

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

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Protection Approaches

Reference and Administrative Details

Trustees	Marsha Bertie-Small
	Claire Fyfe
	Will Martindale
	Joanna Henderson
Principal Office	Edinburgh House
	170 Kennington Lane
	London
	SE11 5DP
	The charity is incorporated in England and Wales.
Company Registration Number	09304012
Charity Registration Number	1171433
Independent Examiner	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.

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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.

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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.

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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.

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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.

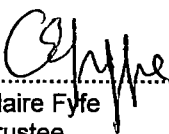
Arrangements for setting key management personnel remuneration

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 Pye
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: 20th August 2021

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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 £
Income and Endowments from:				
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>
Expenditure on:				
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
Reconciliation of funds				
Total funds brought forward		<u>8,950</u>	<u>49,126</u>	<u>58,076</u>
Total funds carried forward	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.

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

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 £
Fixed assets			
Tangible assets	13	386	1,024
Current assets			
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
Creditors: Amounts falling due within one year	16	<u>(23,124)</u>	<u>(39,870)</u>
Net current assets		<u>183,494</u>	<u>57,052</u>
Net assets		<u><u>183,880</u></u>	<u><u>58,076</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds	19	133,710	49,126
Unrestricted income funds			
Unrestricted funds		<u>50,170</u>	<u>8,950</u>
Total funds	19	<u><u>183,880</u></u>	<u><u>58,076</u></u>

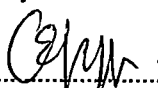
For the financial year ending 30 November 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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.

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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.

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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.

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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:

Asset class
Office equipment

Depreciation method and rate
33.33% straight line

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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.

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

3 Income from donations and legacies

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

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
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
Total for 2020	8,870	368,949	377,819
Total for 2019	3,870	235,225	239,095

5 Other income

	Unrestricted funds General £	Total funds £
Management charge	15,891	15,891
Total for 2020	15,891	15,891

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

6 Expenditure on raising funds

a) Costs of generating donations and legacies

	Restricted funds £	Total funds £
Other direct costs of generating voluntary income	222	222
Total for 2020	222	222
Total for 2019	230	230
	Direct costs £	Total costs £
Costs of generating donations and legacies	222	222
Total for 2020	222	222
Total for 2019	230	230

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
Total for 2020	245,031	39,539	284,570
Total for 2019	184,313	21,795	206,108

	Unrestricted funds General £	Restricted funds £	Total funds £
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
Total for 2020	427	284,143	284,570

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
Total for 2020		<u>6,479</u>	<u>3,541</u>	<u>17,414</u>	<u>12,105</u>	<u>39,539</u>
Total for 2019		<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 £
Staff costs during the year were:		
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 £
Cost		
At 1 December 2019	2,880	2,880
Additions	<u>225</u>	<u>225</u>
At 30 November 2020	<u>3,105</u>	<u>3,105</u>
Depreciation		
At 1 December 2019	1,856	1,856
Charge for the year	<u>863</u>	<u>863</u>
At 30 November 2020	<u>2,719</u>	<u>2,719</u>
Net book value		
At 30 November 2020	<u>386</u>	<u>386</u>
At 30 November 2019	<u>1,024</u>	<u>1,024</u>

14 Debtors

	2020 £	2019 £
Trade debtors	-	29,589
Prepayments	2,700	2,700
Accrued income	<u>-</u>	<u>9,270</u>
	<u>2,700</u>	<u>41,559</u>

15 Cash and cash equivalents

	2020 £	2019 £
Cash at bank	<u>203,918</u>	<u>55,363</u>

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	20,823	24,760
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 £
Unrestricted				
General				
Core charitable activities including schools programme	8,950	41,647	(427)	50,170
Restricted				
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
Total restricted	<u>49,126</u>	<u>368,949</u>	<u>(284,365)</u>	<u>133,710</u>
Total funds	<u><u>58,076</u></u>	<u><u>410,596</u></u>	<u><u>(284,792)</u></u>	<u><u>183,880</u></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 £
Unrestricted funds				
<i>General</i>				
Core charitable activities including schools programme	2,839	6,641	(530)	8,950
Restricted				
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)	-
Total restricted funds	<u>19,709</u>	<u>235,225</u>	<u>(205,808)</u>	<u>49,126</u>
Total funds	<u><u>22,548</u></u>	<u><u>241,866</u></u>	<u><u>(206,338)</u></u>	<u><u>58,076</u></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)
Total net assets	<u>50,170</u>	<u>133,710</u>	<u>183,880</u>

	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)
Total net assets	<u>8,950</u>	<u>49,126</u>	<u>58,076</u>