

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

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

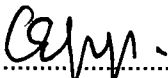
The trustees (who are also the directors of Protection Approaches for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable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

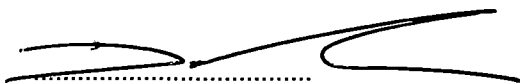
Independent examiner's statement

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

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 £
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	<u>(427)</u>	<u>(284,143)</u>	<u>(284,570)</u>
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><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 £
Fixed assets			
Tangible assets	13	916	386
Current assets			
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
Creditors: Amounts falling due within one year	16	<u>(8,876)</u>	<u>(23,124)</u>
Net current assets		<u>102,536</u>	<u>183,494</u>
Net assets		<u>103,452</u>	<u>183,880</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	19	55,354	133,710
Unrestricted income funds			
Unrestricted funds		<u>48,098</u>	<u>50,170</u>
Total funds	19	<u>103,452</u>	<u>183,880</u>

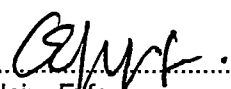
For the financial year ending 30 November 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

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

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
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
Total for 2021	<u>15,460</u>	<u>235,141</u>	<u>250,601</u>
Total for 2020	<u>8,870</u>	<u>368,949</u>	<u>377,819</u>

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

	Note	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
Total for 2021	292,196	42,656	334,852
Total for 2020	245,031	39,539	284,570

	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
Total for 2021	21,355	313,497	334,852
Total for 2020	427	284,143	284,570

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
Total for 2021		<u>9,188</u>	<u>11,215</u>	<u>1,380</u>	<u>20,873</u>	<u>42,656</u>
Total for 2020		<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 £
Staff costs during the year were:		
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 £
Cost		
At 1 December 2020	3,105	3,105
Additions	958	958
At 30 November 2021	4,063	4,063
Depreciation		
At 1 December 2020	2,719	2,719
Charge for the year	428	428
At 30 November 2021	3,147	3,147
Net book value		
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 £
Unrestricted funds				
General				
Core charitable activities including schools programme	50,170	19,283	(21,355)	48,098
Restricted funds				
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)	-
Total restricted funds	<u>133,710</u>	<u>235,141</u>	<u>(313,497)</u>	<u>55,354</u>
Total funds	<u><u>183,880</u></u>	<u><u>254,424</u></u>	<u><u>(334,852)</u></u>	<u><u>103,452</u></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 £
Unrestricted funds				
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 funds	<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 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

	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)
Total net assets	<u>48,098</u>	<u>55,354</u>	<u>103,452</u>

	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>