTECTION APPROACHES**

England & Wales - Charity number 1171433

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# Accounts

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Company registration number: 09304012

Charity registration number: 1171433

# Protection Approaches

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 November 2024

Thompson Jenner LLP  
Chartered Accountants  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

## Protection Approaches

### Contents

Reference and Administrative Details	1
Trustees' Report	2 to 9
Statement of Trustees' Responsibilities	10
Independent Auditors' Report	11 to 14
Statement of Financial Activities	15 to 16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19 to 34

## Protection Approaches

### Reference and Administrative Details

<b>Chair</b>	Nicholas Martlew
<b>Trustees</b>	Claire Fyfe Jacqueline Geis Joanna Henderson Sherine McCarthy Nicholas Martlew Rebecca Zausmer Peter Havelock
<b>Charity Registration Number</b>	1171433
<b>Company Registration Number</b>	09304012
<b>Registered Office</b>	The charity is incorporated in England and Wales. Edinburgh House 170 Kennington Lane London SE11 5DP
<b>Auditor</b>	Thompson Jenner LLP Chartered Accountants 1 Colleton Crescent Exeter Devon EX2 4DG

## Protection Approaches

### Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 30 November 2024.

#### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

- Claire Fyfe
- Jacqueline Geis
- Joanna Henderson
- Sherine McCarthy (appointed 26 March 2024)
- Nicholas Martlew (appointed 26 March 2024)
- Rebecca Zausmer (appointed 26 June 2025)
- Peter Havelock (appointed 26 June 2025)
- Mariko Hayashi (resigned 26 June 2025)
- Amy Drake (resigned 26 April 2024)
- Marsha Bertie-Small (resigned 5 December 2023)

Chair: Nicholas Martlew (appointed 26 June 2025)

#### Our aim

Protection Approaches aims to promote and defend the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity by all or any of the following means:

- Monitoring abuses of human rights;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to government and others on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy of human rights; and
- Eliminating infringements of human rights.

# Protection Approaches

## Trustees' Report

### Our mission and vision

Protection Approaches works to change how the world views identity-based violence – and by so doing, change the way we respond to and prevent it. We seek a world where everyone accepts and respects each other, regardless of identity.

### Our values

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity-based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.

### Our approach

No matter where it takes place and no matter whom it targets, every act of identity-based violence is a manifestation of the deadly idea that some lives are more valuable than others. For that reason, Protection Approaches believes that a spectrum of harms – including hate crime, violent extremism, and mass atrocities – should be seen as a shared global crisis: the targeting of individuals or groups solely because of who they are, what they believe, or who they love.

By emphasising the common attributes of different forms of identity-based violence, Protection Approaches has changed the conversation on how to challenge, respond to, and prevent it. In the process, we have encouraged a better appreciation of our shared responsibility to prevent all forms of identity-based attacks, whether perpetrated by States, militia groups, terrorist organisations, racist gangs, or prejudiced individuals.

Our programmes support those affected by identity-based violence, challenge those responsible for it, and encourage those in a position to prevent it.

- Our **community initiatives** support marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence. We build capacity for community-led responses to hate crime – and the prejudice and marginalisation that can lead to such violence. We are breaking down barriers between communities and public officials, in the process helping to promote dialogue, encourage transparency, and strengthen community relationships.
- Our **advocacy** has encouraged the integration of 'prevention thinking' into decision-making and helped secure a new and public UK approach to atrocity prevention. Since 2015, we have worked across the political spectrum in the UK to push the government to become a global leader on preventing all forms of identity-based violence. We will continue to work with our partners in civil society to improve understanding and strengthen implementation of timely, effective strategies that encourage the integration of prevention principles into UK trade, development, defence, foreign, and domestic policies.

## Protection Approaches

### Trustees' Report

- We undertake, commission, and coordinate **research** to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices. Central to this is our commitment to working in partnership with communities affected by identity-based violence, ensuring their insights, experiences, and priorities directly inform our research and shape our approach. Our monitoring and analysis respond to urgent and emerging threats, including the mainstreaming of far-right and exclusionary narratives, increasing identity-based violence in the UK, and atrocity risks in contexts including Sudan, Palestine, Ukraine, Ethiopia and the Sahel and Syria.

- We deliver bespoke **briefings and trainings** on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences – including local, regional, and national and governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists – from around the world. We have provided everything from detailed briefings on impending or ongoing mass atrocities to big-picture trainings on how organisations and governments can implement more effective prevention strategies.

#### **Public benefit**

All Protection Approaches' charitable activities focus on the promotion and defence of the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### **Achievements and performance, year ending 30th November 2024**

##### **Introduction**

Over this period our organisation has continued to confront the complex and evolving landscape of identity-based violence (IBV) both in the UK and globally. As authoritarian states and harmful actors intensify their challenge to the foundations of peace, democracy, and human rights, we continue to galvanise support for proactive, inclusive, and intersectional approaches to safeguarding vulnerable communities and promoting social cohesion as integral to our collective safety and security.

Our 2023-24 financial year saw the charity achieve a turnover of £1,100,113, ending the period with a £27,230 surplus. This reflects the organisation's continued growth, success, and consolidation during a period of exceptional flux.

The Trustees would like to extend our sincere thanks to the team at Protection Approaches for their dedication and impact during what has been a particularly challenging year. In a period shaped by political change, rising social tensions, and increasing threats to democratic values in the UK and globally, the team has continued to respond with clarity, purpose, and leadership.

Headed by Co-Executive Directors Kate Ferguson and Andy Fearn, Protection Approaches has consistently been at the forefront of efforts to prevent identity-based violence, support community-led resilience, and drive evidence-informed policy change. From launching rapid responses to racist riots in the UK, to shaping UK government policy on Sudan, to pioneering a new model of community ownership for victim support services, the team has delivered real and lasting impact.

## Protection Approaches

### Trustees' Report

Rather than retreating in the face of growing global and domestic pressures, the organisation has raised its ambitions. It has grown in size and reach, sharpened its focus, and demonstrated what it means to lead with principle, clarity, and courage. The Trustees are particularly proud of how the team has worked to redistribute resources and amplify community-led solutions while continuing to shape national and international policy agendas on identity-based violence and atrocity prevention.

We are also immensely grateful to our donors, our expanding network of consultants, Honorary Fellows, and partners, whose support and trust have been crucial to our work this year.

#### Global and domestic context for our work

In 2024, two major political shifts shaped the global and domestic context in which Protection Approaches operates: the election of a Labour government in the UK and the re-election of Donald Trump in the United States. We judge that given its very particular relationship with the US, the UK will face a confronting internal as well as international identity crisis as the Trump administration rejects political plurality, employs robust and unaccountable central power, dismantles protections of democracy, and takes aim at the separation of powers, civil liberties, and the rule of law. Widespread racist and Islamophobic riots across the UK in summer 2024 underlined how ill-prepared the country is to take on the scope and scale of the domestic challenges our communities are facing.

We observe greater and more blatant alignment among authoritarian regimes working together to destabilize the post-1945 international system, exploiting flaws and hypocrisies to weaken commitments to human rights, international cooperation, and peace. These threats are transnational, impacting national and local communities through tactics rooted in propaganda, populism, and grievance politics. That the UK's traditionally closest ally, the United States, has begun to explicitly draw from the authoritarian playbook is of deep concern. At the same time, the period has been marked by the devastating conflict and atrocity crimes of the Israel-Palestine crisis, which has significantly strained interfaith relations, social cohesion, and community trust within the UK.

Domestic political shifts, including the rise in public support for exclusionary political parties, has brought global trends of democratic backsliding, increased hate crime, and identity-based extremism closer to home. This is an example of global and domestic trajectories of identity politics, grievance and exclusion trending towards convergence, demanding rapid and ambitious response that can connect experience, evidence, and policy in new ways.

Against these deepening and diversifying challenges, the scale of the funding crises affecting the international human rights and domestic community cohesion sectors have become increasingly apparent. Over 2024, the sector has experienced a sudden and significant contraction in the funding landscape impacting the safety of communities, the day-to-day operations of our partners, and provoked deep anxiety. Shrinking civic space, greater restrictions on public protest, and the narrowing of Euro-Atlantic commitments to internationalism and international development risks further fracture between democratic governments, their publics, and community expertise

## Protection Approaches

### Trustees' Report

However, during this past year, Protection Approaches has rejected entrenchment and instead raised our ambitions for change and impact. Our work and the work of our partners teaches us that out of devastation, the international system can be reimagined and advanced. We know that trusted, community-based organisations are best placed to address urgent needs, tackle marginalisation, bring communities together, and reduce risks of identity-based violence at the local level. However, they often lack sufficient resources, networks, and access to power - this is what we have prioritised redressing during this year. At the same time, we consider it a central responsibility of our organisation to raise the alarm of the emerging and future crises of identity-based violence that will likely hit the UK and world in the next decade. We have therefore scaled up our efforts to communicate the true scale of the challenges for the safety and security of the UK and the world posed by identity-based violence - and to demonstrate that understanding identity-based violence unlocks solutions.

#### Organisational milestones and our impact

As we celebrated our ten-year anniversary in November 2024, Protection Approaches transitioned into its next phase of growth, becoming a more sustainable and confident organisation. Despite the challenging environment, we have experienced increased demand for our training programs - serving a greater number of grassroots civil society organisations, local governments, and private sector partners.

#### Resilience and social cohesion

In 2024, Protection Approaches completed a major piece of research for the Greater London Authority. The project explored the vital role of social cohesion in strengthening community resilience and crisis preparedness. Over 100 community organisations and experts contributed through surveys, interviews, and workshops. The findings informed policy recommendations adopted by the London Resilience Unit and London Resilience Forum and highlighted how community and faith groups play a pivotal role in mitigating crises such as hate crime and social unrest. This work underpins our growing portfolio, including upcoming initiatives in Stoke-on-Trent where through 2025 we will be co-designing a new city-wide cohesion strategy alongside community stakeholders.

#### Grassroots support and capacity building

Through the Hate Crime Community Outreach and Resilience Project (HCCORP), we completed support for our first cohort of 11 community groups and recruited 10 new groups. Each group has received training, tailored support, and grants, allowing them to develop and expand hate crime prevention and victim support initiatives. Over the course of the programme tens of thousands of community members have been reached and more than £100,000 of funding distributed to the community groups involved. Our Active Bystander Training reached over 1,400 people across 90 sessions and was independently evaluated to show significant impact on participants' ability to intervene. A new partnership with the Football Association will see a football specific version of the training rolled out across England delivered by 100 FA staff members. Meanwhile, our Community Builder training supported 358 community leaders across England, helping them design practical approaches to strengthen cohesion and prevent identity-based violence.

#### Hate crime victim support

This year, we continued to coordinate *On Your Side*, a national support service for East and Southeast Asian victims of hate crime. Over 120 individuals received long-term casework, with 86% reporting improved wellbeing. One participant shared, "*My mental health has improved so much since meeting my casework advocate, who contacted me during the worst time of my life.*"; We also launched a national call for evidence, in partnership with the University of Leicester, to inform a new hate crime strategy under the Labour government. This will culminate in a 'Manifesto for Change' report, amplifying victim voices and shaping future policy.

## **Protection Approaches**

### **Trustees' Report**

#### **Advancing UK atrocity prevention**

The Foreign, Commonwealth & Development Office's (FCDO) capabilities on mass atrocity crimes has grown considerably during this time, despite contractions elsewhere in the department; the Mass Atrocity Prevention Hub became the Conflict and Atrocity Prevention Department, growing in size across research, analysis, policy and more modestly in programming. During this period we provided the first Atrocity Prevention Helpdesk to the UK government, providing direct technical advice, tool development, training, and strategic policy recommendations to a range of geographies.

#### **Applying scrutiny to UK atrocity prevention**

We continue to lead parliamentary scrutiny of the UK's obligations to prevent and mitigate identity-based mass violence in regions including Xinjiang, Sudan, Ukraine, and in the Occupied Palestinian Territories. Our continued coordination of the UK Atrocity Prevention Working Group has strengthened civil society engagement with government while creation of the UK Atrocity Prevention Knowledge Exchange Network together with the University College of London has established a new forum bringing together academic, policy and NGO expertise.

#### **Civilian protection in Sudan**

Since April 2023 we have led an emergency advocacy response to the triple threat of armed conflict, mass atrocity crimes, and famine in Sudan -the biggest humanitarian and human rights crisis in the world. Through our actions to and with the UK government, we moved the UK position on the protection of civilians in Sudan; one official said 'Protection Approaches essentially changed the UK's Sudan policy singlehandedly and almost overnight'

#### **Queering Atrocity Prevention**

This initiative has enhanced cross-sector understanding of the link between LGBTQI+ rights erosion and increased risks of identity-based violence. It garnered high-level political support, culminating in a major publication co-produced with the Auschwitz Institute, which includes insights from community consultations across Latin America. Engagement with international bodies such as the Organization of American States exemplifies our global reach, even at a period of deepening anti-gender and anti-rights global backlash.

#### **Conclusion and looking forward**

Throughout this period, our organisation has demonstrated resilience and adaptability, strengthening our capacity to challenge identity-based violence, promote social cohesion, and influence policy at national and local levels. We remain committed to building inclusive communities that uphold human rights and resist the divisive tactics employed by authoritarian and extremist actors worldwide.

As we move ahead, we will continue expanding our programmes, fostering community ownership, and advocating for policies that protect the vulnerable. Our ongoing efforts to embed intersectional approaches and strengthen stakeholder collaborations aim to ensure a safer, fairer, and more inclusive society for all. Our first ten years have provided vast and varied forms of evidence so that we must now invest time and resource to communicating 'what works' in order to scale-up our impact, share our learnings with others, and advance our mission.

The domestic and international projections of future funding are of contraction with many traditional stalwart donors pausing or winding down their contributions. The future of foundation-based funding will need to radically change to meet the urgent needs of the most vulnerable while also preparing for the scale of the challenge that is coming. The next decade will be marked by intensifying global insecurity, which will encourage states to turn resources inwards. We are committed to confronting these trends, not only to ensure the financial continuity of our work for as long as our contributions make meaningful impact in ways that others are not, but as a means of helping to turn the tide of increasing resource scarcity. Our 2026-2030 strategic plan will be published before the end of this year.

## Protection Approaches

### Trustees' Report

#### Financial review

##### *Policy on reserves*

The charity, being mindful of Charity Commission guidance, aims to maximise the use of available funds for the benefit of the charity and therefore aim to retain a prudent level of unrestricted reserves, taking into consideration the running expenses and known liabilities of the charity, Protection Approaches aims to retain 3 months running costs of the organisation. As at 30th November 2024, Protection Approaches held reserves of £157,795 equivalent to 3.1 months' running costs.

#### Structure, governance and management

##### *Nature of governing document*

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association incorporated on the 10 November 2014 and as amended by special resolution dated 22 November 2015 and as amended by special resolution registered at Companies House on 25 January 2017. The organisation received charitable status on the 2 February 2017.

#### Recruitment and appointment of trustees

The charity may by ordinary resolution appoint a person who is willing to act as a Trustee. The trustees may appoint a person who is willing to act as a Trustee.

##### *Arrangements for setting key management personnel remuneration*

The charity will pay trustees for the provision of services to the charity if this is considered in the best interest of the charity and will enable the charity to achieve its charitable objectives. Trustee remuneration is approved by the Board of trustees and further disclosure of the amounts paid to trustees during the year can be found in the accompanying notes to the financial statements.

#### Grants secured during this period

National Lottery Community Fund – A three-year project delivering trainings across England aimed at equipping communities with the tools, skills and confidence to prevent identity-based violence.

London Mayor's Shared Endeavor Fund – An eight-month project to deliver active bystander training with community members across London in partnership with Britain's East and Southeast Asian Network.

Department for Levelling Up Housing and Communities/Ministry For Communities Housing and Local Government "On Your Side" - To deliver a UK-wide hate crime support service for East and Southeast Asian communities including a freephone 24/7 helpline and in community casework support.

Foreign, Commonwealth, and Development Office, CSSF/ISF - To secure the integration of LBGTQI+ inclusive approaches to mass atrocity prevention.

Mayors Office for Policing and Crime - Hate Crime Outreach and Resilience Project building capacity at ten community-based organisations.

City Bridge Trust - Hate Crime Outreach and Resilience Project building capacity at twenty community-based organisations over two years.

Joseph Rowntree Charitable Trust – two year project Catalysing strategic coalitions for sustainable UK policy on violence prevention and peace.


## Protection Approaches

### Trustees' Report

Foreign, Commonwealth, and Development Office, Atrocity Prevention Hub – To support the Atrocity Prevention hub with research and training

Greater London Authority Resilience Unit – research and consultation to understand how the work of community and faith groups in London contribute to cohesion and resilience

The annual report was approved by the trustees of the charity on ...16/8/25... and signed on its behalf by:



Nicholas Martlew  
Chair of trustees

## Protection Approaches

### Statement of Trustees' Responsibilities

The trustees (who are also the directors of Protection Approaches for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

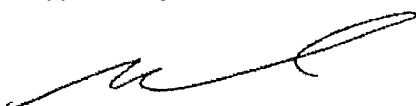
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 16/8/25 and signed on its behalf by:



.....  
Nicholas Martlew  
Chair of trustees

## Protection Approaches

### Independent Auditor's Report to the Members of Protection Approaches

#### Opinion

We have audited the financial statements of Protection Approaches (the 'charity') for the year ended 30 November 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 November 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## **Protection Approaches**

### **Independent Auditor's Report to the Members of Protection Approaches**

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Other matter

The comparative information is unaudited.

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 10), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## Protection Approaches

### Independent Auditor's Report to the Members of Protection Approaches

#### **Auditor responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

#### **The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with directors and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, Charities Act 2011, taxation legislation, data protection, anti-bribery, employment, environmental, fire safety and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management, reviewing licenses, certificates and relevant correspondence including the inspection of legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and

## Protection Approaches

### Independent Auditor's Report to the Members of Protection Approaches

- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charity's legal advisors.

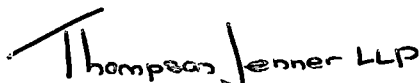
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....  
David Tucker (Senior Statutory Auditor)  
For and on behalf of Thompson Jenner LLP, Statutory Auditor

1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

Date: 18 August 2025

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	29,080	-	29,080
Charitable activities	4	<u>65,595</u>	<u>1,005,438</u>	<u>1,071,033</u>
Total income		<u>94,675</u>	<u>1,005,438</u>	<u>1,100,113</u>
<b>Expenditure on:</b>				
Raising funds	5	(148)	-	(148)
Charitable activities	6	<u>(67,297)</u>	<u>(1,005,438)</u>	<u>(1,072,735)</u>
Total expenditure		<u>(67,445)</u>	<u>(1,005,438)</u>	<u>(1,072,883)</u>
Net income		<u>27,230</u>	<u>-</u>	<u>27,230</u>
Net movement in funds		27,230	-	27,230
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>130,565</u>	<u>-</u>	<u>130,565</u>
Total funds carried forward	20	<u><u>157,795</u></u>	<u><u>-</u></u>	<u><u>157,795</u></u>

The notes on pages 19 to 34 form an integral part of these financial statements.

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

#### Prior Year Comparative Statement of Financial Activity

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	48,837	-	48,837
Charitable activities	4	<u>19,207</u>	<u>857,107</u>	<u>876,314</u>
Total income		<u>68,044</u>	<u>857,107</u>	<u>925,151</u>
<b>Expenditure on:</b>				
Charitable activities	6	<u>(39,910)</u>	<u>(867,527)</u>	<u>(907,437)</u>
Total expenditure		<u>(39,910)</u>	<u>(867,527)</u>	<u>(907,437)</u>
Net income/(expenditure)		28,134	(10,420)	17,714
Transfers between funds		<u>36,675</u>	<u>(36,675)</u>	<u>-</u>
Net movement in funds		64,809	(47,095)	17,714
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>65,756</u>	<u>47,095</u>	<u>112,851</u>
Total funds carried forward	20	<u><u>130,565</u></u>	<u><u>-</u></u>	<u><u>130,565</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for both periods is shown in note 20.

The notes on pages 19 to 34 form an integral part of these financial statements.

## Protection Approaches

(Registration number: 09304012)  
Balance Sheet as at 30 November 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	34	179
<b>Current assets</b>			
Debtors	15	109,468	147,696
Cash at bank and in hand	16	<u>243,023</u>	<u>125,569</u>
		352,491	273,265
<b>Creditors: Amounts falling due within one year</b>	17	<u>(194,730)</u>	<u>(142,879)</u>
<b>Net current assets</b>		<u>157,761</u>	<u>130,386</u>
<b>Net assets</b>		<u>157,795</u>	<u>130,565</u>
<b>Funds of the charity:</b>			
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>157,795</u>	<u>130,565</u>
<b>Total funds</b>	20	<u>157,795</u>	<u>130,565</u>

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on ....16/8/25..... and signed on their behalf by:



Nicholas Martlew  
Chairman and Trustee

The notes on pages 19 to 34 form an integral part of these financial statements.

## Protection Approaches

### Statement of Cash Flows for the Year Ended 30 November 2024

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash income		27,230	17,714
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation	5	<u>170</u>	<u>416</u>
		27,400	18,130
<b>Working capital adjustments</b>			
Decrease/(increase) in debtors	15	38,228	(141,448)
Increase/(decrease) in creditors	17	21,300	(5,200)
Increase/(decrease) in deferred income		<u>30,551</u>	<u>(10,650)</u>
Net cash flows from operating activities		117,479	(139,168)
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	14	<u>(25)</u>	<u>-</u>
Net increase/(decrease) in cash and cash equivalents		117,454	(139,168)
Cash and cash equivalents at 1 December		<u>125,569</u>	<u>264,737</u>
Cash and cash equivalents at 30 November		<u><u>243,023</u></u>	<u><u>125,569</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 19 to 34 form an integral part of these financial statements.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Edinburgh House  
170 Kennington Lane  
London  
SE11 5DP

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

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

##### Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 Section 1A) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Protection Approaches meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### ***Expenditure***

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Raising funds***

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### ***Support costs***

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

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	33.33% straight line

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 3 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Donations and legacies; Donations	29,080	29,080
<b>Total for 2024</b>	29,080	29,080
<b>Total for 2023</b>	48,837	48,837

#### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
Core charitable activities including schools programme	65,595	-	65,595
CSSF	-	123,362	123,362
Department for Levelling Up	-	104,739	104,739
Joseph Rowntree	-	39,504	39,504
Lottery Community Fund	-	111,961	111,961
MOPAC HCCORP	-	79,246	79,246
MOPAC Shared End	-	42,820	42,820
ISF	-	102,999	102,999
FCDO	-	48,099	48,099
On Your Side	-	289,431	289,431
City Bridge HCCORPP	-	55,277	55,277
GLA Resilience Project	-	8,000	8,000
<b>Total for 2024</b>	65,595	1,005,438	1,071,033
<b>Total for 2023</b>	19,207	857,107	876,314

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 5 Expenditure on raising funds

##### a) Costs of generating donations and legacies

	Unrestricted funds General £	Total funds £
Other direct costs of generating voluntary income	148	148
<b>Total for 2024</b>	148	148
<b>Total for 2023</b>	-	-

#### 6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total expenditure £
Core charitable activities including schools programme	41,728	10,599	52,327
Department for Levelling Up	100,354	4,385	104,739
CSSF	109,261	14,101	123,362
MOPAC HCCORP	78,898	348	79,246
Joseph Rowntree	31,170	8,334	39,504
Lottery Community Fund	103,723	8,237	111,960
MOPAC Shared End	40,489	2,331	42,820
JP Morgan	12,807	2,163	14,970
ISF	93,221	9,778	102,999
FCDO	42,094	6,005	48,099
On Your Side	274,136	15,295	289,431
City Bridge HCCORP	48,667	6,611	55,278
GLA Resilience project	7,500	500	8,000
<b>Total for 2024</b>	984,048	88,687	1,072,735
<b>Total for 2023</b>	853,175	54,262	907,437

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

	Unrestricted funds General £	Restricted funds £	Total funds £
Core charitable activities including schools programme	52,327	-	52,327
Department for Levelling Up	-	104,739	104,739
City Bridge	-	55,277	55,277
CSSF	-	123,362	123,362
Joseph Rowntree	-	39,504	39,504
Lottery Community Fund	-	111,961	111,961
MOPAC HCCORP	-	79,246	79,246
MOPAC Shared End	-	42,820	42,820
JP Morgan	14,970	-	14,970
ISF	-	102,999	102,999
FCDO	-	48,099	48,099
On Your Side	-	289,431	289,431
GLA Resilience project	-	8,000	8,000
<b>Total for 2024</b>	<u>67,297</u>	<u>1,005,438</u>	<u>1,072,735</u>
<b>Total for 2023</b>	<u>39,910</u>	<u>867,527</u>	<u>907,437</u>

Included in the expenditure analysed above, there are governance costs of £33,125 (2023: £13,158) which relate directly to charitable activities. See note 7 for further details.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 7 Analysis of governance and support costs

##### Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Information technology £	Administration costs £	Premises costs £	Total funds £
Core charitable activities including schools programme	A	4,123	1,437	172	4,867	10,599
CSSF	A	5,880	6,611	251	1,359	14,101
Department for Levelling Up	A	1,111	1,993	44	1,237	4,385
Joseph Rowntree	A	3,242	1,130	135	3,827	8,334
MOPAC HCCORP	A	135	47	6	160	348
Lottery Community Fund	A	3,204	1,117	134	3,782	8,237
MOPAC Shared End	A	907	316	38	1,070	2,331
ISF	A	3,795	1,322	182	4,479	9,778
FCDO	A	2,336	814	98	2,757	6,005
On Your Side	A	4,792	4,646	200	5,657	15,295
City Bridge HCCORP	A	2,572	896	107	3,036	6,611
GLA Resilience project	A	194	68	8	230	500
JP Morgan	A	834	309	35	985	2,163
<b>Total for 2024</b>		<u>33,125</u>	<u>20,706</u>	<u>1,410</u>	<u>33,446</u>	<u>88,687</u>
<b>Total for 2023</b>		<u>13,158</u>	<u>8,434</u>	<u>2,826</u>	<u>29,844</u>	<u>54,262</u>

##### Basis of allocation

Reference	Method of allocation
A	For all expenditure 100% of the cost incurred

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### Governance costs

	Restricted funds £	Total 2024 £	Total 2023 £
Audit fees			
Audit of the financial statements	5,400	5,400	-
Independent examiner fees			
Examination of the financial statements	-	-	1,800
Other governance costs	<u>27,725</u>	<u>27,725</u>	<u>11,358</u>
	<u><u>33,125</u></u>	<u><u>33,125</u></u>	<u><u>13,158</u></u>

#### 8 Net incoming/outgoing resources

Net incoming resources for the year include:

	2024 £	2023 £
Audit fees	5,400	-
Other non-audit services	-	1,800
Depreciation of fixed assets	<u>170</u>	<u>416</u>

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
<b>Staff costs during the year were:</b>		
Wages and salaries	441,500	355,554
Social security costs	43,608	34,978
Pension costs	14,068	10,996
Other staff costs	<u>4,555</u>	<u>6,766</u>
	<u><u>503,731</u></u>	<u><u>408,294</u></u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

	<b>2024</b>	<b>2023</b>
	<b>No</b>	<b>No</b>
Charitable activities	<u>11</u>	<u>9</u>

The number of employees whose emoluments fell within the following bands was:

	<b>2024</b>	<b>2023</b>
	<b>No</b>	<b>No</b>
£60,001 - £70,000	<u>2</u>	<u>2</u>

The total employee benefits of the key management personnel of the charity were £144,874 (2023 - £136,969).

#### 11 Independent examiner's remuneration

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Examination of the financial statements	<u>-</u>	<u>1,800</u>

#### 12 Auditors' remuneration

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Audit of the financial statements	<u>5,400</u>	<u>-</u>

#### 13 Taxation

The charity is a registered charity and is therefore exempt from taxation.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 14 Tangible fixed assets

	Office equipment £	Total £
<b>Cost</b>		
At 1 December 2023	4,228	4,228
Additions	25	25
	4,253	4,253
At 30 November 2024		
<b>Depreciation</b>		
At 1 December 2023	4,049	4,049
Charge for the year	170	170
	4,219	4,219
At 30 November 2024		
<b>Net book value</b>		
At 30 November 2024	34	34
At 30 November 2023	179	179

#### 15 Debtors

	2024 £	2023 £
Trade debtors	23,336	31,700
Prepayments	6,015	5,348
Accrued income	74,030	110,648
Other debtors	6,087	-
	109,468	147,696

#### 16 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	243,023	125,569

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 17 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	22,124	3,004
Other taxation and social security	13,515	12,510
Other creditors	2,389	1,934
Accruals	7,200	6,480
Deferred income	149,502	118,951
	<u>194,730</u>	<u>142,879</u>
	2024	2023
	£	£
Deferred income at 1 December 2023	118,951	129,601
Resources deferred in the period	149,502	118,951
Amounts released from previous periods	<u>(118,951)</u>	<u>(129,601)</u>
Deferred income at year end	<u>149,502</u>	<u>118,951</u>

#### 18 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £14,068 (2023 - £10,996).

#### 19 Commitments

##### Other financial commitments

The total amount of financial commitments not included in the balance sheet is £11,067 (2023: £nil). This relates to operating lease commitments in respect of property and computer equipment.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 20 Funds

	Balance at 1 December 2023 £	Incoming resources £	Resources expended £	Balance at 30 November 2024 £
<b>Unrestricted funds</b>				
<i>General</i>				
Core charitable activities including schools programme	99,250	94,675	(52,475)	141,450
JP Morgan	14,970	-	(14,970)	-
EVRA	16,345	-	-	16,345
	<u>130,565</u>	<u>94,675</u>	<u>(67,445)</u>	<u>157,795</u>
<b>Restricted funds</b>				
CSSF	-	123,362	(123,362)	-
Department for Levelling Up	-	104,739	(104,739)	-
Joseph Rowntree	-	39,504	(39,504)	-
Lottery Community Fund	-	111,961	(111,961)	-
MOPAC HCCORP	-	79,246	(79,246)	-
MOPAC Shared End	-	42,820	(42,820)	-
ISF	-	102,999	(102,999)	-
FCDO	-	48,099	(48,099)	-
On Your Side	-	289,431	(289,431)	-
City Bridge HCCORP	-	55,277	(55,277)	-
GLA Resilience project	-	8,000	(8,000)	-
	<u>-</u>	<u>1,005,438</u>	<u>(1,005,438)</u>	<u>-</u>
<b>Total restricted funds</b>	<u>-</u>	<u>1,005,438</u>	<u>(1,005,438)</u>	<u>-</u>
<b>Total funds</b>	<u>130,565</u>	<u>1,100,113</u>	<u>(1,072,883)</u>	<u>157,795</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

	Balance at 1 December 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 November 2023 £
<b>Unrestricted funds</b>					
<b>General</b>					
Core charitable activities including schools programme	49,411	27,325	(14,161)	36,675	99,250
JP Morgan	-	40,719	(25,749)	-	14,970
EVRA	16,345	-	-	-	16,345
	<u>65,756</u>	<u>68,044</u>	<u>(39,910)</u>	<u>36,675</u>	<u>130,565</u>
<b>Restricted</b>					
CSSF	-	214,007	(214,007)	-	-
Department for Levelling Up	-	414,938	(414,938)	-	-
Hammersmith united charities - Prejudice and us	4,000	-	(4,000)	-	-
Joseph Rowntree	-	8,510	(8,510)	-	-
Lottery Community Fund	-	97,436	(97,436)	-	-
Mayor's Shared Endeavour	2,071	26,480	(28,551)	-	-
Polden Puckham Charitable Trust	4,349	-	(4,349)	-	-
MOPAC HCCORP	-	40,754	(40,754)	-	-
MOPAC Shared End	-	19,260	(19,260)	-	-
Wellspring LGBTQ	-	35,722	(35,722)	-	-
Wellspring Philanthropic Fund	36,675	-	-	(36,675)	-
<b>Total restricted funds</b>	<u>47,095</u>	<u>857,107</u>	<u>(867,527)</u>	<u>(36,675)</u>	<u>-</u>
<b>Total funds</b>	<u>112,851</u>	<u>925,151</u>	<u>(907,437)</u>	<u>-</u>	<u>130,565</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### Grants

Wellspring Philanthropic Fund, General operating support - Supporting our work to improve prediction, prevention and responses to identity-based violence in the UK and enhanced UK contributions to the prediction and prevention of, and responses to, identity-based violence worldwide. The remaining funds have been utilised against core costs in accordance with the conditions of the grant funding agreement.

Wellspring Philanthropic LGBTQ - Short project to working with the UN Independent Expert on Discrimination Based on Sexual Orientation and Gender Identity.

Department for Levelling Up Housing and Communities/Ministry For Communities Housing and Local Government "On Your Side" - To deliver a UK-wide hate crime support service for East and Southeast Asian communities including a freephone 24/7 helpline and in community casework support.

Joseph Rowntree Charitable Trust - two year project Catalysing strategic coalitions for sustainable UK policy on violence prevention and peace.

National Lottery Community Fund - A three-year project delivering trainings across England aimed at equipping communities with the tools, skills and confidence to prevent identity-based violence.

London Mayor's Shared Endeavour Fund - An eight month project to deliver active bystander training with community members across London in partnership with Britain's East and Southeast Asian Network.

Mayors Office for Policing and Crime (MOPAC HCCORP) - Hate Crime Outreach and Resilience Project building capacity at ten community-based organisations.

Poldham Puckham Charitable Trust - one year project to support Protection Approaches' Policy team to work with UK policy makers on improving UK contributions to Atrocity prevention around the world. Particularly working towards a UK atrocity prevention strategy.

Foreign, Commonwealth, and Development Office, CSSF/ISF - To secure the integration of LBGTQI+ inclusive approaches to mass atrocity prevention.

Hammersmith United Charities - Prejudice and us - Work with young people in the constituency of Hammersmith to develop youth-led approaches to divisions they identify within their local community.

Foreign, Commonwealth, and Development Office, Atrocity Prevention Hub - To support the Atrocity Prevention hub with research and training City Bridge Trust - Hate Crime Outreach and Resilience Project building capacity at twenty community-based organisations over two years.

Greater London Authority Resilience Unit - research and consultation to understand how the work of community and faith groups in London contribute to cohesion and resilience

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2024

#### 21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 30 November 2024 £
Tangible fixed assets	34	-	34
Current assets	202,989	149,502	352,491
Current liabilities	<u>(45,228)</u>	<u>(149,502)</u>	<u>(194,730)</u>
Total net assets	<u>157,795</u>	<u>-</u>	<u>157,795</u>
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds at 30 November 2023 £</b>
Tangible fixed assets	179	-	179
Current assets	154,314	118,951	273,265
Current liabilities	<u>(23,928)</u>	<u>(118,951)</u>	<u>(142,879)</u>
Total net assets	<u>130,565</u>	<u>-</u>	<u>130,565</u>

#### 22 Analysis of net funds

	At 1 December 2023 £	Financing cash flows £	At 30 November 2024 £
Cash at bank and in hand	<u>125,569</u>	<u>117,454</u>	<u>243,023</u>
Net debt	<u>125,569</u>	<u>117,454</u>	<u>243,023</u>
	<b>At 1 December 2022 £</b>	<b>Financing cash flows £</b>	<b>At 30 November 2023 £</b>
Cash at bank and in hand	<u>264,737</u>	<u>(139,168)</u>	<u>125,569</u>
Net debt	<u>264,737</u>	<u>(139,168)</u>	<u>125,569</u>

#### 23 Related party transactions

There were no related party transactions in the year.

**PROTECTION APPROACHES**

England & Wales - Charity number 1171433

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# Accounts

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Company registration number: 09304012

Charity registration number: 1171433

# Protection Approaches

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 November 2023

Thompson Jenner LLP  
Independent Examiner  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

## Protection Approaches

### Contents

Reference and Administrative Details	1
Trustees' Report	2 to 7
Statement of Trustees' Responsibilities	8
Independent Examiner's Report	9
Statement of Financial Activities	10 to 11
Balance Sheet	12
Statement of Cash Flows	13
Notes to the Financial Statements	14 to 27

## Protection Approaches

### Reference and Administrative Details

<b>Trustees</b>	Claire Fyfe Jacqueline Geis Mariko Hayashi Joanna Henderson Sherine Nabil McCarthy Nicholas James Eaton Martlew
<b>Charity Registration Number</b>	1171433
<b>Company Registration Number</b>	09304012
<b>Registered Office</b>	The charity is incorporated in England and Wales. Edinburgh House 170 Kennington Lane London SE11 5DP
<b>Independent Examiner</b>	Thompson Jenner LLP Independent Examiner 1 Colleton Crescent Exeter Devon EX2 4DG

## Protection Approaches

### Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 30 November 2023.

#### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Marsha Bertie-Small (resigned 5 December 2023)
	Amy Drake (resigned 26 April 2024)
	Claire Fyfe
	Jacqueline Geis
	Mariko Hayashi
	Joanna Henderson
	Will Martindale (resigned 5 December 2022)
	Sherine Nabil McCarthy (appointed 26 March 2024)
	Nicholas James Eaton Martlew (appointed 26 March 2024)

#### Our Aim

Protection Approaches aims to promote and defend the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity by all or any of the following means:

- Monitoring abuses of human rights;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to government and others on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy of human rights; and
- Eliminating infringements of human rights.

## Protection Approaches

### Trustees' Report

#### Our Mission and Goals

Protection Approaches works to change how the world views identity-based violence – and by so doing, change the way we respond to and prevent it. We seek a world where everyone accepts and respects each other, regardless of identity. We are dedicated to doing the hard work necessary to make this vision a reality.

**The Charity's strategic plan propels our work and evolution, driving three goals that continue and build on our past achievements; changing the way people define and prevent identity-based violence; challenging and dismantling structural prejudice, discrimination and inequality; and achieving and sustaining operational excellence.**

#### Our Values

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity-based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.

#### Our Approach

No matter where it takes place and no matter whom it targets, every act of identity-based violence is a manifestation of the deadly idea that some lives are more valuable than others. For that reason, Protection Approaches believes that a spectrum of harms – including hate crime, violent extremism, and mass atrocities – should be seen as a shared global crisis: the targeting of individuals or groups solely because of who they are, what they believe, or who they love.

By emphasising the common attributes of different forms of identity-based violence, Protection Approaches has changed the conversation on how to challenge, respond to, and prevent it. In the process, we have encouraged a better appreciation of our shared responsibility to prevent all forms of identity-based attacks, whether perpetrated by States, militia groups, terrorist organisations, racist gangs, or prejudiced individuals.

Our programmes support those affected by identity-based violence, challenge those responsible for it, and encourage those in a position to prevent it.

- Our **community initiatives** support marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence. We encourage community-led responses to hate crime – and the prejudice and marginalisation that can lead to such violence. We are breaking down barriers between victims and public officials, in the process helping to promote dialogue, encourage transparency, and strengthen community relationships.

## Protection Approaches

### Trustees' Report

- Our **advocacy** has encouraged the integration of 'prevention thinking' into decision-making and helped secure a new and public UK approach to atrocity prevention. Since 2015, we have worked across the political spectrum in the UK to push the government to become a global leader on preventing all forms of identity-based violence. We will continue to work with our partners in civil society to improve understanding and strengthen implementation of timely, effective strategies that encourage the integration of prevention principles into UK trade, development, defence, foreign, and domestic policies.

- We undertake, commission, and coordinate **research** to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices. We also commission national social attitude and public opinion surveys that inform our work and priorities. Our monitoring and reporting cover a wide range of urgent issues, including the growth of COVID-inspired hate crime; atrocity risks in Burundi, Cameroon, Myanmar, Sudan, and Syria; and increases in identity-based violence in post-Brexit Britain.

- We deliver bespoke **briefings and trainings** on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences – including local, regional, and national and governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists – from around the world. We have provided everything from detailed briefings on impending or ongoing mass atrocities to big-picture trainings on how organisations and governments can implement more effective prevention strategies.

#### **Public benefit**

All Protection Approaches' charitable activities focus on the promotion and defence of the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### **Achievements and performance**

##### **1 December 2022 – 30 November 2023**

December 2022-November 2023 saw further increases in division and identity-based violence in UK and in many parts of the world, increasing the necessity and urgency of our model.

Our 2022-23 financial year saw the Charity turnover £925,151 demonstrating the organisation's continued growth, success and consolidation.

Over the past year the Protection Approaches team has worked with and alongside local and community organisations in the United Kingdom; at a national level to help strengthen contributions by the state to help prevent identity-based violence in the UK and around the world; and at a global level to support and encourage multilateral change and thought leadership.

## Protection Approaches

### Trustees' Report

#### Our impact

Over the last few years, our impact has included:

- Securing systems and policy changes within state structures to better document, monitor, communicate and respond to hate crime and mass atrocity crimes
- Providing states and the United Nations with technical input, advice and analysis on country crises, thematic challenges, and policy processes
- Changing funding priorities of major private and public donor programmes to focus on the prevention of identity-based violence, address the varied needs of grassroots organisations, and to confront rapid spikes in threats
- Upskilled thousands of community members to better tackle identity-based violence in their own communities
- Mobilised international action, changed policy direction of major international actors, and secured actions at the United Nations, African Union and by states
- Coordinating parliamentary, media and CSO scrutiny of state and international policy on identity-based violence, hate crime, and mass atrocity crimes

#### 2022-2023 in focus

The reporting period saw the continued implementation of our 2021-23 strategic plan, which was based on comprehensive internal and external review of our work and impact. The strategy centres on four overarching goals:

1. Change the way people define and prevent identity-based violence
2. Challenge and dismantle structural prejudice, discrimination and inequality
3. Achieve and sustain operational excellence

#### Our achievements have included:

- Delivering innovative and proven training programmes designed to equip communities to prevent identity-based violence, hate crime and mass atrocities; and to support and protect victims. In this year we trained more than 2,000 individuals with external evaluation demonstrating significant impact.
- Supporting grassroots and community groups to better be able to prevent identity-based violence, and to support victims through the provision of microgrants, direct support, strategic advice, and technical input
- Producing public and private research, analysis and recommendations towards the prevention of, and protection against identity-based violence in the UK and in other contexts including Sudan, Israel/Palestine, the Western Balkans, DRC, and Ukraine
- Coordinating emergency response campaigns to spotlight the identity-based atrocities taking place in Sudan, working across parliament, press, states, and CSOs. During our campaign, the UK government made mass atrocity prevention one of its three priorities for Sudan; secured an investigative mechanism through the Human Rights Council in Geneva; and was the first western state to use the language of mass atrocity to describe the violence.
- Providing strategic and operational support to UN offices on the integration of LGBTQI+ rights, mass atrocity prevention and peace & security, including hosting a major strategy meeting to inform the work and priorities of the UN Independent Expert on Sexual Orientation and Gender Identity

## Protection Approaches

### Trustees' Report

Maintaining a national support service for East and Southeast Asian victims of hate. On Your Side ([www.onyoursideuk.org](http://www.onyoursideuk.org)), is a nationwide support and reporting service for East and Southeast Asian victims of racism and/or other forms of hate. This service, funded by the

- Department for Levelling Up Housing and Communities, was designed, developed and is now being implemented with a consortium of 8 other organisations, 7 of which are East and Southeast Asian community partners. At five of those organisations we are resourcing Casework Advocates whose role it is to support victims of hate crime who use the service.

#### Looking forward

Protection Approaches will continue to do what it does well – working with and alongside our community partners across the UK towards grassroots-led solutions to the prevention of and protection from identity-based violence; with governments towards state responsibilities to prevent and protect both at home and abroad; and internationally towards raising the ceilings of expectation and ambition for the world we seek to build.

The Trustees would like to thank the Protection Approaches staff for their hard work to ensure rising levels and risks of identity-based violence in the UK and abroad have remained on the policy agenda and that, as a result of their work, new programmes, funds, and strategies now exist to help contribute to identity-based violence prevention. Our team was able to secure important victories, to grow in size, and to adapt quickly to the extraordinary circumstances this period has brought. We are exceedingly proud of our strong staff team, led by Co-Executive Directors Kate Ferguson and Andy Fearn, for everything they have achieved in this past year. We are also grateful for the support of a network of exceptional consultants, honorary Fellows, partners and supporters.

#### Financial review

##### *Policy on reserves*

The charity, being mindful of Charity Commission guidance, aims to maximise the use of available funds for the benefit of the charity and therefore aim to retain a prudent level of unrestricted reserves, taking into consideration the running expenses and known liabilities of the charity, Protection Approaches aims to retain 3 months running costs of the organisation. As at 30th November 2023, Protection Approaches held reserves of £130,565.

#### Structure, governance and management

##### *Nature of governing document*

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association incorporated on the 10 November 2014 and as amended by special resolution dated 22 November 2015 and as amended by special resolution registered at Companies House on 25 January 2017. The organisation received charitable status on the 2 February 2017.

## Protection Approaches

### Trustees' Report

#### **Recruitment and appointment of trustees**

The charity may by ordinary resolution appoint a person who is willing to act as a Trustee. The trustees may appoint a person who is willing to act as a Trustee.

#### ***Arrangements for setting key management personnel remuneration***

The charity will pay trustees for the provision of services to the charity if this is considered in the best interest of the charity and will enable the charity to achieve its charitable objectives. Trustee remuneration is approved by the Board of trustees and further disclosure of the amounts paid to trustees during the year can be found in the accompanying notes to the financial statements.

The annual report was approved by the trustees of the charity on ...22/08/24... and signed on its behalf by:



.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Statement of Trustees' Responsibilities

The trustees (who are also the directors of Protection Approaches for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees 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 affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on .....22/08/24..... and signed on its behalf by:



.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Independent Examiner's Report to the trustees of Protection Approaches ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2023.

#### Responsibilities and basis of report

As the charity's trustees of Protection Approaches (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 Protection Approaches 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 charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

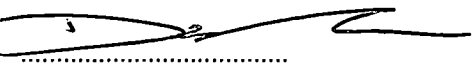
#### Independent examiner's statement

Since Protection Approaches '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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Protection Approaches 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.

  
.....  
David Tucker FCCA  
Independent Examiner  
Association of Chartered Certified Accountants  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

Date: 23<sup>rd</sup> AUGUST 2024

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	48,837	-	48,837
Charitable activities	4	<u>19,207</u>	<u>857,107</u>	<u>876,314</u>
Total income		<u>68,044</u>	<u>857,107</u>	<u>925,151</u>
<b>Expenditure on:</b>				
Charitable activities	5	<u>(39,910)</u>	<u>(867,527)</u>	<u>(907,437)</u>
Total expenditure		<u>(39,910)</u>	<u>(867,527)</u>	<u>(907,437)</u>
Net income/(expenditure)		28,134	(10,420)	17,714
Transfers between funds		<u>36,675</u>	<u>(36,675)</u>	-
Net movement in funds		64,809	(47,095)	17,714
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>65,756</u>	<u>47,095</u>	<u>112,851</u>
Total funds carried forward	16	<u><u>130,565</u></u>	<u><u>-</u></u>	<u><u>130,565</u></u>

The notes on pages 14 to 27 form an integral part of these financial statements.

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

#### Prior Year Comparative Statement of Financial Activity

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	170,099	-	170,099
Charitable activities	4	<u>18,261</u>	<u>772,863</u>	<u>791,124</u>
Total income		<u>188,360</u>	<u>772,863</u>	<u>961,223</u>
<b>Expenditure on:</b>				
Charitable activities	5	<u>(170,702)</u>	<u>(781,122)</u>	<u>(951,824)</u>
Total expenditure		<u>(170,702)</u>	<u>(781,122)</u>	<u>(951,824)</u>
Net income/(expenditure)		<u>17,658</u>	<u>(8,259)</u>	<u>9,399</u>
Net movement in funds		17,658	(8,259)	9,399
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>48,098</u>	<u>55,354</u>	<u>103,452</u>
Total funds carried forward	16	<u><u>65,756</u></u>	<u><u>47,095</u></u>	<u><u>112,851</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for both periods is shown in note 16.

The notes on pages 14 to 27 form an integral part of these financial statements.

## Protection Approaches

(Registration number: 09304012)  
Balance Sheet as at 30 November 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	11	179	595
<b>Current assets</b>			
Debtors	12	147,696	6,248
Cash at bank and in hand	13	<u>125,569</u>	<u>264,737</u>
		273,265	270,985
<b>Creditors: Amounts falling due within one year</b>	14	<u>(142,879)</u>	<u>(158,729)</u>
<b>Net current assets</b>		<u>130,386</u>	<u>112,256</u>
<b>Net assets</b>		<u>130,565</u>	<u>112,851</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	16	-	47,095
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>130,565</u>	<u>65,756</u>
<b>Total funds</b>	16	<u>130,565</u>	<u>112,851</u>

For the financial year ending 30 November 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements on pages 10 to 27 were approved by the trustees, and authorised for issue on ...22/08/24... and signed on their behalf by:



.....  
Claire Fyfe  
Trustee

The notes on pages 14 to 27 form an integral part of these financial statements.

## Protection Approaches

### Statement of Cash Flows for the Year Ended 30 November 2023

	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash income		17,714	9,399
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		416	486
		18,130	9,885
<b>Working capital adjustments</b>			
Increase in debtors	12	(141,448)	(400)
(Decrease)/increase in creditors	14	(5,200)	20,252
(Decrease)/increase in deferred income		(10,650)	129,601
Net cash flows from operating activities		(139,168)	159,338
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	-	(165)
Net (decrease)/increase in cash and cash equivalents		(139,168)	159,173
Cash and cash equivalents at 1 December		264,737	105,564
Cash and cash equivalents at 30 November		125,569	264,737

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 14 to 27 form an integral part of these financial statements.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Edinburgh House  
170 Kennington Lane  
London  
SE11 5DP

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

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

##### Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 Section 1A) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Protection Approaches meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### ***Expenditure***

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### ***Support costs***

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

#### ***Taxation***

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	33.33% straight line

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## **Protection Approaches**

### **Notes to the Financial Statements for the Year Ended 30 November 2023**

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 3 Income from donations and legacies

	<b>Unrestricted funds General £</b>	<b>Total funds £</b>
Donations and legacies;		
Donations from individuals	48,837	48,837
<b>Total for 2023</b>	<b>48,837</b>	<b>48,837</b>
<b>Total for 2022</b>	<b>170,099</b>	<b>170,099</b>

#### 4 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Core charitable activities including schools programme	19,207	-	19,207
CSSF	-	214,007	214,007
Department for Levelling Up	-	414,938	414,938
Joseph Rowntree	-	8,510	8,510
Lottery Community Fund	-	97,436	97,436
Mayor's Shared Endeavor Fund	-	26,480	26,480
MOPAC HCCORP	-	40,754	40,754
MOPAC Shared End	-	19,260	19,260
Wellspring LGBTQ	-	35,722	35,722
<b>Total for 2023</b>	<b>19,207</b>	<b>857,107</b>	<b>876,314</b>
<b>Total for 2022</b>	<b>18,261</b>	<b>772,863</b>	<b>791,124</b>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 5 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total expenditure £
Core charitable activities including schools programme	10,888	3,273	14,161
CSSF	195,224	18,783	214,007
Department for Levelling Up	401,180	13,758	414,938
Hammersmith United Charities	4,000	-	4,000
Joseph Rowntree	7,452	1,058	8,510
JP Morgan	25,749	-	25,749
Lottery Community Fund	89,603	7,833	97,436
Mayor's Shared Endeavour	28,551	-	28,551
MOPAC HCCORP	33,743	7,011	40,754
MOPAC Shared End	16,714	2,546	19,260
Polden Puckham Charitable Foundation	4,349	-	4,349
Wellspring LGBTQ	35,722	-	35,722
<b>Total for 2023</b>	<u>853,175</u>	<u>54,262</u>	<u>907,437</u>
<b>Total for 2022</b>	<u>906,739</u>	<u>45,085</u>	<u>951,824</u>
	Unrestricted funds General £	Restricted funds £	Total funds £
Core charitable activities including schools programme	14,161	-	14,161
CSSF	-	214,007	214,007
Department for Levelling Up	-	414,938	414,938
Hammersmith United Charities	-	4,000	4,000
Joseph Rowntree	-	8,510	8,510
JP Morgan	25,749	-	25,749
Lottery Community Fund	-	97,436	97,436
Mayor's Shared Endeavour	-	28,551	28,551
MOPAC HCCORP	-	40,754	40,754
MOPAC Shared End	-	19,260	19,260
Polden Puckham Charitable Foundation	-	4,349	4,349
Wellspring LGBTQ	-	35,722	35,722
<b>Total for 2023</b>	<u>39,910</u>	<u>867,527</u>	<u>907,437</u>
<b>Total for 2022</b>	<u>170,702</u>	<u>781,122</u>	<u>951,824</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 6 Analysis of support costs

##### Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Information technology £	Administration costs £	Premises costs £	Total funds £
Core charitable activities including schools programme	A	832	383	171	1,887	3,273
CSSF	A	4,775	2,199	979	10,830	18,783
Department for Levelling Up	A	2,894	3,707	594	6,563	13,758
Joseph Rowntree	A	269	124	55	610	1,058
Lottery Community Fund	A	1,959	902	528	4,444	7,833
MOPAC HCCORP	A	1,782	821	366	4,042	7,011
MOPAC Shared End	A	647	298	133	1,468	2,546
<b>Total for 2023</b>		<u>13,158</u>	<u>8,434</u>	<u>2,826</u>	<u>29,844</u>	<u>54,262</u>
<b>Total for 2022</b>		<u>10,411</u>	<u>5,144</u>	<u>1,578</u>	<u>27,952</u>	<u>45,085</u>

##### Basis of allocation

Reference	Method of allocation
A	For all expenditure 100% of the cost incurred

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 7 Net incoming/outgoing resources

Net incoming resources for the year include:

	<b>2023</b>	<b>2022</b>
	£	£
Independent examination fees	1,800	1,800
Depreciation of fixed assets	416	486
	<u>          </u>	<u>          </u>

#### 8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 9 Staff costs

The aggregate payroll costs were as follows:

	<b>2023</b>	<b>2022</b>
	£	£
<b>Staff costs during the year were:</b>		
Wages and salaries	355,554	261,595
Social security costs	34,978	22,207
Pension costs	10,996	8,170
Other staff costs	6,766	5,191
	<u>          </u>	<u>          </u>
	<u>408,294</u>	<u>297,163</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	<b>2023</b>	<b>2022</b>
	No	No
Charitable activities	<u>          </u>	<u>          </u>
	9	7

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

The number of employees whose emoluments fell within the following bands was:

	2023 No	2022 No
£60,001 - £70,000	2	2

The total employee benefits of the key management personnel of the charity were £136,969 (2022 - £133,850).

#### 10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 11 Tangible fixed assets

	Office equipment £	Total £
<b>Cost</b>		
At 1 December 2022	4,228	4,228
At 30 November 2023	4,228	4,228
<b>Depreciation</b>		
At 1 December 2022	3,633	3,633
Charge for the year	416	416
At 30 November 2023	4,049	4,049
<b>Net book value</b>		
At 30 November 2023	179	179
At 30 November 2022	595	595

#### 12 Debtors

	2023 £	2022 £
Trade debtors	31,700	900
Prepayments	5,348	5,348
Accrued income	110,648	-
	147,696	6,248

#### 13 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	125,569	264,737

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	3,004	-
Other taxation and social security	12,510	9,387
Other creditors	1,934	1,566
Accruals	6,480	18,175
Deferred income	118,951	129,601
	<u>142,879</u>	<u>158,729</u>

	2023 £	2022 £
Deferred income at 1 December 2022	129,601	-
Resources deferred in the period	118,951	129,601
Amounts released from previous periods	<u>(129,601)</u>	<u>-</u>
Deferred income at year end	<u>118,951</u>	<u>129,601</u>

#### 15 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £10,996 (2022 - £8,170).

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 16 Funds

	Balance at 1 December 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 November 2023 £
<b>Unrestricted funds</b>					
<i>General</i>					
Core charitable activities including schools programme	49,411	27,325	(14,161)	36,675	99,250
JP Morgan	-	40,719	(25,749)	-	14,970
EVRA	16,345	-	-	-	16,345
	<u>65,756</u>	<u>68,044</u>	<u>(39,910)</u>	<u>36,675</u>	<u>130,565</u>
<b>Restricted funds</b>					
CSSF	-	214,007	(214,007)	-	-
Department for Levelling Up	-	414,938	(414,938)	-	-
Hammersmith united charities - Prejudice and us	4,000	-	(4,000)	-	-
Joseph Rowntree	-	8,510	(8,510)	-	-
Lottery Community Fund	-	97,436	(97,436)	-	-
Mayor's Shared Endeavour	2,071	26,480	(28,551)	-	-
MOPAC HCCORP	-	40,754	(40,754)	-	-
MOPAC Shared End	-	19,260	(19,260)	-	-
Polden Puckham Charitable Trust	4,349	-	(4,349)	-	-
Wellspring LGBTQ	-	35,722	(35,722)	-	-
Wellspring Philanthropic Fund	36,675	-	-	(36,675)	-
<b>Total restricted funds</b>	<u>47,095</u>	<u>857,107</u>	<u>(867,527)</u>	<u>(36,675)</u>	<u>-</u>
<b>Total funds</b>	<u>112,851</u>	<u>925,151</u>	<u>(907,437)</u>	<u>-</u>	<u>130,565</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

	Balance at 1 December 2021 £	Incoming resources £	Resources expended £	Balance at 30 November 2022 £
<b>Unrestricted funds</b>				
<i>General</i>				
Core charitable activities including schools programme	48,098	23,202	(21,889)	49,411
EVRA	-	165,158	(148,813)	16,345
	<u>48,098</u>	<u>188,360</u>	<u>(170,702)</u>	<u>65,756</u>
<b>Restricted</b>				
CSSF	-	58,588	(58,588)	-
Department for Levelling Up	-	479,435	(479,435)	-
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Jo Cox Memorial Grant	16,070	14,964	(31,034)	-
Lottery Community Fund	-	57,420	(57,420)	-
Mayor's Shared Endeavour	-	17,654	(15,583)	2,071
Polden Puckham Charitable Trust	-	13,000	(8,651)	4,349
Spencer Foundation	2,524	1,694	(4,218)	-
Wellspring LGBTQ	32,706	-	(32,706)	-
Wellspring Philanthropic Fund	-	130,108	(93,433)	36,675
Wellspring Philanthropic Fixed Asset Fund	54	-	(54)	-
	<u>55,354</u>	<u>772,863</u>	<u>(781,122)</u>	<u>47,095</u>
<b>Total restricted funds</b>				
	<u>103,452</u>	<u>961,223</u>	<u>(951,824)</u>	<u>112,851</u>
<b>Total funds</b>				

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### Grants

Wellspring Philanthropic Fund, General operating support - Supporting our work to improve prediction, prevention and responses to identity-based violence in the UK and enhanced UK contributions to the prediction and prevention of, and responses to, identity-based violence worldwide. The remaining funds have been utilised against core costs in accordance with the conditions of the grant funding agreement.

Wellspring Philanthropic LGBTQ - Short project to working with the UN Independent Expert on Discrimination Based on Sexual Orientation and Gender Identity.

Department for Levelling Up Housing and Communities, BNO(O) Welcome Programme - To deliver a UK-wide hate crime support service for East and Southeast Asian communities including a freephone 24/7 helpline and in community casework support.

Joseph Rowntree Charitable Trust - two year project Catalysing strategic coalitions for sustainable UK policy on violence prevention and peace.

National Lottery Community Fund - A three-year project delivering trainings across England aimed at equipping communities with the tools, skills and confidence to prevent identity-based violence.

London Mayor's Shared Endeavour Fund - An eight month project to deliver active bystander training with community members across London in partnership with Britain's East and Southeast Asian Network.

Mayors Office for Policing and Crime (MOPAC HCCORP) - Hate Crime Outreach and Resilience Project building capacity at ten community-based organisations.

Poldham Puckham Charitable Trust - one year project to support Protection Approaches' Policy team to work with UK policy makers on improving UK contributions to Atrocity prevention around the world. Particularly working towards a UK atrocity prevention strategy.

Spencer Foundation - one year project in partnership with Auschwitz Institute for the Prevention of Genocide and Mass Atrocities to convene a global online conference bringing together educators, public officials, academic experts, and civil society from around the world to investigate and advocate for how educational policies and pedagogies can best contribute to preventing Identity-based violence.

Foreign, Commonwealth, and Development Office, CSSF - To secure the integration of LBGTQI+ inclusive approaches to mass atrocity prevention.

Department for International Development, Jo Cox Memorial Grant - Protection Approaches was a junior partner in a larger project led by Peace Direct called Networking Prevention in Democratic Republic of Congo and Burundi.

Hammersmith United Charities - Prejudice and us - Work with young people in the constituency of Hammersmith to develop youth-led approaches to divisions they identify within their local community.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2023

#### 17 Analysis of net assets between funds

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds at 30 November 2023 £</b>
Tangible fixed assets	179	-	179
Current assets	154,314	118,951	273,265
Current liabilities	<u>(23,928)</u>	<u>(118,951)</u>	<u>(142,879)</u>
Total net assets	<u>130,565</u>	<u>-</u>	<u>130,565</u>
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds at 30 November 2022 £</b>
Tangible fixed assets	595	-	595
Current assets	65,161	205,824	270,985
Current liabilities	<u>-</u>	<u>(158,729)</u>	<u>(158,729)</u>
Total net assets	<u>65,756</u>	<u>47,095</u>	<u>112,851</u>

#### 18 Analysis of net funds

	<b>At 1 December 2022 £</b>	<b>Financing cash flows £</b>	<b>At 30 November 2023 £</b>
Cash at bank and in hand	<u>264,737</u>	<u>(139,168)</u>	<u>125,569</u>
Net debt	<u>264,737</u>	<u>(139,168)</u>	<u>125,569</u>
	<b>At 1 December 2021 £</b>	<b>Financing cash flows £</b>	<b>At 30 November 2022 £</b>
Cash at bank and in hand	<u>105,564</u>	<u>159,173</u>	<u>264,737</u>
Net debt	<u>105,564</u>	<u>159,173</u>	<u>264,737</u>

#### 19 Related party transactions

There were no related party transactions in the year.

**PROTECTION APPROACHES**

England & Wales - Charity number 1171433

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# Accounts

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Company registration number: 09304012

Charity registration number: 1171433

# Protection Approaches

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 November 2022

Thompson Jenner LLP  
Independent Examiner  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

## Protection Approaches

### Contents

Reference and Administrative Details	1
Trustees' Report	2 to 7
Statement of Trustees' Responsibilities	8
Independent Examiner's Report	9
Statement of Financial Activities	10 to 11
Balance Sheet	12
Statement of Cash Flows	13
Notes to the Financial Statements	14 to 26

## Protection Approaches

### Reference and Administrative Details

<b>Trustees</b>	Marsha Bertie-Small Amy Drake Claire Fyfe Jacqueline Geis Mariko Hayashi Joanna Henderson
<b>Charity Registration Number</b>	1171433
<b>Company Registration Number</b>	09304012
<b>Registered Office</b>	The charity is incorporated in England and Wales. Edinburgh House 170 Kennington Lane London SE11 5DP
<b>Independent Examiner</b>	Thompson Jenner LLP Independent Examiner 1 Colleton Crescent Exeter Devon EX2 4DG

## **Protection Approaches**

### **Trustees' Report**

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 November 2022.

#### **Trustees and officers**

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

- Marsha Bertie-Small
- Amy Drake
- Claire Fyfe
- Jacqueline Geis (appointed 26 May 2022)
- Mariko Hayashi
- Joanna Henderson

Will Martindale (Resigned 5th December 2022)

#### **Our Aim**

Protection Approaches aims to promote and defend the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity by all or any of the following means:

- Monitoring abuses of human rights;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to government and others on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy of human rights; and
- Eliminating infringements of human rights.

#### **Our Mission and Goals**

Protection Approaches works to change how the world views identity-based violence - and by so doing, change the way we respond to and prevent it. We seek a world where everyone accepts and respects each other, regardless of identity. We are dedicated to doing the hard work necessary to make this vision a reality.

## Protection Approaches

### Trustees' Report

The Charity's strategic plan propels our work and evolution, driving three goals that continue and build on our past achievements; changing the way people define and prevent identity-based violence; challenging and dismantling structural prejudice, discrimination and inequality; and achieving and sustaining operational excellence.

#### Our values:

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity-based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.

#### Our Approach:

No matter where it takes place and no matter whom it targets, every act of identity-based violence is a manifestation of the deadly idea that some lives are more valuable than others. For that reason, Protection Approaches believes that a spectrum of harms - including hate crime, violent extremism, and mass atrocities - should be seen as a shared global crisis: the targeting of individuals or groups solely because of who they are, what they believe, or who they love.

By emphasising the common attributes of different forms of identity-based violence, Protection Approaches has helped change the conversation on how to challenge, respond to, and prevent it. In the process, we have helped encourage a better appreciation of the shared responsibility to prevent all forms of identity-based attacks, whether by States, militia groups, terrorist organisations, racist gangs, or prejudiced individuals.

Our programmes support those affected by identity-based violence, challenge those responsible for it, and encourage those in a position to prevent it.

- Our **community initiatives** support marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence. We encourage community-led responses to hate crime - and the prejudice and marginalisation that can lead to such violence. We are breaking down barriers between victims and public officials, in the process helping to promote dialogue, encourage transparency, and strengthen community relationships.

- Our **education** team works with schools around Britain to develop and run programmes that equip students and teachers with the strategies they need to reject prejudice and violence. Our teacher training programmes help students and staff develop whole-of-school approaches to building a positive and inclusive culture both in the classroom and at home. We also work with national networks to ensure that schools are seen not only as formal places of learning but also as organic communities with shared values and interests.

## Protection Approaches

### Trustees' Report

- Our **advocacy** has encouraged the integration of 'prevention thinking' into decision-making and helped secure a new and public UK approach to atrocity prevention. Since 2015, we have worked across the political spectrum in the UK to push the government to become a global leader on preventing all forms of identity-based violence. We will continue to work with our partners in civil society to improve understanding and strengthen implementation of timely, effective strategies that encourage the integration of prevention principles into UK trade, development, defence, foreign, and domestic policies.
- We undertake, commission, and coordinate **research** to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices. We also commission national social attitude and public opinion surveys that inform our work and priorities. Our monitoring and reporting cover a wide range of urgent issues, including the growth of COVID-inspired hate crime; atrocity risks in Burundi, Cameroon, Myanmar, Sudan, and Syria; and increases in identity-based violence in post-Brexit Britain.
- We deliver bespoke **briefings and trainings** on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences - including local, regional, and national and governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists - from around the world. We have provided everything from detailed briefings on impending or ongoing mass atrocities to big-picture trainings on how organisations and governments can implement more effective prevention strategies.

#### Public benefit

All Protection Approaches' charitable activities focus on the promotion and defence of the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### Achievements and performance

##### 1 December 2021 - 30 November 2022

December 2021 - November 2022 has been yet another challenging 12 months for the communities Protection Approaches works with in the UK and around the world, increasing the necessity and urgency of our model. Our 2021-22 financial year saw the Charity turnover significantly more than any single previous year - close to one million pounds (£961,223) - demonstrating the organisation's continued growth, success and consolidation.

Over the past year the Protection Approaches team has worked with and alongside local and community organisations in the United Kingdom; at a national level to help strengthen contributions by the state to help prevent identity-based violence in the UK and around the world; and at a global level to support and encourage multilateral change and thought leadership.

## Protection Approaches

### Trustees' Report

#### **Our achievements have included:**

**Creating and leading a support structure for East and Southeast Asian victims of hate:** During the period, Protection Approaches has led the creation On Your Side ([www.onyoursideuk.org](http://www.onyoursideuk.org)), a new nationwide support and reporting service for East and Southeast Asian victims of racism and/or other forms of hate. This service, funded by the Department for Levelling Up Housing and Communities, was designed, developed and is now being implemented with a consortium of 14 other organisations, 13 of which are East and Southeast Asian community partners. At seven of those organisations we are resourcing 14 Casework Advocates whose role it is to support victims of hate crime who use the service.

On Your Side Helpline Operators are available 24/7 via a freephone helpline to listen, find out more about what has happened and give support. Helpline Operators have received comprehensive training on how to listen to and offer support, including trauma-informed practice training from the Association of Psychological Therapies. This helps ensure that the service helps to prevent further harm or re-traumatisation. Our Casework Advocates are there to provide ongoing community-based support for as long as is needed. They're based in local East and Southeast Asian community groups and are trained in advocacy, mental health first aid, trauma-informed practice, safeguarding, cultural competency and hate crime awareness. They can help users find the appropriate support service, such as legal aid or mental health aid, and will be on your side if your case is being handled by the police or local authority.

**Shining a spotlight on LGBTQI+ experience and vulnerabilities in atrocity crimes:** Since mid-2020, Protection Approaches has developed a programme of work on LGBTQI+ risks and vulnerabilities in atrocity situations. This work combines research, consultation, advocacy and training to redress longstanding gaps in the conceptualisation and implementation of mass atrocity prevention. During this period the policy team published a major ideas paper to confront blind spots of LGBTQI+ rights, needs and expertise in mass atrocity prevention. The trustees would like to thank Jess Gifkins for her thought leadership and support to our team as part of this programme, and to Dean Cooper-Cunningham for his input into publications.

**Promoting a joined up approach to the climate crises and prevention of identity-based violence:** Climate collapse and its consequences represent the most pressing threats to the planet and to its populations. As the impacts of climate change worsen, existing trends of democratic backsliding and population movements will contribute to a crisis of identity-based violence, including mass atrocity crimes. Protection Approaches continues to expand our work to confront this threat nexus, seeking to leverage its expertise and networks towards a more joined up and strategic approach to climate work and the prevention of identity-based violence across local, national, and international environments.

**Bringing a prevention-first approach to UK foreign policy:** This work seeks to embed prevention thinking into the UK's international policy for 2030, specifically it seeks to secure a national atrocity prevention strategy; these objectives are grounded in and driven by our commitment to conflict prevention, sustainable peace and human security. Atrocity crimes have enormously destabilising effects on our global system, both in that their impact resonate around the world for years to come. Mass atrocities drive serious and organised crime, irregular arms proliferation, armed conflict, violent extremism and terrorism.

## Protection Approaches

### Trustees' Report

During this period Russia invaded Ukraine and began a widespread systematic attack that includes armed conflict and intentional use of mass atrocity crimes. Over the past year, Protection Approaches has sought to encourage a more comprehensive understanding of Russian malignancy and advocate a more consistent response from Ukraine's allies. In many ways, the United Kingdom has led the way in supporting the Ukrainian people and our team have provide technical support to different parts to government and other actors towards the prevention of further violence and immediate protection. Similar support has been provided related to country crises including Sudan, DRC, Myanmar, Afghanistan.

This year has seen significant and welcome progress on the development by the UK government in the creation of a new Mass Atrocity Prevention Hub, placing at the heart of the Foreign Office the commitment to challenge genocide, crimes against humanity, and war crimes. Our team have provided varied support, submissions of technical advice and research to the new UK Atrocity Prevention team over this period. Our day-to-day research and policy activities have included monitoring and responding to ongoing and emerging crises; convening the UK Atrocity Prevention Working Group; publishing reports, and working with the media.

**Equipping communities:** During this period the Protection Approaches Stronger Communities Team launched a nationwide rollout of two innovative and proven training programmes designed to equip communities to prevent identity-based violence. Through funding from the National Lottery Community Fund our team is working to deliver community builder training with hundreds of community members in towns and cities across England, supporting them over two days of training gain the skills and knowledge they need to lead community building projects and activities locally. Also funded by the Lottery Community Fund and the London Mayor, alongside our partners at Britain's East and Southeast Asian Network, our team is rolling out active bystander training with thousands of people across the country. Evaluation is showing a significant change in participant's ability to respond to identity-based harms when they encounter them for example before the training only 19% agreed or strongly agreed with the statement "I know what to do to when a hate incident is occurring to someone else" - this rose to 76% after the training.

The Trustees would like to thank the Protection Approaches staff for their hard work to ensure rising levels and risks of identity-based violence in the UK and abroad have remained on the policy agenda and that, as a result of their work, new programmes, funds, and strategies now exist to help contribute to identity-based violence prevention. Our team was able to secure important victories, to grow in size, and to adapt quickly to the extraordinary circumstances this period has brought. We are exceedingly proud of our strong staff team, led by Co-Executive Directors Kate Ferguson and Andy Fearn, for everything they have achieved in this past year. We are also grateful for the support of a network of exceptional consultants, honorary Fellows, partners and supporters.

#### Financial review

#### Policy on reserves

The charity, being mindful of Charity Commission guidance, aims to maximise the use of available funds for the benefit of the charity and therefore aim to retain a prudent level of unrestricted reserves, taking into consideration the running expenses and known liabilities of the charity, Protection Approaches aims to retain 3 months running costs of the organisation. As at 30th November 2022 Protection Approaches held reserves of £112,851 of which £65,756 were unrestricted.

## Protection Approaches

### Trustees' Report

#### Structure, governance and management

##### Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association incorporated on the 10 November 2014 and as amended by special resolution dated 22 November 2015 and as amended by special resolution registered at Companies House on 25 January 2017.

The organisation received charitable status on the 2 February 2017.

##### Recruitment and appointment of trustees

The charity may by ordinary resolution appoint a person who is willing to act as a Trustee.


The trustees may appoint a person who is willing to act as a Trustee.

During this period one new trustee was appointed (Jacqueline Geis).

##### Arrangements for setting key management personnel remuneration

The charity will pay trustees for the provision of services to the charity if this is considered in the best interest of the charity and will enable the charity to achieve its charitable objectives. Trustee remuneration is approved by the Board of trustees and further disclosure of the amounts paid to trustees during the year can be found in the accompanying notes to the financial statements.

The annual report was approved by the trustees of the charity on 08/08/23 and signed on its behalf by:

  
.....  
Claire Fye  
Trustee

## Protection Approaches

### Statement of Trustees' Responsibilities

The trustees (who are also the directors of Protection Approaches for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".


Company law requires the trustees 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 affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 08/08/23. and signed on its behalf by:

  
.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Independent Examiner's Report to the trustees of Protection Approaches ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2022.

#### Responsibilities and basis of report

As the charity's trustees of Protection Approaches (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 Protection Approaches 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 charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

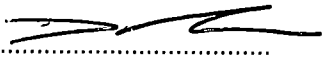
#### Independent examiner's statement

Since Protection Approaches '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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Protection Approaches 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.

  
.....  
David Tucker FCCA  
Independent Examiner  
Association of Chartered Certified Accountants  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

Date: 10<sup>th</sup> August 2023

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	170,099	-	170,099
Charitable activities	4	<u>18,261</u>	<u>772,863</u>	<u>791,124</u>
Total income		<u>188,360</u>	<u>772,863</u>	<u>961,223</u>
<b>Expenditure on:</b>				
Charitable activities	5	<u>(170,702)</u>	<u>(781,122)</u>	<u>(951,824)</u>
Total expenditure		<u>(170,702)</u>	<u>(781,122)</u>	<u>(951,824)</u>
Net income/(expenditure)		<u>17,658</u>	<u>(8,259)</u>	<u>9,399</u>
Net movement in funds		17,658	(8,259)	9,399
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>48,098</u>	<u>55,354</u>	<u>103,452</u>
Total funds carried forward	17	<u>65,756</u>	<u>47,095</u>	<u>112,851</u>

The notes on pages 14 to 26 form an integral part of these financial statements.

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

#### 2021 Comparative Statement of Financial Activity

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	3,823	-	3,823
Charitable activities	4	15,460	235,141	250,601
Total income		<u>19,283</u>	<u>235,141</u>	<u>254,424</u>
<b>Expenditure on:</b>				
Charitable activities	5	(21,355)	(313,497)	(334,852)
Total expenditure		<u>(21,355)</u>	<u>(313,497)</u>	<u>(334,852)</u>
Net expenditure		<u>(2,072)</u>	<u>(78,356)</u>	<u>(80,428)</u>
Net movement in funds		(2,072)	(78,356)	(80,428)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>50,170</u>	<u>133,710</u>	<u>183,880</u>
Total funds carried forward	17	<u>48,098</u>	<u>55,354</u>	<u>103,452</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for both periods is shown in note 17.

**Protection Approaches**  
**(Registration number: 09304012)**  
**Balance Sheet as at 30 November 2022**


	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	11	595	916
<b>Current assets</b>			
Debtors	12	6,248	5,848
Cash at bank and in hand	13	<u>264,737</u>	<u>105,564</u>
		270,985	111,412
<b>Creditors: Amounts falling due within one year</b>	14	<u>(158,729)</u>	<u>(8,876)</u>
<b>Net current assets</b>		<u>112,256</u>	<u>102,536</u>
<b>Net assets</b>		<u><u>112,851</u></u>	<u><u>103,452</u></u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	17	47,095	55,354
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>65,756</u>	<u>48,098</u>
<b>Total funds</b>	17	<u><u>112,851</u></u>	<u><u>103,452</u></u>

For the financial year ending 30 November 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements on pages 10 to 26 were approved by the trustees, and authorised for issue on 08/08/23 and signed on their behalf by:

  
 .....  
 Claire Fyfe  
 Trustee

The notes on pages 14 to 26 form an integral part of these financial statements.

## Protection Approaches

### Statement of Cash Flows for the Year Ended 30 November 2022

	Note	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Net cash income/(expenditure)		9,399	(80,428)
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		486	428
		<u>9,885</u>	<u>(80,000)</u>
<b>Working capital adjustments</b>			
Increase in debtors	12	(400)	(3,148)
Increase/(decrease) in creditors	14	20,252	(14,248)
Increase in deferred income		129,601	-
		<u>159,338</u>	<u>(97,396)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	(165)	(958)
		<u>159,173</u>	<u>(98,354)</u>
Net increase/(decrease) in cash and cash equivalents		105,564	203,918
Cash and cash equivalents at 1 December		<u>105,564</u>	<u>203,918</u>
Cash and cash equivalents at 30 November		<u>264,737</u>	<u>105,564</u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 14 to 26 form an integral part of these financial statements.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Edinburgh House  
170 Kennington Lane  
London  
SE11 5DP

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

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

##### Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 Section 1A) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Protection Approaches meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Support costs**

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

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	33.33% straight line

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 3 Income from donations and legacies

	<b>Unrestricted funds General £</b>	<b>Total funds £</b>
Donations and legacies;		
Donations from individuals	170,099	170,099
<b>Total for 2022</b>	<b>170,099</b>	<b>170,099</b>
<b>Total for 2021</b>	<b>3,823</b>	<b>3,823</b>

#### 4 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Core charitable activities including schools programme	18,261	-	18,261
Wellspring Philanthropic Fund	-	130,108	130,108
Jo Cox Memorial	-	14,964	14,964
Spencer Foundation	-	1,694	1,694
Polden Puckham Charitable Foundation	-	13,000	13,000
Lottery Community Fund	-	57,420	57,420
CSSF	-	58,588	58,588
Department for Levelling Up	-	479,435	479,435
Mayor's Shared Endeavor Fund	-	17,654	17,654
<b>Total for 2022</b>	<b>18,261</b>	<b>772,863</b>	<b>791,124</b>
<b>Total for 2021</b>	<b>15,460</b>	<b>235,141</b>	<b>250,601</b>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 5 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total expenditure £
Core charitable activities including schools programme	21,889	-	21,889
Wellspring Philanthropic Fund	64,234	29,253	93,487
Jo Cox Memorial Grant	30,953	81	31,034
Spencer Foundation	4,218	-	4,218
Polden Puckham Charitable Foundation	8,651	-	8,651
EVRA	148,813	-	148,813
Lottery Community Fund	54,934	2,486	57,420
CSSF	56,641	1,947	58,588
Department for Levelling Up	469,677	9,758	479,435
Mayor's Shared Endeavour	14,023	1,560	15,583
Wellspring LGBTQ	32,706	-	32,706
<b>Total for 2022</b>	<b>906,739</b>	<b>45,085</b>	<b>951,824</b>
<b>Total for 2021</b>	<b>292,196</b>	<b>42,656</b>	<b>334,852</b>

	Unrestricted funds General £	Restricted funds £	Total funds £
Core charitable activities including schools programme	21,889	-	21,889
Wellspring Philanthropic Fund	-	93,487	93,487
Jo Cox Memorial Grant	-	31,034	31,034
Spencer Foundation	-	4,218	4,218
Polden Puckham Charitable Foundation	-	8,651	8,651
EVRA	148,813	-	148,813
Lottery Community Fund	-	57,420	57,420
CSSF	-	58,588	58,588
Department for Levelling Up	-	479,435	479,435
Mayor's Shared Endeavour	-	15,583	15,583
Wellspring LGBTQ	-	32,706	32,706
<b>Total for 2022</b>	<b>170,702</b>	<b>781,122</b>	<b>951,824</b>
<b>Total for 2021</b>	<b>21,355</b>	<b>313,497</b>	<b>334,852</b>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 6 Analysis of support costs

##### Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Information technology £	Administration costs £	Premises costs £	Total funds £
Wellspring Philanthropic Fund	A	6,755	3,338	1,024	18,136	29,253
Jo Cox Memorial Grant	A	18	9	3	51	81
Department for Levelling Up	A	2,254	1,113	341	6,050	9,758
CSSF	A	450	222	68	1,207	1,947
National Lottery Community Fund	A	574	284	87	1,541	2,486
Mayor's Shared Endeavour	A	360	178	55	967	1,560
<b>Total for 2022</b>		<u>10,411</u>	<u>5,144</u>	<u>1,578</u>	<u>27,952</u>	<u>45,085</u>
<b>Total for 2021</b>		<u>9,188</u>	<u>11,215</u>	<u>1,380</u>	<u>20,873</u>	<u>42,656</u>

##### Basis of allocation

Reference	Method of allocation
A	For all expenditure 100% of the cost incurred

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 7 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2022 £	2021 £
Independent examination fees	1,800	1,800
Depreciation of fixed assets	486	428
	<u>          </u>	<u>          </u>

#### 8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 9 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
<b>Staff costs during the year were:</b>		
Wages and salaries	261,595	185,052
Social security costs	22,207	19,291
Pension costs	8,170	6,008
Other staff costs	5,191	963
	<u>297,163</u>	<u>211,314</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022 No	2021 No
Charitable activities	<u>7</u>	<u>5</u>

The number of employees whose emoluments fell within the following bands was:

	2022 No	2021 No
£60,001 - £70,000	<u>2</u>	<u>-</u>

The total employee benefits of the key management personnel of the charity were £133,850 (2021 - £108,844).

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 11 Tangible fixed assets

	Office equipment £	Total £
<b>Cost</b>		
At 1 December 2021	4,063	4,063
Additions	165	165
At 30 November 2022	<u>4,228</u>	<u>4,228</u>
<b>Depreciation</b>		
At 1 December 2021	3,147	3,147
Charge for the year	486	486
At 30 November 2022	<u>3,633</u>	<u>3,633</u>
<b>Net book value</b>		
At 30 November 2022	<u>595</u>	<u>595</u>
At 30 November 2021	<u>916</u>	<u>916</u>

#### 12 Debtors

	2022 £	2021 £
Trade debtors	900	500
Prepayments	5,348	5,348
	<u>6,248</u>	<u>5,848</u>

#### 13 Cash and cash equivalents

	2022 £	2021 £
Cash at bank	<u>264,737</u>	<u>105,564</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 14 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	9,387	5,915
Other creditors	1,566	961
Accruals	18,175	2,000
Deferred income	129,601	-
	<u>158,729</u>	<u>8,876</u>

#### 15 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £8,170 (2021 - £6,008).

#### 16 Commitments

##### Other financial commitments

At the year end the charity had entered into operating lease commitments in respect of IT equipment. The total amount of operating lease commitments not provided in the financial statements was £Nil (2021 - £432).

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 17 Funds

	Balance at 1 December 2021 £	Incoming resources £	Resources expended £	Balance at 30 November 2022 £
<b>Unrestricted funds</b>				
<i>General</i>				
Core charitable activities including schools programme	48,098	23,202	(21,889)	49,411
EVRA	-	165,158	(148,813)	16,345
	<u>48,098</u>	<u>188,360</u>	<u>(170,702)</u>	<u>65,756</u>
<b>Restricted funds</b>				
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Wellspring Philanthropic Fund	-	130,108	(93,433)	36,675
Wellspring Philanthropic Fixed Asset Fund	54	-	(54)	-
Lottery Community Fund	-	57,420	(57,420)	-
Jo Cox Memorial Grant	16,070	14,964	(31,034)	-
Wellspring LGBTQ	32,706	-	(32,706)	-
Spencer Foundation	2,524	1,694	(4,218)	-
Polden Puckham Charitable Trust	-	13,000	(8,651)	4,349
CSSF	-	58,588	(58,588)	-
Department for Levelling Up	-	479,435	(479,435)	-
Mayor's Shared Endeavour	-	17,654	(15,583)	2,071
<b>Total restricted funds</b>	<u>55,354</u>	<u>772,863</u>	<u>(781,122)</u>	<u>47,095</u>
<b>Total funds</b>	<u>103,452</u>	<u>961,223</u>	<u>(951,824)</u>	<u>112,851</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

	Balance at 1 December 2020 £	Incoming resources £	Resources expended £	Balance at 30 November 2021 £
<b>Unrestricted funds</b>				
<i>General</i>				
Core charitable activities including schools programme	50,170	19,283	(21,355)	48,098
<b>Restricted</b>				
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Wellspring Philanthropic Fund	39,724	125,857	(165,581)	-
Wellspring Philanthropic Fixed Asset Fund	187	-	(133)	54
Greater London Authority	5,609	2,879	(8,488)	-
Jo Cox Memorial Grant	7,189	36,948	(28,067)	16,070
National Lottery Community Fund - COVID 19 emergency funding	38,959	-	(38,959)	-
The Greater London Assembly, Mayor's Shared Endeavor Fund	3,794	4,993	(8,787)	-
London Funders, Community Response Fund	34,248	-	(34,248)	-
Wellspring LGBTQ	-	32,706	-	32,706
JP Morgan	-	10,438	(10,438)	-
Spencer Foundation	-	8,104	(5,580)	2,524
Polden Puckham Charitable Trust	-	13,216	(13,216)	-
<b>Total restricted funds</b>	<u>133,710</u>	<u>235,141</u>	<u>(313,497)</u>	<u>55,354</u>
<b>Total funds</b>	<u>183,880</u>	<u>254,424</u>	<u>(334,852)</u>	<u>103,452</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### Grants

Wellspring Philanthropic Fund, General operating support - Supporting our work to improve prediction, prevention and responses to identity-based violence in the UK and enhanced UK contributions to the prediction and prevention of, and responses to, identity-based violence worldwide.

Department for Levelling Up Housing and Communities, BNO(O) Welcome Programme, 3rd Party Hate Crime Reporting Fund - To develop and launch a new UK-wide support and reporting service for East and Southeast Asian communities who experience racism and/or any forms of hate including a freephone 24/7 helpline.

National Lottery Community Fund - A three-year project delivering trainings across England aimed at equipping communities with the tools, skills and confidence to prevent identity-based violence.

London Mayor's Shared Endeavor Fund - An eight month project to deliver active bystander training with community members across London in partnership with Britain's East and Southeast Asian Network.

The Greater London Assembly, Mayor's Shared Endeavor Fund - An eight-month project to train 300 new community builders across London, equipped with the skills, knowledge and confidence they need to lead in building strong and resilient communities.

Poldham Puckham Charitable Trust - one year project to support Protection Approaches' Policy team to work with UK policy makers on improving UK contributions to Atrocity prevention around the world. Particularly working towards a UK atrocity prevention strategy.

Spencer Foundation - one year project in partnership with Auschwitz Institute for the Prevention of Genocide and Mass Atrocities to convene a global online conference bringing together educators, public officials, academic experts, and civil society from around the world to investigate and advocate for how educational policies and pedagogies can best contribute to preventing Identity-based violence.

Foreign, Commonwealth, and Development Office, CSSF - to secure the integration of LBGTQI+ inclusive approaches to mass atrocity prevention.

Department for International Development, Jo Cox Memorial Grant - Protection Approaches was a junior partner in a larger project led by Peace Direct called Networking Prevention in Democratic Republic of Congo and Burundi.

Hammersmith United Charities - Prejudice and us - Work with young people in the constituency of Hammersmith to develop youth-led approaches to divisions they identify within their local community.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2022

#### 18 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 30 November 2022 £
Tangible fixed assets	595	-	595
Current assets	65,161	205,824	270,985
Current liabilities	-	(158,729)	(158,729)
<b>Total net assets</b>	<b>65,756</b>	<b>47,095</b>	<b>112,851</b>

	Unrestricted funds General £	Restricted funds £	Total funds at 30 November 2021 £
Tangible fixed assets	862	54	916
Current assets	47,236	64,176	111,412
Current liabilities	-	(8,876)	(8,876)
<b>Total net assets</b>	<b>48,098</b>	<b>55,354</b>	<b>103,452</b>

#### 19 Analysis of net funds

	At 1 December 2021 £	Financing cash flows £	At 30 November 2022 £
Cash at bank and in hand	105,564	159,173	264,737
<b>Net debt</b>	<b>105,564</b>	<b>159,173</b>	<b>264,737</b>

	At 1 December 2020 £	Financing cash flows £	At 30 November 2021 £
Cash at bank and in hand	203,918	(98,354)	105,564
<b>Net debt</b>	<b>203,918</b>	<b>(98,354)</b>	<b>105,564</b>

**PROTECTION APPROACHES**

England & Wales - Charity number 1171433

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# Accounts

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Company registration number: 09304012

Charity registration number: 1171433

# Protection Approaches

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 November 2021

Thompson Jenner LLP  
Chartered Accountants  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

## **Protection Approaches**

### **Contents**

Reference and Administrative Details	1
Trustees' Report	2 to 7
Statement of Trustees' Responsibilities	8
Independent Examiner's Report	9
Statement of Financial Activities	10 to 11
Balance Sheet	12
Notes to the Financial Statements	13 to 26

## Protection Approaches

### Reference and Administrative Details

<b>Trustees</b>	Marsha Bertie-Small Claire Fyfe Will Martindale Joanna Henderson Mariko Hayashi Amy Drake
<b>Charity Registration Number</b>	1171433
<b>Company Registration Number</b>	09304012
<b>Registered Office</b>	The charity is incorporated in England and Wales. Edinburgh House 170 Kennington Lane London SE11 5DP
<b>Independent Examiner</b>	Thompson Jenner LLP Chartered Accountants 1 Colleton Crescent Exeter Devon EX2 4DG

# Protection Approaches

## Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 November 2021.

### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Marsha Bertie-Small
	Claire Fyfe
	Will Martindale
	Joanna Henderson
	Mariko Hayashi (appointed 24 November 2021)
	Amy Drake (appointed 24 November 2021)

### Objectives and activities

#### Objects and aims

The Objects of Protection Approaches are to promote and defend the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity by all or any of the following means:

- Monitoring abuses of human rights;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to government and others on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy of human rights; and
- Eliminating infringements of human rights.

#### Objectives, strategies and activities

Protection Approaches works to change how the world views identity-based violence - and by so doing, change the way we respond to and prevent it. We seek a world where everyone accepts and respects each other, regardless of identity. We are dedicated to doing the hard work necessary to make this vision a reality.

# Protection Approaches

## Trustees' Report

Our values:

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity-based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.

Our Approach:

No matter where it takes place and no matter whom it targets, every act of identity-based violence is a manifestation of the deadly idea that some lives are more valuable than others. For that reason, Protection Approaches believes that a spectrum of harms - including hate crime, violent extremism, and mass atrocities - should be seen as a shared global crisis: the targeting of individuals or groups solely because of who they are, what they believe, or who they love.

By emphasising the common attributes of different forms of identity-based violence, Protection Approaches has helped change the conversation on how to challenge, respond to, and prevent it. In the process, we have helped encourage a better appreciation of the shared responsibility to prevent all forms of identity-based attacks, whether by States, militia groups, terrorist organisations, racist gangs, or prejudiced individuals.

We are currently implementing programmes that support those affected by identity-based violence, challenge those responsible for it, and encourage those in a position to prevent it.

- Our **community initiatives** support marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence. We encourage community-led responses to hate crime - and the prejudice and marginalisation that can lead to such violence. We are breaking down barriers between victims and public officials, in the process helping to promote dialogue, encourage transparency, and strengthen community relationships.
- Our **education** team works with schools around Britain to develop and run programmes that equip students and teachers with the strategies they need to reject prejudice and violence. Our teacher training programmes help students and staff develop whole-of-school approaches to building a positive and inclusive culture both in the classroom and at home. We also work with national networks to ensure that schools are seen not only as formal places of learning but also as organic communities with shared values and interests.
- Since 2015, we have worked across the political spectrum in the UK to push the government to become a global leader on preventing all forms of identity-based violence. Our advocacy has encouraged the integration of 'prevention thinking' into decision-making and helped secure a new and public UK approach to atrocity prevention. We will continue to work with our partners in civil society to improve understanding and strengthen implementation of timely, effective strategies that encourage the integration of prevention principles into UK trade, development, defence, foreign, and domestic policies.

## Protection Approaches

### Trustees' Report

- We undertake, commission, and coordinate *research* to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices. We also commission national social attitude and public opinion surveys that inform our work and priorities. Our monitoring and reporting cover a wide range of urgent issues, including the growth of COVID-inspired hate crime; atrocity risks in Burundi, Cameroon, Myanmar, Sudan, and Syria; and increases in identity-based violence in post-Brexit Britain.
- We deliver bespoke *briefings and trainings* on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences - including local, regional, and national governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists - from around the world. We have provided everything from detailed briefings on impending or ongoing mass atrocities to big-picture trainings on how organisations and governments can implement more effective prevention strategies.

#### Public benefit

All Protection Approaches' charitable activities focus on the promotion and defence of the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### Achievements and performance

**1 December 2020 - 30 November 2021**

Protection Approaches closes this year in its strongest ever position. During this period, the Charity has continued to grow financially, in impact, and in size. Due to significant income falling just before the start of the accounting period and soon after the end of the period, the turnover for this year is lower than the previous year while expenditure is higher. However, the financial position is strong and it is already clear that our 2021-22 financial year will see the Charity accounts turnover more than one million pounds for the first time.

The Charity's strategic plan propels our work and evolution, driving three goals that continues and build on our past achievements; changing the way people define and prevent identity-based violence; challenging and dismantling structural prejudice, discrimination and inequality; and achieving and sustaining operational excellence.

Dec 2020-Nov 2021 has been another challenging 12 months for the communities Protection Approaches work with in the UK and around the world. The fundraising landscape has shrunk at a time of acute need. However, Protection Approaches closes its seventh year more confident and consolidated than ever before having secured its biggest policy wins to date, enjoying a strong staff team supported by a network of exceptional consultants, honorary Fellows, partners and supporters. PA ends this financial year with a recognisable identity within a sector in flux. The organisation's new strategic plan, fundraising strategy, M&E framework and governance development has given the Charity renewed clarity of purpose even in a time of great uncertainty.

## Protection Approaches

### Trustees' Report

The Trustees would like to thank the Protection Approaches staff for their hard work hard to ensure rising levels and risks of identity-based violence in the UK and abroad have remained on the policy agenda and that, as a result of their work, new programmes, funds, and strategies now exist to help contribute to identity-based violence prevention. Our team was able to secure important victories, grew in size, and continue to adapt quickly to the extraordinary circumstances this period has brought. We are exceedingly proud of our team, led by Co-Executive Directors Kate Ferguson and Andy Fearn, for everything they have achieved in this past year.

#### **Our activities have included:**

**Supporting East and Southeast Asian victims of hate:** During the period, the Ministry for Housing, Communities and Local Government (now the Department for Levelling Up) announced £300,000 for a new and much needed national third party hate crime reporting service for all East and Southeast Asian communities; Protection Approaches was instrumental in securing this policy commitment and the associated funds. Protection Approaches is now working with a consortium of 12 East and Southeast Asian community partners to design, develop and run this service.

These new funds for the reporting service came in part in response to work Protection Approaches had undertaken with a network of more than 22 East and Southeast Asian community groups across the country. This period saw the completion of this programme which included training staff and volunteers at those organisations and distribution of more than £57,000 to build their capacity to support East and Southeast Asian victims of hate crime.

**Shining a spotlight on LGBTQI+ experience and vulnerabilities in atrocity crimes:** Since mid-2020, Protection Approaches has developed a programme of work on LGBTQI+ risks and vulnerabilities in atrocity situations. This work combines research, consultation, advocacy and training to redress longstanding gaps in the conceptualisation and implementation of mass atrocity prevention. The trustees would like to thank Jess Gifkins for her leadership in this work and for choosing to reach out to Protection Approaches.

**Climate crises:** Climate collapse and its consequences represent the most pressing threats to the planet and to its populations. As the impacts of climate change worsen, existing trends of democratic backsliding and population movements will contribute to a crisis of identity-based violence, including mass atrocity crimes. Protection Approaches is working to confront this threat nexus, seeking to leverage its expertise and networks towards a more joined up and strategic approach to climate work and the prevention of identity-based violence.

**COVID-19** Our team anticipated the COVID-related rise in identity-based violence in the early stages of the crisis. Early consultation with our local partners showed there was an urgent need to rapidly upskill civil society and local authority personnel to meet the rising needs of individuals and communities experiencing COVID-related hate, and a particular need to support East and Southeast Asian communities. At the same time, we sought to integrate identity-based violence prevention and protection frameworks in COVID-response policies. The COVID-19 pandemic and its complex impacts continue to exacerbate risks of identity-based violence in the UK and worldwide while also continuing forcing the charity and our sector to find new ways of working. Programme delivery continued to be impacted by these challenges although the team was able to adapt and remain flexible.

**Networking Prevention in Democratic Republic of Congo and Burundi (DfID Jo Cox Memorial Grant, DRC, July 2019 - summer 2022)** Since July 2019 PA has been part of a three-year multi-partner project to improve early warning and coordinated prevention of identity-based violence in DRC and Burundi. The project is managed by Peace Direct. New research on local-international early warning was undertaken during this period and published in 2021. Over the next year PA will lead a series of advocacy activities with Peace Direct, UK Government, and other actors with the aim of integrating indicators of identity-based violence into the UK's cross-government conflict analysis.

## Protection Approaches

### Trustees' Report

**Bringing a prevention-first approach to UK foreign policy:** This work seeks to embed prevention thinking into the UK's international policy for 2030, specifically it seeks to secure a national atrocity prevention strategy; these objectives are grounded in and driven by our commitment to conflict prevention, sustainable peace and human security. Atrocity crimes have enormously destabilising effects on our global system, both in that their impact resonate around the world for years to come. Mass atrocities drive serious and organised crime, irregular arms proliferation, armed conflict, violent extremism and terrorism. The UK currently lacks either a coordinating mechanism or public policy capable of identifying risks or assessing UK policy options from the perspective of potential complicity or contributions to mitigating loss of life. Our day-to-day research and policy activities have included monitoring and responding to ongoing and emerging crises; convening the UK Atrocity Prevention Working Group; publishing reports, and working with the media. During this period we successfully led civil society efforts to secure a commitment to atrocity prevention within the Prime Minister's Integrated Review of the development, diplomatic and defence policy.

**Schools as Communities Programme:** Since 2016 PA has run a nationwide schools engagement programme as a means of early and sustainable identity-based violence prevention. Before COVID this work included visiting schools across the country to support students gain the skills and confidence they need to identify and reject hate. COVID has substantially altered our approach to delivering this. Over this period we trailed working more in-depth with fewer schools to support them to adopt new approaches including visiting a South London school over 24 days working with all of their students. Our evaluation has shown that following that work students are more likely and confident to handle prejudiced views and harmful behaviour. We are also working with the Auschwitz Institute for the Prevention of Genocide and Mass Atrocities to convene a global online conference. Named the 'DENI initiative' the programme will bring together educators, public officials, academic experts, and civil society from around the world to investigate and advocate for how educational policies and pedagogies can best contribute to preventing Identity-based violence.

#### Financial review

##### Policy on reserves

The charity, being mindful of Charity Commission guidance, aims to maximise the use of available funds for the benefit of the charity and therefore aim to retain a prudent level of unrestricted reserves, taking into consideration the running expenses and known liabilities of the charity, Protection Approaches aims to retain 3 months running costs of the organisation. As at 30th November 2021 Protection Approaches held reserves of £103,452 of which £48,098 were unrestricted.

#### Structure, governance and management

##### Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association incorporated on the 10 November 2014 and as amended by special resolution dated 22 November 2015 and as amended by special resolution registered at Companies House on 25 January 2017.

The organisation received charitable status on the 2 February 2017.

##### Recruitment and appointment of trustees

The charity may by ordinary resolution appoint a person who is willing to act as a Trustee.

The trustees may appoint a person who is willing to act as a Trustee.

## Protection Approaches


### Trustees' Report

During this period two new trustees were appointed (Mariko Hayashi, Amy Drake).

#### Arrangements for setting key management personnel remuneration

The charity will pay trustees for the provision of services to the charity if this is considered in the best interest of the charity and will enable the charity to achieve its charitable objectives. Trustee remuneration is approved by the Board of trustees and further disclosure of the amounts paid to trustees during the year can be found in the accompanying notes to the financial statements.

The annual report was approved by the trustees of the charity on 24/08/22 and signed on its behalf by:

  
.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Statement of Trustees' Responsibilities

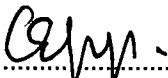
The trustees (who are also the directors of Protection Approaches for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable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

Company law requires the trustees 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 affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Approved by the trustees of the charity on ~~24/08/22~~ 24/08/22 and signed on its behalf by:

  
.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Independent Examiner's Report to the trustees of Protection Approaches ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2021.

#### Responsibilities and basis of report

As the charity's trustees of Protection Approaches (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 Protection Approaches 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 charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

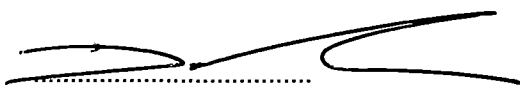
#### Independent examiner's statement

Since Protection Approaches '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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Protection Approaches 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.



David Tucker FCCA  
Chartered Accountants  
Association of Chartered Certified Accountants  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

Date: 30 August 2022

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	3,823	-	3,823
Charitable activities	4	<u>15,460</u>	<u>235,141</u>	<u>250,601</u>
Total income		<u>19,283</u>	<u>235,141</u>	<u>254,424</u>
<b>Expenditure on:</b>				
Charitable activities	7	<u>(21,355)</u>	<u>(313,497)</u>	<u>(334,852)</u>
Total expenditure		<u>(21,355)</u>	<u>(313,497)</u>	<u>(334,852)</u>
Net expenditure		<u>(2,072)</u>	<u>(78,356)</u>	<u>(80,428)</u>
Net movement in funds		(2,072)	(78,356)	(80,428)
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>50,170</u>	<u>133,710</u>	<u>183,880</u>
Total funds carried forward	19	<u><u>48,098</u></u>	<u><u>55,354</u></u>	<u><u>103,452</u></u>

The notes on pages 13 to 26 form an integral part of these financial statements.

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

#### 2020 Comparative Statement of Financial Activity

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	16,886	-	16,886
Charitable activities	4	8,870	368,949	377,819
Other income	5	15,891	-	15,891
Total income		<u>41,647</u>	<u>368,949</u>	<u>410,596</u>
<b>Expenditure on:</b>				
Raising funds	6	-	(222)	(222)
Charitable activities	7	(427)	(284,143)	(284,570)
Total expenditure		<u>(427)</u>	<u>(284,365)</u>	<u>(284,792)</u>
Net income		<u>41,220</u>	<u>84,584</u>	<u>125,804</u>
Net movement in funds		41,220	84,584	125,804
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>8,950</u>	<u>49,126</u>	<u>58,076</u>
Total funds carried forward	19	<u><u>50,170</u></u>	<u><u>133,710</u></u>	<u><u>183,880</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 19.

The notes on pages 13 to 26 form an integral part of these financial statements.

## Protection Approaches

(Registration number: 09304012)  
Balance Sheet as at 30 November 2021

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	13	916	386
<b>Current assets</b>			
Debtors	14	5,848	2,700
Cash at bank and in hand	15	<u>105,564</u>	<u>203,918</u>
		111,412	206,618
<b>Creditors: Amounts falling due within one year</b>	16	<u>(8,876)</u>	<u>(23,124)</u>
<b>Net current assets</b>		<u>102,536</u>	<u>183,494</u>
<b>Net assets</b>		<u>103,452</u>	<u>183,880</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	19	55,354	133,710
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>48,098</u>	<u>50,170</u>
<b>Total funds</b>	19	<u>103,452</u>	<u>183,880</u>

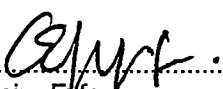
For the financial year ending 30 November 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 10 to 26 were approved by the trustees, and authorised for issue on 24/08/22 and signed on their behalf by:

  
.....  
Claire Fife  
Trustee

The notes on pages 13 to 26 form an integral part of these financial statements.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Edinburgh House  
170 Kennington Lane  
London  
SE11 5DP

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

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

##### Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 Section 1A) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Protection Approaches meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

##### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Raising funds***

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Support costs**

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

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	33.33% straight line

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 3 Income from donations and legacies

	<b>Unrestricted funds General £</b>	<b>Total funds £</b>
Donations and legacies; Donations from individuals	3,823	3,823
<b>Total for 2021</b>	3,823	3,823
<b>Total for 2020</b>	16,886	16,886

#### 4 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Core charitable activities including schools programme	15,460	-	15,460
Wellspring Philanthropic Fund	-	125,857	125,857
Greater London Authority	-	2,879	2,879
Jo Cox Memorial	-	36,948	36,948
The Greater London Assembly, Mayor's Shared Endeavour Fund	-	4,993	4,993
Wellspring LGBTQ	-	32,706	32,706
JP Morgan	-	10,438	10,438
Spencer Foundation	-	8,104	8,104
Polden Puckham Charitable Foundation	-	13,216	13,216
<b>Total for 2021</b>	15,460	235,141	250,601
<b>Total for 2020</b>	8,870	368,949	377,819

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 5 Other income

	Total 2021 £	Total 2020 £
Management charge	-	15,891

#### 6 Expenditure on raising funds

##### a) Costs of generating donations and legacies

	Total 2021 £	Total 2020 £
Other direct costs of generating voluntary income	-	222

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 7 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total expenditure £
Core charitable activities including schools programme	16,796	4,559	21,355
Wellspring Philanthropic Fund	127,616	38,097	165,713
Greater London Authority	8,488	-	8,488
Jo Cox Memorial Grant	28,068	-	28,068
National Lottery, Community Fund - COVID 19 emergency funding	38,959	-	38,959
The Greater London Assembly, Mayor's Shared Endeavour Fund	8,787	-	8,787
JP Morgan	10,438	-	10,438
Spencer Foundation	5,580	-	5,580
Polden Puckham Charitable Foundation	13,216	-	13,216
City Bridge	34,248	-	34,248
<b>Total for 2021</b>	<b>292,196</b>	<b>42,656</b>	<b>334,852</b>
<b>Total for 2020</b>	<b>245,031</b>	<b>39,539</b>	<b>284,570</b>

	Unrestricted funds General £	Restricted funds £	Total funds £
Core charitable activities including schools programme	21,355	-	21,355
Wellspring Philanthropic Fund	-	165,714	165,714
Greater London Authority	-	8,488	8,488
Jo Cox Memorial Grant	-	28,067	28,067
National Lottery, Community Fund - COVID 19 emergency funding	-	38,959	38,959
The Greater London Assembly, Mayor's Shared Endeavour Fund	-	8,787	8,787
JP Morgan	-	10,438	10,438
Spencer Foundation	-	5,580	5,580
Polden Puckham Charitable Foundation	-	13,216	13,216
City Bridge	-	34,248	34,248
<b>Total for 2021</b>	<b>21,355</b>	<b>313,497</b>	<b>334,852</b>
<b>Total for 2020</b>	<b>427</b>	<b>284,143</b>	<b>284,570</b>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 8 Analysis of support costs

##### Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Information technology £	Administration costs £	Premises costs £	Total funds £
Core charitable activities including schools programme	A	906	1,224	151	2,278	4,559
Wellspring Philanthropic Fund	A	8,282	9,991	1,229	18,595	38,097
<b>Total for 2021</b>		<u>9,188</u>	<u>11,215</u>	<u>1,380</u>	<u>20,873</u>	<u>42,656</u>
<b>Total for 2020</b>		<u>6,479</u>	<u>3,541</u>	<u>17,414</u>	<u>12,105</u>	<u>39,539</u>

##### Basis of allocation

Reference	Method of allocation
A	For all expenditure 100% of the cost incurred

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 9 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2021 £	2020 £
Independent examination fees	1,800	1,800
Depreciation of fixed assets	428	863

#### 10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 11 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
<b>Staff costs during the year were:</b>		
Wages and salaries	185,052	150,979
Social security costs	19,291	10,135
Pension costs	6,008	4,526
Other staff costs	963	1,260
	<u>211,314</u>	<u>166,900</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021 No	2020 No
Charitable activities	<u>5</u>	<u>5</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £108,844 (2020 - £91,334).

#### 12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 13 Tangible fixed assets

	Office equipment £	Total £
<b>Cost</b>		
At 1 December 2020	3,105	3,105
Additions	958	958
At 30 November 2021	4,063	4,063
<b>Depreciation</b>		
At 1 December 2020	2,719	2,719
Charge for the year	428	428
At 30 November 2021	3,147	3,147
<b>Net book value</b>		
At 30 November 2021	916	916
At 30 November 2020	386	386

#### 14 Debtors

	2021 £	2020 £
Trade debtors	500	-
Prepayments	5,348	2,700
	5,848	2,700

#### 15 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	105,564	203,918

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 16 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	5,915	4,978
Other creditors	961	876
Accruals	2,000	17,270
	<u>8,876</u>	<u>23,124</u>

#### 17 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £6,008 (2020 - £4,526).

#### 18 Commitments

##### Other financial commitments

At the year end the charity had entered into operating lease commitments in respect of IT equipment. The total amount of operating lease commitments not provided in the financial statements was £432 (2020 - £1,560).

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 19 Funds

	Balance at 1 December 2020 £	Incoming resources £	Resources expended £	Balance at 30 November 2021 £
<b>Unrestricted funds</b>				
<i>General</i>				
Core charitable activities including schools programme	50,170	19,283	(21,355)	48,098
<b>Restricted funds</b>				
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Wellspring Philanthropic Fund	39,724	125,857	(165,581)	-
Wellspring Philanthropic Fixed Asset Fund	187	-	(133)	54
Greater London Authority	5,609	2,879	(8,488)	-
Jo Cox Memorial Grant	7,189	36,948	(28,067)	16,070
National Lottery Community Fund - COVID 19 emergency funding	38,959	-	(38,959)	-
The Greater London Assembly, Mayor's Shared Endeavor Fund	3,794	4,993	(8,787)	-
London Funders, Community Response Fund	34,248	-	(34,248)	-
Wellspring LGBTQ	-	32,706	-	32,706
JP Morgan	-	10,438	(10,438)	-
Spencer Foundation	-	8,104	(5,580)	2,524
Polden Puckham Charitable Trust	-	13,216	(13,216)	-
<b>Total restricted funds</b>	<u>133,710</u>	<u>235,141</u>	<u>(313,497)</u>	<u>55,354</u>
<b>Total funds</b>	<u>183,880</u>	<u>254,424</u>	<u>(334,852)</u>	<u>103,452</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

	Balance at 1 December 2019 £	Incoming resources £	Resources expended £	Balance at 30 November 2020 £
<b>Unrestricted funds</b>				
<b>General</b>				
Core charitable activities including schools programme	8,950	41,647	(427)	50,170
<b>Restricted</b>				
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Wellspring Philanthropic Fund	17,968	141,751	(119,995)	39,724
Wellspring Philanthropic Fixed Asset Fund	707	-	(520)	187
Greater London Authority	8,403	20,823	(23,617)	5,609
Our Wandsworth	8,848	-	(8,848)	-
Home Office Community Hate Crime Fund	-	18,916	(18,916)	-
Lottery Awards For All Our Wandsworth	9,200	-	(9,200)	-
Jo Cox Memorial Grant	-	45,157	(37,968)	7,189
National Lottery Community Fund - COVID 19 emergency funding	-	73,081	(34,122)	38,959
The Greater London Assembly, Mayor's Shared Endeavor Fund	-	19,973	(16,179)	3,794
London Funders, Community Response Fund	-	49,248	(15,000)	34,248
<b>Total restricted funds</b>	<u>49,126</u>	<u>368,949</u>	<u>(284,365)</u>	<u>133,710</u>
<b>Total funds</b>	<u>58,076</u>	<u>410,596</u>	<u>(284,792)</u>	<u>183,880</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### Grants

Wellspring Philanthropic Fund, General operating support - Supporting our work to improve prediction, prevention and responses to identity-based violence in the UK and enhanced UK contributions to the prediction and prevention of, and responses to, identity-based violence worldwide.

Greater London Authority, Young Londoner's Fund - Working with a cohort of young people in Newham at risk of exclusion and/or involvement in criminal activity to develop youth-led approaches to divisions they identify within their local community.

The Greater London Assembly, Mayor's Shared Endeavor Fund - An eight-month project to train 300 new community builders across London, equipped with the skills, knowledge and confidence they need to lead in building strong and resilient communities

National Lottery, Community Fund - Eight-month project in partnership with the Chinese Welfare Trust and Newham Chinese Association to train and support an England-wide network of 12 East, and Southeast Asian community organisations to respond to the rising levels of hate crimes.

London Funders, Community Response Fund - Seven-month project in partnership with the Chinese Welfare Trust and Newham Chinese Association to train and support a London-wide network of 9 , East and Southeast Asian community organisations to respond to the rising levels of hate crimes.

Poldham Puckham Charitable Trust - one year project to support Protection Approaches' Policy team to work with UK policy makers on improving UK contributions to Atrocity prevention around the world. Particularly working towards a UK atrocity prevention strategy.

Spencer foundation - one year project in partnership with Auschwitz Institute for the Prevention of Genocide and Mass Atrocities to convene a global online conference. Named the 'DENI initiative' the programme will bring together educators, public officials, academic experts, and civil society from around the world to investigate and advocate for how educational policies and pedagogies can best contribute to preventing Identity-based violence.

JP Morgan Chase Grant - three month grant towards the Protection Approaches' work supporting East and Southeast Asian community groups challenge rising levels of hate crime.

Lambeth Charitable Organisation Fund - grant supporting charities in Lambeth during COVID-19 pandemic.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2021

#### 20 Analysis of net assets between funds

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds at 30 November 2021 £</b>
Tangible fixed assets	862	54	916
Current assets	47,236	64,176	111,412
Current liabilities	-	(8,876)	(8,876)
<b>Total net assets</b>	<b>48,098</b>	<b>55,354</b>	<b>103,452</b>
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds at 30 November 2020 £</b>
Tangible fixed assets	199	187	386
Current assets	49,971	156,647	206,618
Current liabilities	-	(23,124)	(23,124)
<b>Total net assets</b>	<b>50,170</b>	<b>133,710</b>	<b>183,880</b>

**PROTECTION APPROACHES**

England & Wales - Charity number 1171433

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# Accounts

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Company registration number: 09304012

Charity registration number: 1171433

# Protection Approaches

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 November 2020

Thompson Jenner LLP  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

## **Protection Approaches**

### **Contents**

Reference and Administrative Details	1
Trustees' Report	2 to 8
Statement of Trustees' Responsibilities	9
Independent Examiner's Report	10
Statement of Financial Activities	11 to 12
Balance Sheet	13
Notes to the Financial Statements	14 to 31

## Protection Approaches

### Reference and Administrative Details

<b>Trustees</b>	Marsha Bertie-Small Claire Fyfe Will Martindale Joanna Henderson
<b>Principal Office</b>	Edinburgh House 170 Kennington Lane London SE11 5DP The charity is incorporated in England and Wales.
<b>Company Registration Number</b>	09304012
<b>Charity Registration Number</b>	1171433
<b>Independent Examiner</b>	Thompson Jenner LLP 1 Colleton Crescent Exeter Devon EX2 4DG

## **Protection Approaches**

### **Trustees' Report**

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 November 2020.

#### **Trustees**

Marsha Bertie-Small

Claire Fyfe

Will Martindale

Joanna Henderson

#### **Objectives and activities**

##### ***Objects and aims***

The Objects of Protection Approaches are to promote and defend the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity by all or any of the following means:

- Monitoring abuses of human rights;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to government and others on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy of human rights; and
- Eliminating infringements of human rights.

##### ***Objectives, strategies and activities***

Protection Approaches works to change how the world views identity-based violence – and by so doing, change the way we respond to and prevent it. We seek a world where everyone accepts and respects each other, regardless of identity. We are dedicated to doing the hard work necessary to make this vision a reality.

##### **Our values:**

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it

## Protection Approaches

### Trustees' Report

- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity-based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.

Our Approach:

No matter where it takes place and no matter whom it targets, every act of identity-based violence is a manifestation of the deadly idea that some lives are more valuable than others. For that reason, Protection Approaches believes that a spectrum of harms – including hate crime, violent extremism, and mass atrocities – should be seen as a shared global crisis: the targeting of individuals or groups solely because of who they are, what they believe, or who they love.

By emphasising the common attributes of different forms of identity-based violence, Protection Approaches has helped change the conversation on how to challenge, respond to, and prevent it. In the process, we have helped encourage a better appreciation of the shared responsibility to prevent all forms of identity-based attacks, whether by States, militia groups, terrorist organisations, racist gangs, or prejudiced individuals.

We are currently implementing programmes that support those affected by identity-based violence, challenge those responsible for it, and encourage those in a position to prevent it.

- Our **community initiatives** support marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence. We encourage community-led responses to hate crime – and the prejudice and marginalisation that can lead to such violence. We are breaking down barriers between victims and public officials, in the process helping to promote dialogue, encourage transparency, and strengthen community relationships.
- Our **education** team works with schools around Britain to develop and run programmes that equip students and teachers with the strategies they need to reject prejudice and violence. Our teacher training programmes help students and staff develop whole-of-school approaches to building a positive and inclusive culture both in the classroom and at home. We also work with national networks to ensure that schools are seen not only as formal places of learning but also as organic communities with shared values and interests.
- Since 2015, we have worked across the political spectrum in the UK to push the government to become a global leader on preventing all forms of identity-based violence. Our **advocacy** has encouraged the integration of 'prevention thinking' into decision-making and helped secure a new and public UK approach to atrocity prevention. We will continue to work with our partners in civil society to improve understanding and strengthen implementation of timely, effective strategies that encourage the integration of prevention principles into UK trade, development, defence, foreign, and domestic policies.

## Protection Approaches

### Trustees' Report

We undertake, commission, and coordinate *research* to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices. We also commission national social attitude and public opinion surveys that inform our work and priorities. Our monitoring and reporting cover a wide range of urgent issues, including the growth of COVID-inspired hate crime; atrocity risks in Burundi, Cameroon, Myanmar, Sudan, and Syria; and increases in identity-based violence in post-Brexit Britain.

We deliver bespoke *briefings and trainings* on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences – including local, regional, and national governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists – from around the world. We have provided everything from detailed briefings on impending or ongoing mass atrocities to big-picture trainings on how organisations and governments can implement more effective prevention strategies.

#### **Public benefit**

All Protection Approaches' charitable activities focus on the promotion and defence of the human rights of peoples around the world (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) who are violently targeted because of their identity.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### **Achievements and performance**

The period since January 2020 has been tumultuous for the world, the communities we work with, and for our team. The COVID-19 pandemic has exacerbated risks of identity-based violence in the UK and worldwide while also forcing us to find new ways of working. Programme delivery was substantially impacted by COVID-19 during this period with all programmes needing alteration to ensure compliance with social distancing measures. We took the decision to suspend all face-to-face activities in March 2020. Since then the team has adapted well and most core programmes and all restricted funded projects are continuing remotely and/or online.

Long-term domestic risk factors of identity-based violence were already cause for concern but when COVID-19 hit the UK anti-Asian hate crime reports jumped 300 percent and identity-based attacks increased across the board. Abroad, atrocity risks went unnoticed and unreported. The unforeseen announcement of the merger of the Department for International Development and the Foreign and Commonwealth Office had an immediate negative impact on UK contributions to identity-based violence prevention abroad and warned of a potential retreat by the British Government from international human rights responsibilities. Yet against this difficult backdrop, the Protection Approaches staff worked hard to address these challenges to ensure rising domestic hate crime and identity-based violence abroad remained on the policy agenda. Our team was able to secure important victories, grew in size, and adapted quickly to the extraordinary circumstances. We are exceedingly proud of our team, led by Co-Executive Directors Kate Ferguson and Andy Fearn, for everything they have achieved in this past year.

## Protection Approaches

### Trustees' Report

In November 2020 Protection Approaches celebrated its 6th birthday and came to the end of another financial year. During this year staff, co-founders, and trustees developed and agreed the organisation's new and ambitious 3-year strategic plan, marking an exciting moment in the organisation's evolution. Alongside this process, the co-founders have prioritised an intense programme of work to improve communications, fundraising, internal operations, and governance. As a result, Protection Approaches is well placed to start delivering the new strategic plan, even amid ongoing uncertainties of COVID-19 and its consequences. The board would like to extend a thank you to Charlie Brown from Strategy for Humanity and Iona Lawrence for their invaluable support in this work.

In addition to our existing and planned activities for this period, PA initiated COVID emergency responses delivering support to communities affected by COVID-related hate crime while raising concerns of rising risks of identity-based violence with policy makers and local authorities. This has included online anti-hate crime training to representatives of over 100 community organisations, as well as frontline local authority staff and the police. Meanwhile our research and policy work resulted in the Foreign and Commonwealth Office integrating atrocity prevention into the UK Government's COVID response in countries including Myanmar, secured the important Government commitment to prioritise atrocity prevention in the UK's new strategic framework for international policy, and new local atrocity prevention funds are being created.

Our activities over the past year have included:

#### *COVID emergency response work in the UK*

Our team anticipated the COVID-related rise in identity-based violence in the early stages of the crisis. Early consultation with our local partners showed there was an urgent need to rapidly upskill civil society and local authority personnel to meet the rising needs of individuals and communities experiencing COVID-related hate, and a particular need to support British Chinese and Asian communities. At the same time, we sought to integrate identity-based violence prevention and protection frameworks in COVID-response policies

Highlights of this work include:

- Delivery of online trainings to more than 150 cultural, faith, and community leaders. 100% of attendees reported feeling more confident to both report hate crime and signpost victims of hate crime to support and reporting services.
- Partnering with organisations such as Tell Mama/Faith Matters, Chinese Welfare Trust and the Jo Cox Foundation to deliver online anti-hate crime trainings with the aim of ensuring that identity-based violence sensitivities are included in COVID responses and policies of our partners.

Going forward the team are now working in partnership with the Chinese Welfare Trust and Newham Chinese Association to launch 'Confronting COVID-related Hate: Standing with Britain's Chinese, East & South East Asian Communities', an emergency project that will support a nationwide network of 21 British Chinese, East, and Southeast Asian community organisations to respond to the rising levels of hate crimes.

The team have also begun work on a major programme funded by the Mayor of London. The project will create 300 new community builders across London, equipped with the skills, knowledge and confidence they need to build strong and resilient communities. This is a vital and urgent project during a period when communities across London faced unprecedented stress but also at a time when thousands of people across the capital came forward to help their neighbours.

## Protection Approaches

### Trustees' Report

In our advocacy, we were able to adapt quickly to new circumstances, drawing on lessons from flashpoints of the Brexit debate; rather than focus on MPs we have prioritised engaging with Government and the parliamentary select committees, successfully securing atrocity prevention sensitivity in the UK's COVID response in some high-risk countries. We have been able to rapidly build new London-based policy networks.

*Networking Prevention in Democratic Republic of Congo and Burundi (DfID Jo Cox Memorial Grant, DRC, July 2019 - summer 2022)*

Since July 2019 PA has been part of a three-year multi-partner project to improve early warning and coordinated prevention of identity-based violence in DRC and Burundi. The project is managed by Peace Direct. In February 2020, PA, Beni Peace Forum, Peace Direct, and the Armed Conflict Location & Event Data Project (ACLED), convened a three-day training workshop in Democratic Republic of Congo, to improve data collection methods related to the prediction and prevention of identity-based violence including mass atrocities, in Eastern DRC. As a result of the workshop, violent incident reporting in the Beni region will now include indicators of identity-based violence and related supplementary information; and new mechanism to collect and monitor hate speech online and online dissemination in the Beni region will be developed. A research paper on local-international early warning was undertaken during this period and published in 2021. Over the next year PA will lead a series of advocacy activities with Peace Direct, UK Government, and other actors with the aim of integrating indicators of identity-based violence into the UK's cross-government conflict analysis.

#### *Bringing a prevention-first approach to UK foreign policy*

This work seeks to embed prevention thinking into the UK's international policy for 2030, specifically it seeks to secure a national atrocity prevention strategy; these objectives are grounded in and driven by our commitment to conflict prevention, sustainable peace and human security. Atrocity crimes have enormously destabilising effects on our global system, both in that their impact resonate around the world for years to come. Mass atrocities drive serious and organised crime, irregular arms proliferation, armed conflict, violent extremism and terrorism. The UK currently lacks either a coordinating mechanism or public policy capable of identifying risks or assessing UK policy options from the perspective of potential complicity or contributions to mitigating loss of life.

For over a year Protection Approaches has been working to support the UK Myanmar team to help develop atrocity prevention tools and capacities. During that time the embassy in Yangon has made significant efforts to centre atrocity prevention in their country strategy and in their monitoring and evaluation, however, these efforts remain nascent and under resourced. In December 2020 we held a 4-day training for over 20 HMG officials on atrocity prevention.

Our day-to-day research and policy activities have included monitoring and responding to ongoing and emerging crises; convening the UK Atrocity Prevention Working Group; publishing reports, and working with the media. During this period we successfully led civil society efforts to secure a commitment to atrocity prevention within the Prime Minister's Integrated Review of the development, diplomatic and defence policy.

## **Protection Approaches**

### **Trustees' Report**

#### *Schools as Communities Programme:*

Since 2016 PA has run a nationwide schools engagement programme as a means of early and sustainable identity-based violence prevention. Before COVID this work was providing students with the skills and confidence they need to identify and reject hate alongside a broader whole-of-school approach to identity-based violence prevention and developing corresponding research and policy outputs. COVID has substantially altered our approach to delivering this, but headlines include;

Between January and March 2020, before the first national lockdown, we delivered workshops in 32 schools to more than 7,000 students, accompanied by a new integrated evaluation model with 98% of teachers saying they are confident these workshops will have a lasting positive impact on students' views/beliefs

During the first national lockdown we consulted with 100 teachers to identify how best to equip students with the civil and social skills to navigate this crisis. The results have been released in a briefing and fact sheet calling for an emergency augmentation of the national curriculum and funds to support schools as well as fed into the Education Select Committee inquiry on COVID-19.

#### **Financial review**

##### ***Policy on reserves***

The charity, being mindful of Charity Commission guidance, aims to maximise the use of available funds for the benefit of the charity and therefore aim to retain a prudent level of unrestricted reserves, taking into consideration the running expenses and known liabilities of the charity, Protection Approaches aims to retain 3 months running costs of the organisation. As at 30th November 2020 Protection Approaches held reserves of £183,880, of which £50,170 is unrestricted.

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

##### ***Nature of governing document***

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association incorporated on the 10 November 2014 and as amended by special resolution dated 22 November 2015 and as amended by special resolution registered at Companies House on 25 January 2017. The organisation received charitable status on the 2 February 2017.

#### **Recruitment and appointment of trustees**

The charity may by ordinary resolution appoint a person who is willing to act as a Trustee. The trustees may appoint a person who is willing to act as a Trustee.


#### ***Arrangements for setting key management personnel remuneration***

The charity will pay trustees for the provision of services to the charity if this is considered in the best interest of the charity and will enable the charity to achieve its charitable objectives. Trustee remuneration is approved by the Board of trustees and further disclosure of the amounts paid to trustees during the year can be found in the accompanying notes to the financial statements.

## Protection Approaches

### Trustees' Report

The annual report was approved by the trustees of the charity on 18/08/21 and signed on its behalf by:

  
.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Statement of Trustees' Responsibilities


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

Company law requires the trustees 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 affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Approved by the trustees of the charity on 18/09/21 and signed on its behalf by:

  
.....  
Claire Fyfe  
Trustee

## Protection Approaches

### Independent Examiner's Report to the trustees of Protection Approaches

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 November 2020 which are set out on pages 11 to 31.

#### Respective responsibilities of trustees and examiner

As the charity's trustees of Protection Approaches (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 Protection Approaches 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 charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since Protection Approaches '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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Protection Approaches 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.



David Tucker FCCA  
Association of Chartered Certified Accountants  
1 Colleton Crescent  
Exeter  
Devon  
EX2 4DG

Date: 20<sup>th</sup> August 2021

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2020 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	16,886	-	16,886
Charitable activities	4	8,870	368,949	377,819
Other income	5	15,891	-	15,891
<b>Total income</b>		<u>41,647</u>	<u>368,949</u>	<u>410,596</u>
<b>Expenditure on:</b>				
Raising funds	6	-	(222)	(222)
Charitable activities	7	(427)	(284,143)	(284,570)
<b>Total expenditure</b>		<u>(427)</u>	<u>(284,365)</u>	<u>(284,792)</u>
<b>Net income</b>		<u>41,220</u>	<u>84,584</u>	<u>125,804</u>
<b>Net movement in funds</b>		41,220	84,584	125,804
<b>Reconciliation of funds</b>				
<b>Total funds brought forward</b>		<u>8,950</u>	<u>49,126</u>	<u>58,076</u>
<b>Total funds carried forward</b>	19	<u>50,170</u>	<u>133,710</u>	<u>183,880</u>

The notes on pages 14 to 31 form an integral part of these financial statements.

## Protection Approaches

### Statement of Financial Activities for the Year Ended 30 November 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

#### 2019 Comparative Statement of Financial Activity

	Note	Unrestricted funds £	Restricted funds £	Total 2019 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	2,771	-	2,771
Charitable activities	4	3,870	235,225	239,095
<b>Total income</b>		<u>6,641</u>	<u>235,225</u>	<u>241,866</u>
<b>Expenditure on:</b>				
Raising funds	6	-	(230)	(230)
Charitable activities	7	(530)	(205,578)	(206,108)
<b>Total expenditure</b>		<u>(530)</u>	<u>(205,808)</u>	<u>(206,338)</u>
<b>Net income</b>		<u>6,111</u>	<u>29,417</u>	<u>35,528</u>
<b>Net movement in funds</b>		6,111	29,417	35,528
<b>Reconciliation of funds</b>				
<b>Total funds brought forward</b>		<u>2,839</u>	<u>19,709</u>	<u>22,548</u>
<b>Total funds carried forward</b>	19	<u>8,950</u>	<u>49,126</u>	<u>58,076</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2019 is shown in note 19.

The notes on pages 14 to 31 form an integral part of these financial statements.

## Protection Approaches

### (Registration number: 09304012) Balance Sheet as at 30 November 2020

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	13	386	1,024
<b>Current assets</b>			
Debtors	14	2,700	41,559
Cash at bank and in hand	15	<u>203,918</u>	<u>55,363</u>
		206,618	96,922
<b>Creditors: Amounts falling due within one year</b>	16	<u>(23,124)</u>	<u>(39,870)</u>
<b>Net current assets</b>		<u>183,494</u>	<u>57,052</u>
<b>Net assets</b>		<u>183,880</u>	<u>58,076</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	19	133,710	49,126
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>50,170</u>	<u>8,950</u>
<b>Total funds</b>	19	<u>183,880</u>	<u>58,076</u>

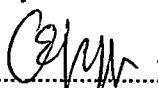
For the financial year ending 30 November 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

#### Directors' responsibilities:

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 11 to 31 were approved by the trustees, and authorised for issue on 18/08/21 and signed on their behalf by:

  
.....  
Claire Fife  
Trustee

The notes on pages 14 to 31 form an integral part of these financial statements.

## **Protection Approaches**

### **Notes to the Financial Statements for the Year Ended 30 November 2020**

#### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Edinburgh House  
170 Kennington Lane  
London  
SE11 5DP

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

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

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 Section 1A) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

Protection Approaches meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

## **Protection Approaches**

### **Notes to the Financial Statements for the Year Ended 30 November 2020**

#### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

The trustees have considered the impact of COVID-19 and do not consider it to have a material impact on the balances included within the financial statements or believe that it casts any significant doubt upon the charities ability to continue as a going concern.

The trustees have taken both reactive and proactive measures in order to mitigate any risks associated with COVID-19 including managing cash flow to ensure that debts can be paid when they fall due, managing staffing levels and monitoring key customer and supplier activity.

The trustees have implemented a robust system of procedures and controls in order to deal with any associated risks.

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### **Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

#### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Support costs**

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

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Office equipment	33.33% straight line

## **Protection Approaches**

### **Notes to the Financial Statements for the Year Ended 30 November 2020**

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 3 Income from donations and legacies

	<b>Unrestricted funds General £</b>	<b>Total funds £</b>
Donations and legacies;		
Donations from individuals	16,886	16,886
<b>Total for 2020</b>	<b>16,886</b>	<b>16,886</b>
<b>Total for 2019</b>	<b>2,771</b>	<b>2,771</b>

#### 4 Income from charitable activities

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Core charitable activities including schools programme	8,870	-	8,870
Wellspring Philanthropic Fund	-	141,751	141,751
Greater London Authority	-	20,823	20,823
Home Office Hate Crime Fund	-	18,916	18,916
Jo Cox Memorial	-	45,157	45,157
National Lottery, Community Fund - COVID 19 emergency funding	-	73,081	73,081
The Greater London Assembly, Mayor's Shared Endeavour Fund	-	19,973	19,973
London Funders, Community Response Fund	-	49,248	49,248
<b>Total for 2020</b>	<b>8,870</b>	<b>368,949</b>	<b>377,819</b>
<b>Total for 2019</b>	<b>3,870</b>	<b>235,225</b>	<b>239,095</b>

#### 5 Other income

	<b>Unrestricted funds General £</b>	<b>Total funds £</b>
Management charge	15,891	15,891
<b>Total for 2020</b>	<b>15,891</b>	<b>15,891</b>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 6 Expenditure on raising funds

##### a) Costs of generating donations and legacies

	<b>Restricted funds £</b>	<b>Total funds £</b>
Other direct costs of generating voluntary income	<u>222</u>	<u>222</u>
<b>Total for 2020</b>	<u>222</u>	<u>222</u>
<b>Total for 2019</b>	<u>230</u>	<u>230</u>
	<b>Direct costs £</b>	<b>Total costs £</b>
Costs of generating donations and legacies	<u>222</u>	<u>222</u>
<b>Total for 2020</b>	<u>222</u>	<u>222</u>
<b>Total for 2019</b>	<u>230</u>	<u>230</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 7 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total expenditure £
Core charitable activities including schools programme	343	84	427
Wellspring Philanthropic Fund	98,262	22,031	120,293
Greater London Authority	22,290	1,327	23,617
Wandsworth 19-20	4,898	3,950	8,848
Home Office Hate Crime	19,404	(488)	18,916
Lottery Awards For All Our Wandsworth	4,500	4,700	9,200
Jo Cox Memorial Grant	34,056	3,912	37,968
National Lottery, Community Fund - COVID 19 emergency funding	31,732	2,390	34,122
The Greater London Assembly, Mayor's Shared Endeavour Fund	14,546	1,633	16,179
London Funders, Community Response Fund	15,000	-	15,000
<b>Total for 2020</b>	<u>245,031</u>	<u>39,539</u>	<u>284,570</u>
<b>Total for 2019</b>	<u>184,313</u>	<u>21,795</u>	<u>206,108</u>
	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
Core charitable activities including schools programme	343	-	343
Wellspring Philanthropic Fund	-	98,262	98,262
Greater London Authority	-	22,290	22,290
Wandsworth 19-20	-	4,898	4,898
Home Office Hate Crime	-	19,404	19,404
Lottery Awards For All Our Wandsworth	-	4,500	4,500
Jo Cox Memorial Grant	-	34,056	34,056
National Lottery, Community Fund - COVID 19 emergency funding	-	31,732	31,732
The Greater London Assembly, Mayor's Shared Endeavour Fund	-	14,546	14,546
London Funders, Community Response Fund	-	15,000	15,000
Allocated support costs	84	39,455	39,539
<b>Total for 2020</b>	<u>427</u>	<u>284,143</u>	<u>284,570</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

	Unrestricted funds General £	Restricted funds £	Total funds £
Total for 2019	<u>530</u>	<u>205,578</u>	<u>206,108</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 8 Analysis of support costs

##### Support costs allocated to charitable activities

	Basis of allocation	Governance costs £	Information technology £	Administration costs £	Premises costs £	Total funds £
Core charitable activities including schools programme	A	-	-	84	-	84
Wellspring Philanthropic Fund	A	6,479	3,507	(60)	12,105	22,031
Home Office Hate Crime	A	-	14	(502)	-	(488)
Greater London Authority	A	-	-	1,327	-	1,327
Wandsworth 19-20	A	-	-	3,950	-	3,950
Jo Cox Memorial Grant	A	-	20	3,892	-	3,912
Lottery Awards For All Our Wandsworth	A	-	-	4,700	-	4,700
National Lottery Community Fund - COVID 19 emergency funding	A	-	-	2,390	-	2,390
Shared Endeavour	A	-	-	1,633	-	1,633
<b>Total for 2020</b>		<u>6,479</u>	<u>3,541</u>	<u>17,414</u>	<u>12,105</u>	<u>39,539</u>
<b>Total for 2019</b>		<u>2,060</u>	<u>2,895</u>	<u>5,285</u>	<u>11,555</u>	<u>21,795</u>

##### Basis of allocation

Reference	Method of allocation
A	For all expenditure 100% of the cost incurred

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2020 £	2019 £
Independent examination fees	1,800	1,700
Depreciation of fixed assets	<u>863</u>	<u>894</u>

#### 10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 11 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
<b>Staff costs during the year were:</b>		
Wages and salaries	150,979	121,439
Social security costs	10,135	8,863
Pension costs	4,526	3,809
Other staff costs	<u>1,260</u>	<u>-</u>
	<u>166,900</u>	<u>134,111</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2020 No	2019 No
Charitable activities	<u>5</u>	<u>4</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £91,334 (2019 - £89,223).

## **Protection Approaches**

### **Notes to the Financial Statements for the Year Ended 30 November 2020**

#### **12 Taxation**

The charity is a registered charity and is therefore exempt from taxation.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 13 Tangible fixed assets

	Office equipment £	Total £
<b>Cost</b>		
At 1 December 2019	2,880	2,880
Additions	225	225
At 30 November 2020	3,105	3,105
<b>Depreciation</b>		
At 1 December 2019	1,856	1,856
Charge for the year	863	863
At 30 November 2020	2,719	2,719
<b>Net book value</b>		
At 30 November 2020	386	386
At 30 November 2019	1,024	1,024

#### 14 Debtors

	2020 £	2019 £
Trade debtors	-	29,589
Prepayments	2,700	2,700
Accrued income	-	9,270
	2,700	41,559

#### 15 Cash and cash equivalents

	2020 £	2019 £
Cash at bank	203,918	55,363

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 16 Creditors: amounts falling due within one year

	2020 £	2019 £
Other taxation and social security	4,978	3,989
Other creditors	876	658
Accruals	17,270	14,400
Deferred income	-	20,823
	<u>23,124</u>	<u>39,870</u>

	2020 £	2019 £
Deferred income at 1 December 2019	(20,823)	(24,760)
Resources deferred in the period	-	(20,823)
Amounts released from previous periods	<u>20,823</u>	<u>24,760</u>
Deferred income at year end	<u>-</u>	<u>(20,823)</u>

#### 17 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £4,526 (2019 - £3,809).

#### 18 Commitments

##### Other financial commitments

At the year end the charity had entered into operating lease commitments in respect of IT equipment. The total amount of operating lease commitments not provided in the financial statements was £1,560 (2019 - £2,688).

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 19 Funds

	Balance at 1 December 2019 £	Incoming resources £	Resources expended £	Balance at 30 November 2020 £
<b>Unrestricted</b>				
<b>General</b>				
Core charitable activities including schools programme	8,950	41,647	(427)	50,170
<b>Restricted</b>				
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Wellspring Philanthropic Fund	17,968	141,751	(119,995)	39,724
Wellspring Philanthropic Fixed Asset Fund	707	-	(520)	187
Greater London Authority	8,403	20,823	(23,617)	5,609
Our Wandsworth	8,848	-	(8,848)	-
Home Office Community Hate Crime Fund	-	18,916	(18,916)	-
Lottery Awards For All Our Wandsworth	9,200	-	(9,200)	-
Jo Cox Memorial Grant	-	45,157	(37,968)	7,189
National Lottery Community Fund - COVID 19 emergency funding	-	73,081	(34,122)	38,959
The Greater London Assembly, Mayor's Shared Endeavor Fund	-	19,973	(16,179)	3,794
London Funders, Community Response Fund	-	49,248	(15,000)	34,248
<b>Total restricted</b>	<u>49,126</u>	<u>368,949</u>	<u>(284,365)</u>	<u>133,710</u>
<b>Total funds</b>	<u>58,076</u>	<u>410,596</u>	<u>(284,792)</u>	<u>183,880</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

	Balance at 1 December 2018 £	Incoming resources £	Resources expended £	Balance at 30 November 2019 £
<b>Unrestricted funds</b>				
<i>General</i>				
Core charitable activities including schools programme	2,839	6,641	(530)	8,950
<b>Restricted</b>				
Hammersmith united charities - Prejudice and us	4,000	-	-	4,000
Hammersmith united charities - Prejudice and us fixed asset fund	106	-	(106)	-
Wellspring Philanthropic Fund	9,877	132,019	(123,928)	17,968
Wellspring Philanthropic Fixed Asset Fund	774	-	(67)	707
Greater London Authority	4,952	28,925	(25,474)	8,403
Our Wandsworth	-	8,880	(32)	8,848
Home Office Community Hate Crime Fund	-	44,547	(44,547)	-
Lottery Awards For All Our Wandsworth	-	9,200	-	9,200
Thought Partnerships	-	2,384	(2,384)	-
Jo Cox Memorial Grant	-	9,270	(9,270)	-
<b>Total restricted funds</b>	<u>19,709</u>	<u>235,225</u>	<u>(205,808)</u>	<u>49,126</u>
<b>Total funds</b>	<u>22,548</u>	<u>241,866</u>	<u>(206,338)</u>	<u>58,076</u>

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### Grants

##### Thought Partnerships

Grant towards convening a wide ranging online consultation bringing together civil society, academics, community activists and campaigners from across Europe to crowdsource expertise on Europe's prevention crisis.

##### Wellspring Philanthropic Fund, General operating support

Supporting our work to improve prediction, prevention and responses to identity-based violence in the UK and enhanced UK contributions to the prediction and prevention of, and responses to, identity-based violence worldwide.

##### Greater London Authority, Young Londoners Fund

Working over two years with a cohort of young people in Newham at risk of exclusion and/or involvement in criminal activity to develop youth-led approaches to divisions they identify within their local community.

##### UK Home Office, Community Hate Crime Fund

One year project in partnership with Newham Council to deliver the pilot of a community focussed hate crime awareness and reporting programme.

##### The National Lottery, Awards for All

One year project working with marginalised communities in Wandsworth to explore experiences of prejudice and community divides through arts activities.

##### Wandsworth Council, Wandsworth Community Fund

One year project working with marginalised communities in Wandsworth to explore experiences of prejudice and community divides through arts activities.

##### Jo Cox Memorial grant

A three-year multi-partner project to improve early warning and coordinated prevention of identity-based violence in DRC and Burundi. The project is managed by Peace Direct.

##### Hammersmith united charities - Prejudice and us

Work with young people in the constituency of Hammersmith to develop youth-led approaches to divisions they identify within their local community.

The Greater London Assembly, Mayor's Shared Endeavor Fund - An eight-month project to train 300 new community builders across London, equipped with the skills, knowledge and confidence they need to lead in building strong and resilient communities

National Lottery, Community Fund - Eight-month project in partnership with the Chinese Welfare Trust and Newham Chinese Association to train and support an England-wide network of 12 British Chinese, East, and Southeast Asian community organisations to respond to the rising levels of hate crimes.

## **Protection Approaches**

### **Notes to the Financial Statements for the Year Ended 30 November 2020**

London Funders, Community Response Fund - Seven-month project in partnership with the Chinese Welfare Trust and Newham Chinese Association to train and support a London network of 21 British Chinese, East, and Southeast Asian community organisations to respond to the rising levels of hate crimes.

## Protection Approaches

### Notes to the Financial Statements for the Year Ended 30 November 2020

#### 20 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 30 November 2020 £
Tangible fixed assets	199	187	386
Current assets	49,971	156,647	206,618
Current liabilities	-	(23,124)	(23,124)
<b>Total net assets</b>	<b>50,170</b>	<b>133,710</b>	<b>183,880</b>
	Unrestricted funds General £	Restricted funds £	Total funds at 30 November 2019 £
Tangible fixed assets	317	707	1,024
Current assets	8,633	88,289	96,922
Current liabilities	-	(39,870)	(39,870)
<b>Total net assets</b>	<b>8,950</b>	<b>49,126</b>	<b>58,076</b>