

# THE FAITH & BELIEF FORUM

England & Wales · Charity number 1173369

## Details

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|             |                                                             |
|-------------|-------------------------------------------------------------|
| Other names | FRIENDS OF THE THREE FAITHS FORUM, THREE FAITHS FORUM (3FF) |
| Status      | Registered                                                  |
| Legal form  | CIO                                                         |
| Registered  | 2017-06-12                                                  |
| Register    | <a href="#">View on the Charity Commission register</a>     |

## Contact

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|         |                                                                           |
|---------|---------------------------------------------------------------------------|
| Address | 5 Brayford Square<br>London<br>E1 0SG                                     |
| Phone   | 07398 958737                                                              |
| Email   | <a href="mailto:info@faithbeliefforum.org">info@faithbeliefforum.org</a>  |
| Website | <a href="https://faithbeliefforum.org/">https://faithbeliefforum.org/</a> |

## Activities

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**Objects:** THE OBJECT OF THE CIO IS TO PROMOTE RELIGIOUS HARMONY AND GOOD COMMUNAL RELATIONS THROUGH PROMOTING KNOWLEDGE AND MUTUAL UNDERSTANDING OF, AND RESPECT FOR, THE BELIEFS AND PRACTICES OF DIFFERENT RELIGIOUS FAITHS, AND BELIEFS

**Activities:** Building good relations between people of all faiths and beliefs

## Classification

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

### Geography

- Germany
- Israel
- Sweden
- Throughout England And Wales

### Finances

| Period end | Income     | Expenditure | Assets   | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-03-31 | £920,891   | £953,729    | £77,039  | 16        |
| 2024-03-31 | £810,498   | £929,158    | £109,877 | 16        |
| 2023-03-31 | £902,930   | £983,426    | £228,537 | 19        |
| 2022-03-31 | £884,335   | £820,468    | £309,033 | 25        |
| 2021-03-31 | £1,028,241 | £878,330    | £245,166 | 18        |

### Trustees

| Name                    | Role  | Appointed  |
|-------------------------|-------|------------|
| Michael Anthony Ziff    | Chair | 2024-06-17 |
| Bibi Rabbiyah Khan      |       | 2026-01-12 |
| Marie Sarah van der Zyl |       | 2026-02-02 |
| Mohammed Ali Amla       |       | 2022-12-20 |
| NOAM TAMIR              |       | 2016-02-09 |

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# Accounts

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**THE FAITH & BELIEF FORUM**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2025**

**THE FAITH & BELIEF FORUM**  
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## **THE FAITH & BELIEF FORUM**

### **REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025**

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#### **Trustees**

Professor Mike Hardy CMG OBE (Chair of Trustees, stepped down 18 June 2024)  
N Tamir  
C Shanahan (resigned 25 March 2025)  
Dr M A Ziff (Appointed 17 June 2024)  
M A Amla  
M A Fox  
L Parrales (resigned 21 February 2025)  
F Bauer (resigned 28 February 2025)

#### **Charity registered number**

1173369

#### **Principal office**

5 Brayford Square  
London  
E1 0SG

#### **Director**

Carrie Alderton (Interim CEO)

#### **President**

Michael Sternberg KC KCFO OBE

#### **Independent examiner**

Blick Rothenberg Limited  
16 Great Queen Street  
Covent Garden  
London  
WC 2B 5AH

#### **Bankers**

CAF Bank Limited  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4JQ

#### **Solicitors**

Bryan Cave Leighton Paisner LLP  
Adelaide House  
London Bridge  
London, EC4R 9HA

Howard Kennedy LLP  
No.1 London Bridge  
London, SE1 9BG

**THE FAITH & BELIEF FORUM**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
(CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Champions**

HRH Princess Badiya bint El Hassan  
Rt Hon Dominic Grieve KC  
Sir Stephen Timms MP  
Shabir Randeree CBE  
Prem Goyal OBE JP  
Mayor Andy Burnham  
David Dangoor DL  
Preet Kaur Gill MP  
Bushra Nasir CBE DL

## THE FAITH & BELIEF FORUM

### CEO'S REPORT FOR THE YEAR ENDED 31 MARCH 2025

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The CEO presents her report for the year.

For many last summer's riots, following the murders of Bebe King, Elsie Dot Stancombe and Alice da Silva Aguiar in Southport, were a terrifying echo of racism in 1970's and 80's Britain. However, for those of us working at the "coal face" of dialogue across difference, the mobilisation of the far right and the outburst of riots across the country were sadly unsurprising. Social tensions and grievances, the impacts of the cost-of-living crisis, community polarisation and division, and declining political trust have been unaddressed for generations. And in the last 2 years, influenced by global affairs and international conflicts, preexisting relationships between people of faith – and even the willingness to hear and understand different views – have sadly eroded in the spaces in which we work.

As a national interfaith organisation, the Faith & Belief Forum (F&BF) witnessed the significant impact of the riots, and increasing polarisation, on the communities we serve:

Teachers reported difficulty in managing conversations post-riots and in response to events like October 7th and the ongoing conflict in the Middle East. Children struggled to process what was happening, lacking the skills and space to engage constructively. The need for dialogue, empathy, and critical thinking was clear. With the limited resources and financial and structural issues facing the subject of RE (with 51% of RE classes taught by a non-RE specialist), the quality of RE teaching in your area is a postcode lottery. However, due to it being a space where students can share their ideas and values, the subject becomes the "dumping ground for controversy". Teachers, unprepared, often shut down conversations out of fear. We responded to this need through creating tailored advice and resources, like our resource Sensitive Issues: Supporting Students with Skills For Dialogue.

Universities saw heightened anxiety, when students have already been experiencing rising levels of hate and division. The Union of Jewish Students recorded a staggering 413% increase in antisemitic incidents from the academic year 2022-23 to 2023-24. We have been offering increased support, including regular check ins and training in conflict resolution, to our ParliaMentors students. We also facilitate opportunities for them to feel heard and empowered, by connecting them with decision makers: for example, in September 2024 Richard Burgeon MP held a round table with a number of our participants, to hear the experiences of them and their communities during and following the riots.

Communities have been driven apart. Our work in areas like Solihull and Glasgow showed communities reeling, in shock and in pain, following the riots and the ripple effects across the UK. With partners Why Me? and Interfaith Glasgow, we held restorative listening circles (as an extension of our Interfaith Restorative Justice Project). These informed our joint report launched in May 2025. As one interviewee said, "It's not just about this one event; people have been struggling for years."

Others withdrew from public life, feared retaliation, or altered mosque security practices. One respondent said: "we used to keep the door open so people who are travelling through can pop in to pray, but we've had to change that". There were reports of increased surveillance, burnout, and anxiety. We know that rising division and growing xenophobia is not experienced solely by one group. Through our research we uncovered the effect on Sikhs, Hindus, Jews, and white immigrants highlighting broader xenophobic dynamics.

The publication of our *Restorative Responses to the UK Summer Riots 2024* report was an important moment. This report explores how restorative justice practices can play a crucial role in helping communities reflect, heal, and rebuild trust after times of crisis. The Interfaith Restorative Justice project seeks to merge restorative justice and interfaith dialogue to address instances of faith-based hate. Our work in this space has never felt more important as we navigate a period of increased polarization and social fragmentation.

"Hope: hope in the face of difficulty. Hope in the face of uncertainty. The audacity of hope!" – Barack Obama

Despite what can seem like an impossible task, and one that could take a toll on all of us at F&BF, in the last year we have continually decided to *hope audaciously*.

## THE FAITH & BELIEF FORUM

### CEO'S REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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Through our schools work this last year,

- delivering the Inter Faith Week for schools' initiative, providing resources, training and advice for schools to celebrate Inter Faith Week in their schools, engaging thousands of educators through our resources (downloaded over 13,800 times) and trainings,
- linking 60 classes in London and Birmingham through sessions exploring of identity, encounter and common humanity,
- launching a new project called Faith In Encounter, piloting a blueprint for school engagement with local diverse communities,
- partnering with the National Citizen's Service to develop resources and training on interfaith, citizenship and social action.

We have seen the deep impact that empowering teachers to change their school culture and create brave spaces for dialogue has. And the deep impact that opportunities for encounter, spaces for conversation, and building religious literacy has in children.

*"[F&BF teaches] life skills essential for young people. The workshop plans online have enabled us to run a drop-down day with our sixth form students focusing specifically on these key skills that are not taught elsewhere in our curriculum."*

Sally, Sixth form lead from a college in London

Through our work in universities and with young people:

- a group of 30 students received in depth training, support and were mentored by our team and a Member of Parliament and delivered inspiring social action projects (including a collaboration with Age UK in Birmingham, uniting students and the elderly, and support for a homelessness charity in Nottingham) in our ParliaMentors programme,
- Delivered a successful Youth Interfaith Summit with over 200 young people in partnership with LSE, exploring faith, belief and the environment,
- Launched our new training and development programme: the Youth Forum on Faith & Ecology.

We have seen the impact that believing in young people, co-producing programmes and solutions, and providing intensive training and support has in building the next generation of interfaith leaders.

*"All opportunities I really believe I wouldn't have got without this programme. Parliamentors allowed me to develop from being quite shy and awkward to being an interfaith leader and someone who aspires to continue working in politics and helping local communities".*

Arjan Rai, alumni 2023-24

Through our work in communities:

- We delivered a successful London Dangoor Awards, highlighting the inspiring work of London's grassroots community groups, schools, and faith-based organisations (attended by 240),
- Co-produced a new public engagement event concept, the London Wellbeing Festival, with a multi-faith partnership group,
- Secured funding to re-launch our LGBTQ+ faith programme,
- Offered restorative training to community facilitators, and ran community listening circles to those effected by the summer riots.

We have seen the power in recognising the role of faith in society, exploring intersectional identity, and providing opportunities for communities to co-produce events and feel truly heard, to heal and build belonging.

*"A real celebration of multicultural London"*

Jessica Boxer, Hand in Hand

**THE FAITH & BELIEF FORUM**  
**CEO'S REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

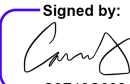
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Looking Ahead: Presenting Interfaith as a Solution to Division

From January 2024, we led an inclusive national consultation on the past, present and future of Inter Faith Week. Supported by MHCLG, it culminated in the seminal report Bursting the Bubble: Recommendations for Enhancing Inter Faith Week in England.

As we continue to lead on the development and delivery of Inter Faith Week, alongside national interfaith partners, and through engagement with government departments and initiatives such as the Commission on Community and Cohesion, F&BF is entering a new era. We have always known that our core interfaith education, youth engagement and community programmes are sector leading. But this engagement with national conversations on cohesion, and leadership of initiatives with a national reach, brings us a new opportunity: to advocate for quality interfaith programming as a solution to division.

I would like to express my deepest gratitude to our staff, trustees, partners, and supporters. Your ongoing commitment to our mission is what drives us forward, and I am excited to see what we can achieve together in the year ahead.

Signed by:  
  
.....  
C2F46C6024D648C.....  
Carrie Alderton  
Interim CEO  
Faith & Belief Forum

Date: 07-Jan-26 | 12:09 GMT

## **THE FAITH & BELIEF FORUM**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees present their annual report together with the financial statements of The Faith & Belief Forum for the year 1 April 2024 to 31 March 2025. The trustees confirm that the Annual Report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

#### **Financial review**

The charity generated incoming resources of £920,891 (2024: £810,498). This increase is due to an increase in charitable activities £649,391 (2024: £537,589). The level of donations have remained similar to prior year £270,635 (2024: £271,561). There has been a consequent increase in expenditure on charitable activities which increased to £953,729 from £929,158 in the previous year. The charity recorded a net decrease in funds of £32,838. At 31 March 2025 the charity had net assets of £77,039 (2024: £109,877).

#### **Going concern**

The challenges faced by the charity in 2024/25 resulted in a reduction of the free reserves to £39K. The challenging environment has continued into the current year, with the charity navigating realignments of donor relationships and the trustees considering the medium-term future of the Charity. The impact of the reduction in income has resulted in a plan to restructure the charity to ensure its long-term financial stability. Having considered the forecasts running into the financial year ending 31 March 2027 based on the changes being proposed within the agreed timeline the trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

#### **Reserves policy**

The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets. It is currently the policy of the charity to maintain free reserves at a level considered adequate to provide sufficient funds for between one- and three months' unrestricted expenditure, an amount equivalent to between £40,000 and £150,000. The free reserves amounted to £39K at 31 March 2025 which is below the desired range. Due to the reduction in Core funding there was a reduction of reserves as these were used to cover the shortfall within the year as plans were put in place to realign the Core budget with current income levels, this has included the restructure of Senior Management, the removal of the previous Director, and the move to a remote finance delivery model, this has provided a cost saving for Core in 25/26, for comparison the planned Core expenditure at the beginning of FY 24/25 was £357K the current planned expenditure in the Reforecast FY 25/26 is £256K a reduction of £101K of expenditure. In addition to this we are currently working with our Trustee Board to secure additional Core funding from our networks with a target of £100K in FY 25/26 of this £50K is already secured another £50K in the pipeline, if the additional £50K is secured this would allow us to potentially add between £10-£15K to reserves bringing us back in line with policy.

#### **Pay policy for staff**

We are committed to a fair and transparent pay structure that ensures we treat all staff equitably with regards to terms and conditions of employment, including pay. Employee salaries are awarded based on the organisation's salary scales. The scales are reviewed annually, taking into account inflation and cost of living increases (based on the Consumer Price Index and Retail Price Index), sector benchmarking, and funding available. The Faith & Belief Forum fully supports the living wage (as set by the Living Wage Foundation) and will aim to pay at this level, subject to affordability.

#### **Risk management**

The trustees assess on an annual basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. The principal risks faced by the charity are the security of its funding streams and the operational risks from working with young people in areas dealing with sensitive subjects. The trustees mitigate the risk to funding streams by diversifying as much as possible the sources of income. The operational risks are mitigated by having an effective safeguarding policy to which all staff adhere to. In addition,

**THE FAITH & BELIEF FORUM****TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

there is a staff handbook which reflects updated policies and procedures on whistleblowing and staff data handling and protection.

**Safeguarding**

The charity trustees take their responsibility in relation to safeguarding seriously and have adopted a Safeguarding policy to protect vulnerable people from abuse and to prevent abuse from happening in the first place.

**Conflict of interest**

All trustees give of their time freely and no trustee remuneration was paid in the year. The trustees and staff are required to disclose all relevant interests and where necessary withdraw from decisions where a conflict arises. The trustees also confirm that there is an appropriate and approved anti bribery policy.

**Information on fundraising practices**

The charity does not fundraise from the general public, but focuses its activities on specific charitable foundations. Therefore the trustees do not consider that the requirements of the fundraising code to be applicable to the charity.

**Structure, governance and management**

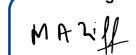
The Faith & Belief Forum is a Charitable Incorporated Organisation (CIO). The organisation was founded in 1997 as an unincorporated charitable trust called Three Faiths Forum (1092465). All activities, liabilities and assets transferred to the CIO (1173369) in 2017, and in 2018 the CIO changed its name to The Faith & Belief Forum. The object of the CIO is to promote religious harmony and good communal relations through promoting knowledge and mutual understanding of, and respect for, the beliefs and practices of different religious faiths, and beliefs. Our vision is of a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations. The organisation is governed by a board of trustees who meet regularly during the year. Finance and Compliance Committees meet before each board meeting to monitor and review relevant matters in more depth.

**Methods of appointment or election of Trustees**

The Board of trustees is authorised to appoint new trustees, as required, who are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation. New trustees are briefed on the organisation's constitution, strategic plan, policies, and procedures. They receive a copy of the previous years' financial statements and a copy of the constitution and are expected to sign a declaration of interests form. Trustees are responsible for the strategic direction of the organisation and delegate management to the Director. The Director reports to the board on organisational performance against operational plans approved by the Board. The Director and Head of Operations report regularly via the Finance Committee on the financial position of the organisation. The charity is grateful to its team of staff, consultants, freelancers, interns and volunteers for their outstanding dedication, hard work and commitment during the year.

Approved by order of the members of the board of trustees and signed on their behalf by:

DocuSigned by:



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**Dr M A Ziff**

(Chair of Trustees)

Date: 07-Jan-26 | 14:32 GMT

## THE FAITH & BELIEF FORUM

### STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2025

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The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

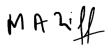
The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of trustees and signed on its behalf by:

Dr M A Ziff  
(Chair of Trustees)  
Date: 07-Jan-26 | 14:32 GMT

DocuSigned by:  
  
8F9AD731A422498...

**THE FAITH & BELIEF FORUM****INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2025****Independent examiner's report to the trustees of The Faith & Belief Forum ('the charity')**

I report to the charity trustees on my examination of the financial statements of The Faith & Belief Forum for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for my work or for this report.

**Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

**Independent examiner's statement**

Since the charity'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 ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed:

Mark Hart FCA  
Blick Rothenberg Limited  
Chartered Accountants  
16 Great Queen Street  
Covent Garden  
London  
WC2B 5AH

DocuSigned by:  
  
A55DB73BE5414B0...

Dated: 07-Jan-26 | 15:22 GMT

**THE FAITH & BELIEF FORUM****STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

|                                    | <b>Note</b> | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Restricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|------------------------------------|-------------|----------------------------------------------|--------------------------------------------|---------------------------------------|---------------------------------------|
| <b>Income from:</b>                |             |                                              |                                            |                                       |                                       |
| Donations and legacies             | 3           | <b>270,635</b>                               | -                                          | <b>270,635</b>                        | 271,561                               |
| Charitable activities              | 4           | <b>1,955</b>                                 | <b>647,436</b>                             | <b>649,391</b>                        | 537,589                               |
| Other income                       |             | <b>865</b>                                   | -                                          | <b>865</b>                            | 1,348                                 |
| <b>Total income</b>                |             | <b>273,455</b>                               | <b>647,436</b>                             | <b>920,891</b>                        | 810,498                               |
| <b>Expenditure on:</b>             |             |                                              |                                            |                                       |                                       |
| Raising funds                      | 5           | <b>6,875</b>                                 | -                                          | <b>6,875</b>                          | 14,850                                |
| Charitable activities              | 5           | <b>331,492</b>                               | <b>615,362</b>                             | <b>946,854</b>                        | 914,308                               |
| <b>Total expenditure</b>           |             | <b>338,367</b>                               | <b>615,362</b>                             | <b>953,729</b>                        | 929,158                               |
| <b>Net movement in funds</b>       |             | <b>(64,912)</b>                              | <b>32,074</b>                              | <b>(32,838)</b>                       | (118,660)                             |
| <b>Reconciliation of funds:</b>    |             |                                              |                                            |                                       |                                       |
|                                    | 14          |                                              |                                            |                                       |                                       |
| Total funds brought forward        |             | <b>109,877</b>                               | -                                          | <b>109,877</b>                        | 228,537                               |
| Net movement in funds              |             | <b>(64,912)</b>                              | <b>32,074</b>                              | <b>(32,838)</b>                       | (118,660)                             |
| <b>Total funds carried forward</b> |             | <b>44,965</b>                                | <b>32,074</b>                              | <b>77,039</b>                         | 109,877                               |

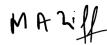
The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 13 to 24 form part of these financial statements.

**THE FAITH & BELIEF FORUM****BALANCE SHEET  
FOR THE YEAR ENDED 31 MARCH 2025**

|                                                | Note | 2025<br>£            | 2024<br>£             |
|------------------------------------------------|------|----------------------|-----------------------|
| <b>Fixed assets</b>                            |      |                      |                       |
| Tangible assets                                | 11   | 5,873                | 7,831                 |
|                                                |      | <u>5,873</u>         | <u>7,831</u>          |
| <b>Current assets</b>                          |      |                      |                       |
| Debtors                                        | 12   | 49,997               | 67,050                |
| Cash at bank and in hand                       |      | 191,338              | 183,355               |
|                                                |      | <u>241,335</u>       | <u>250,405</u>        |
| <b>Current liabilities</b>                     |      |                      |                       |
| Creditors: amounts falling due within one year | 13   | (170,169)            | (148,359)             |
|                                                |      | <u>71,166</u>        | <u>102,046</u>        |
| <b>Net current assets</b>                      |      |                      |                       |
|                                                |      | <u>77,039</u>        | <u>109,877</u>        |
| <b>Total assets less current liabilities</b>   |      |                      |                       |
|                                                |      | <u>77,039</u>        | <u>109,877</u>        |
| <b>Total net assets</b>                        |      | <u><u>77,039</u></u> | <u><u>109,877</u></u> |
| <b>Charity funds</b>                           |      |                      |                       |
| Restricted funds                               | 14   | 32,074               | -                     |
| Unrestricted funds                             | 14   | 44,965               | 109,877               |
|                                                |      | <u>77,039</u>        | <u>109,877</u>        |
| <b>Total funds</b>                             |      | <u><u>77,039</u></u> | <u><u>109,877</u></u> |

The financial statements were approved and authorised for issue by the trustees and signed on their behalf by:

DocuSigned by:  
  
 8F9AD731A422498...

**Dr M A Ziff**  
 (Chair of Trustees)  
 Date: 07-Jan-26 | 14:32 GMT

The notes on pages 13 to 24 form part of these financial statements.

THE FAITH & BELIEF FORUM

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

|                                                        | Note | 2025<br>£ | 2024<br>£ |
|--------------------------------------------------------|------|-----------|-----------|
| Cash flows from operating activities                   |      |           |           |
| Net cash used in operating activities                  | 16   | 7,118     | (166,892) |
| Cash flows from investing activities                   |      |           |           |
| Dividends, interests and rents from investments        |      | 865       | 1,348     |
| Net cash provided by investing activities              |      | 865       | 1,348     |
| Cash flows from financing activities                   |      |           |           |
| Net cash provided by financing activities              |      | -         | -         |
| Change in cash and cash equivalents in the year        |      | 7,983     | (165,544) |
| Cash and cash equivalents at the beginning of the year |      | 183,355   | 348,899   |
| Cash and cash equivalents at the end of the year       | 17   | 191,338   | 183,355   |

The notes on pages 13 to 24 form part of these financial statements

# THE FAITH & BELIEF FORUM

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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### 1. General information

The Faith & Belief Forum is a Charitable Incorporated Organisation registered at the Charities Commission in England & Wales with charity number 1173369. The address of the registered office is Star House 104-108 Grafton Road, London, NW5 4BA.

The financial statements are prepared in sterling (£), which is the functional currency of the charity. Monetary amounts in these financial statements are round to the nearest £.

### 2. Accounting policies

#### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Faith & Belief Forum 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.

#### 2.2 Going concern

The challenges faced by the charity in 2024/25 resulted in a reduction of the free reserves to £39K. The challenging environment has continued into the current year, with the Charity navigating realignments of donor relationships and the trustees considering the medium-term future of the Charity. The impact of the reduction in income has resulted in a plan to restructure the charity to ensure its long-term financial stability. Having considered the forecasts running into the financial year ending 31 March 2027 based on the changes being proposed within the agreed timeline the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

**THE FAITH & BELIEF FORUM****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**2. Accounting policies (continued)****2.3 Income**

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 income receivable can be measured reliably.

Donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

## THE FAITH & BELIEF FORUM

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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## 2. Accounting policies (continued)

### 2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

|                  |                        |
|------------------|------------------------|
| Office equipment | - 25% reducing balance |
|------------------|------------------------|

### 2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### 2.9 Financial instruments

The charity has elected to apply Sections 11 and 12 of FRS 102 in respect of financial instruments.

Financial assets and financial liabilities are recognised when the charity becomes party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

The charity's policies for its major classes of financial assets and financial liabilities are set out below.

#### Financial assets

Basic financial assets, including trade and other debtors, and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

**THE FAITH & BELIEF FORUM****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**2. Accounting policies (continued)****Financial instruments (continued)****Financial liabilities**

Basic financial liabilities, including trade and other creditors are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

**Impairment of financial assets**

Financial assets measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the profit and loss account.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between the asset's carrying amount and the best estimate of the amount the charity would receive for the asset if it were to be sold at the reporting date.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If the financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

**Derecognition of financial assets and financial liabilities**

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

**Offsetting of financial assets and financial liabilities**

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**2.10 Pensions**

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

THE FAITH & BELIEF FORUM

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

|                   | Unrestricted<br>funds<br>2025<br>£ | Total<br>funds<br>2025<br>£ | Total<br>funds<br>2024<br>£ |
|-------------------|------------------------------------|-----------------------------|-----------------------------|
| Donations         | 238,185                            | 238,185                     | 193,681                     |
| Donations in kind | 32,450                             | 32,450                      | 77,880                      |
|                   | 270,635                            | 270,635                     | 271,561                     |
| Total 2024        | 271,561                            | 271,561                     |                             |

Donations in kind relate to services provided in relation to to the charity's rental space.

4. Income from charitable activities

|                                   | Unrestricted<br>funds<br>2025<br>£ | Restricted<br>funds<br>2025<br>£ | Total<br>funds<br>2025<br>£ | Total<br>funds<br>2024<br>£ |
|-----------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Income from charitable activities | 1,955                              | 647,436                          | 649,391                     | 537,589                     |
| Total 2024                        | -                                  | 537,589                          | 537,589                     |                             |

## THE FAITH & BELIEF FORUM

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

#### 5. Charitable expenditure

|                    | Unrestricted<br>funds<br>2025<br>£ | Restricted<br>funds<br>2025<br>£ | Total<br>funds<br>2025<br>£ | Total<br>funds<br>2024<br>£ |
|--------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Direct costs       | 269,026                            | 514,266                          | <b>783,292</b>              | 738,456                     |
| Support costs      | 54,466                             | 101,096                          | <b>155,562</b>              | 167,852                     |
| Governance costs   | 8,000                              | -                                | <b>8,000</b>                | 8,000                       |
| Fund raising costs | 6,875                              | -                                | <b>6,875</b>                | 14,850                      |
|                    | <u>338,367</u>                     | <u>615,362</u>                   | <u><b>953,729</b></u>       | <u>929,158</u>              |
| Total 2024         | <u>391,569</u>                     | <u>537,589</u>                   | <u>929,158</u>              |                             |

#### 6. Direct costs

|                      | Unrestricted<br>funds<br>2025<br>£ | Programs<br>funds<br>2025<br>£ | Total<br>funds<br>2025<br>£ | Total<br>funds<br>2024<br>£ |
|----------------------|------------------------------------|--------------------------------|-----------------------------|-----------------------------|
| Employment costs     | 225,889                            | 316,778                        | <b>542,667</b>              | 548,887                     |
| Freelance assistants | 37,433                             | 132,919                        | <b>170,352</b>              | 88,075                      |
| Event expenses       | 5,704                              | 60,791                         | <b>66,495</b>               | 53,007                      |
| Mentoring expenses   | -                                  | 3,778                          | <b>3,778</b>                | 48,487                      |
|                      | <u>269,026</u>                     | <u>514,266</u>                 | <u><b>783,292</b></u>       | <u>738,456</u>              |
| Total 2024           | <u>277,091</u>                     | <u>461,365</u>                 | <u>738,456</u>              |                             |

**THE FAITH & BELIEF FORUM****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025****7. Support costs**

|                              | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Programs<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|------------------------------|----------------------------------------------|------------------------------------------|---------------------------------------|---------------------------------------|
| General office costs         | 30,668                                       | 2,331                                    | <b>32,999</b>                         | 26,003                                |
| Bank charge and interest     | 135                                          | -                                        | <b>135</b>                            | 162                                   |
| Insurance                    | 4,890                                        | -                                        | <b>4,890</b>                          | 4,726                                 |
| Communication expenses       | 6,058                                        | -                                        | <b>6,058</b>                          | 10,401                                |
| Travelling and subsistence   | 22,258                                       | 17,018                                   | <b>39,276</b>                         | 13,008                                |
| Marketing and publicity      | 2,179                                        | 2,105                                    | <b>4,284</b>                          | 5,347                                 |
| Professional fees            | 19,511                                       | -                                        | <b>19,511</b>                         | 18,949                                |
| Rent and rates & maintenance | 43,403                                       | -                                        | <b>43,403</b>                         | 82,570                                |
| Staff training               | 1,098                                        | 1,950                                    | <b>3,048</b>                          | 4,076                                 |
| Depreciation                 | 1,958                                        | -                                        | <b>1,958</b>                          | 2,610                                 |
|                              | <u>132,158</u>                               | <u>23,404</u>                            | <u><b>155,562</b></u>                 | <u>167,852</u>                        |
| Total 2024                   | <u>91,629</u>                                | <u>76,223</u>                            | <u>167,852</u>                        |                                       |

**8. Governance costs**

|                             | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|-----------------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Legal and professional fees | 8,000                                        | <b>8,000</b>                          | 8,000                                 |

The independent examiner's remuneration amounts to £8,000 (2024 : £8,000).

**9. Staff costs**

|                                                      | <b>2025<br/>£</b>     | <b>2024<br/>£</b> |
|------------------------------------------------------|-----------------------|-------------------|
| Wages and salaries                                   | <b>484,674</b>        | 486,316           |
| Social security costs                                | <b>34,147</b>         | 37,970            |
| Contribution to defined contribution pension schemes | <b>23,846</b>         | 24,601            |
|                                                      | <u><b>542,667</b></u> | <u>548,887</u>    |

THE FAITH & BELIEF FORUM

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

9. Staff costs (continued)

The average number of persons employed by the charity during the year was as follows:

|           | 2025<br>No. | 2024<br>No. |
|-----------|-------------|-------------|
| Employees | 16          | 16          |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                               | 2025<br>No. | 2024<br>No. |
|-------------------------------|-------------|-------------|
| In the band £70,001 - £80,000 | 1           | 1           |

The key management personnel of the charity comprise the Director and the Heads of Operations. The total remuneration of the key management personnel of the charity was £180,957 (2023: £219,593).

10. Trustees' remuneration and expenses

During the year, no trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no trustee expenses have been incurred (2024 - £NIL).

11. Tangible fixed assets

|                       | Office<br>equipment<br>£ |
|-----------------------|--------------------------|
| <b>Cost</b>           |                          |
| At 1 April 2024       | 43,638                   |
| At 31 March 2025      | 43,638                   |
| <b>Depreciation</b>   |                          |
| At 1 April 2024       | 35,807                   |
| Charge for the year   | 1,958                    |
| At 31 March 2025      | 37,765                   |
| <b>Net book value</b> |                          |
| At 31 March 2025      | 5,873                    |
| At 31 March 2024      | 7,831                    |

**THE FAITH & BELIEF FORUM****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025****12. Debtors**

|                            | <b>2025</b><br>£     | 2024<br>£     |
|----------------------------|----------------------|---------------|
| <b>Due within one year</b> |                      |               |
| Trade debtors              | <b>10,509</b>        | 550           |
| Other debtors              | <b>39,488</b>        | 66,500        |
|                            | <u><b>49,997</b></u> | <u>67,050</u> |

**13. Creditors: amounts falling due within one year**

|                                    | <b>2025</b><br>£      | 2024<br>£      |
|------------------------------------|-----------------------|----------------|
| Trade creditors                    | <b>780</b>            | 780            |
| Other taxation and social security | <b>2,856</b>          | 15,579         |
| Accruals and deferred income       | <b>166,533</b>        | 132,000        |
|                                    | <u><b>170,169</b></u> | <u>148,359</u> |

Deferred income represents grants and donations received in respect of projects to be run in the following financial year.

|                                        | <b>2025</b><br>£      | 2024<br>£      |
|----------------------------------------|-----------------------|----------------|
| Deferred income at 1 April 2024        | <b>124,000</b>        | 139,581        |
| Resources deferred during the year     | <b>138,000</b>        | 124,000        |
| Amounts released from previous periods | <b>(124,000)</b>      | (139,581)      |
|                                        | <u><b>138,000</b></u> | <u>124,000</u> |

## THE FAITH &amp; BELIEF FORUM

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

## 14. Statement of funds

## Statement of funds - current year

|                              | Balance at 1<br>April 2024<br>£ | Income<br>£    | Expenditure<br>£ | Balance at<br>31 March<br>2025<br>£ |
|------------------------------|---------------------------------|----------------|------------------|-------------------------------------|
| <b>Unrestricted funds</b>    |                                 |                |                  |                                     |
| General Funds - all funds    | 109,877                         | 273,455        | (338,367)        | 44,965                              |
| <b>Restricted funds</b>      |                                 |                |                  |                                     |
| Restricted Funds - all funds | -                               | 647,436        | (615,362)        | 32,074                              |
| <b>Total of funds</b>        | <b>109,877</b>                  | <b>920,891</b> | <b>(953,729)</b> | <b>77,039</b>                       |

## Statement of funds - prior year

|                              | Balance at<br>1 April 2023<br>£ | Income<br>£    | Expenditure<br>£ | Transfers<br>in/out<br>£ | Balance at<br>31 March<br>2024<br>£ |
|------------------------------|---------------------------------|----------------|------------------|--------------------------|-------------------------------------|
| <b>Unrestricted funds</b>    |                                 |                |                  |                          |                                     |
| General Funds - all funds    | 171,577                         | 272,909        | (391,569)        | 56,960                   | 109,877                             |
| <b>Restricted funds</b>      |                                 |                |                  |                          |                                     |
| Restricted Funds - all funds | 56,960                          | 537,589        | (537,589)        | (56,960)                 | -                                   |
| <b>Total of funds</b>        | <b>228,537</b>                  | <b>810,498</b> | <b>(929,158)</b> | <b>-</b>                 | <b>109,877</b>                      |

Restricted funds consists of the following:

Dangoor Online of £3,000 - this represents unspent funding from the Dangoor Online project, carried forward to support additional resources.

National Lottery of £10,293 - allocated for outstanding partner costs and ongoing staff time related to the project.

NCS of £5,987 - relates to ongoing project cost.

Sternberg of £6,933 - relates to funding for the Parliamentors programme covers delivery for the remainder of the current student year.

Culham of £5,861 - represents a portion of funds received in advance.

**THE FAITH & BELIEF FORUM****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025****15. Analysis of net assets between funds****Analysis of net assets between funds - current year**

|                               | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Restricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> |
|-------------------------------|----------------------------------------------|--------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 5,873                                        | -                                          | <b>5,873</b>                          |
| Current assets                | 171,261                                      | 70,074                                     | <b>241,335</b>                        |
| Creditors due within one year | (132,169)                                    | (38,000)                                   | <b>(170,169)</b>                      |
| <b>Total</b>                  | <b>44,965</b>                                | <b>32,074</b>                              | <b>77,039</b>                         |

**Analysis of net assets between funds - prior year**

|                               | <b>Unrestricted<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 7,831                                        | 7,831                                 |
| Current assets                | 250,405                                      | 250,405                               |
| Creditors due within one year | (148,359)                                    | (148,359)                             |
| <b>Total</b>                  | <b>109,877</b>                               | <b>109,877</b>                        |

**16. Reconciliation of net movement in funds to net cash flow from operating activities**

|                                                                         | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|-------------------------------------------------------------------------|-------------------|-------------------|
| Net expenditure for the year (as per Statement of Financial Activities) | <b>(32,838)</b>   | (118,660)         |
| <b>Adjustments for:</b>                                                 |                   |                   |
| Depreciation charges                                                    | <b>1,958</b>      | 2,610             |
| Dividends, interests and rents from investments                         | <b>(865)</b>      | (1,348)           |
| Decrease/(increase) in debtors                                          | <b>17,053</b>     | (27,500)          |
| Increase/(decrease) in creditors                                        | <b>21,810</b>     | (21,994)          |
| <b>Net cash provided by/(used in) operating activities</b>              | <b>7,118</b>      | (166,892)         |

THE FAITH & BELIEF FORUM

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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17. Analysis of cash and cash equivalents

|              | 2025<br>£ | 2024<br>£ |
|--------------|-----------|-----------|
| Cash in hand | 191,338   | 183,355   |

18. Analysis of changes in net debt

|                          | At 1 April<br>2024<br>£ | Cash flows<br>£ | At 31 March<br>2025<br>£ |
|--------------------------|-------------------------|-----------------|--------------------------|
| Cash at bank and in hand | 183,355                 | 7,983           | 191,338                  |
|                          | 183,355                 | 7,983           | 191,338                  |

19. Related party transactions

During the year, the charity received donations from trustees totalling £nil (2024: £40,000).

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# Accounts

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# **The Faith & Belief Forum** Annual report 2023-24

*“This generation is one of the best placed generations for interfaith work. We are more open and honest than older generations. We’re ready to make the change”*

ParliaMentors participant 2023-24

# Organisational details

## THE FAITH & BELIEF FORUM – REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

### Trustees

Professor Mike Hardy CMG OBE  
(Chair of Trustees, stepped down 18 June 2024)  
C Shanahan (appointed 21 April 2023)  
M A Ziff (appointed 18 June 2024)  
F Bauer (appointed 12 December 2023)  
M A Amla  
M A Fox  
L Parrales  
N Tamir

### Charity registered number

1173369

### Principal office

Star House  
104-108 Grafton Road  
London  
NW5 4BA

### Director

Phil Champain

### Independent examiner

Blick Rothenberg Limited  
Chartered Accountants  
16 Great Queen Street  
Covent Garden  
London  
WC2B 5AH

### Bankers

CAF Bank Limited  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent, ME19 4JQ

### Solicitors

Bryan Cave Leighton Paisner LLP  
Adelaide House  
London Bridge  
London, EC4R 9HA

Howard Kennedy LLP  
No.1 London Bridge  
London, SE1 9BG

### Champions

HRH Princess Badiya bint El Hassan,  
Rt Hon Dominic Grieve KC, Sir Stephen Timms MP,  
Shabir Randeree CBE, Prem Goyal OBE JP,  
Mayor Andy Burnham, David Dangoor CBE DL,  
Preet Kaur Gill MP, Bushra Nasir CBE DL

### Patrons

HE Cardinal Arinze, The Rt Hon John Bercow,  
Professor David Ford, His Royal Highness The Duke  
of Bragança, Lord Hameed of Hampstead CBE  
DL, The Rt Hon Baroness Hayman PC GBE, Rabbi  
Professor Jonathan Magonet, Prof. Dr Klaus Schwab  
KCMG, Baroness Scotland of Asthal PC KC,  
David Dangoor CBE DL

### President

Michael Sternberg KC KCFO OBE

# Director's review 2023-24

This year has been a tumultuous one for many people and communities in our sector as they have reeled against the atrocities of October 7th in Israel and the wider loss of life and conflict in the Middle East. Social polarisation has deepened; anxiety remains about how best to respond; the challenge for bridge builders has become acute; interfaith work has been questioned; and funding has been knocked.

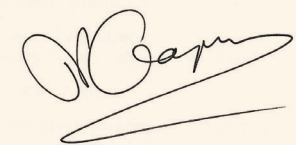
Indeed, it is a sad paradox that as incidents of antisemitism and islamophobia have increased exponentially, people's belief in dialogue as the antidote has weakened. Indeed, dialogue on this highly sensitive issue has tested us. Our staff, partners and beneficiaries have handled their own direct experiences, often traumatic ones, with dignity. Huge courage has been demonstrated in searching for ways to talk empathetically across divides. It has arguably been the most challenging period for our organisation and those we work with.

In an increasingly charged and febrile environment, we have forged new partnerships to enable our methodologies to better fit the new context, responding to the needs of schools and universities to have the difficult conversations they still need to have; we have launched a new strand of work, applying restorative approaches to repairing harm at the local level through community dialogue; we have continued to shine a light on the important work of others through our faith & belief community awards; and we have intensified our support and coaching for those young interfaith leaders on our programmes.

There is much still to do. It is perhaps ironic that at such a critical juncture for interfaith, the Interfaith Network is shutting down. Where once there was a capacity for connecting the multitude of different faith and belief organisations that are so important for the social cohesion of our communities, there is now a vacuum. As we look ahead to 2024/25 it will be important for us to consider how F&BF can help fill this vacuum and build the capacity in society for people of different faiths and beliefs to come together for the benefit of humanity.

**You will find hope in the following pages of this report which give more detail of what we have done and the impact we have had during the past year. At the heart of the stories on these pages is a steadfast belief in the power of dialogue. In the schools, universities and communities we touch, people from different faiths and beliefs are connecting and deepening their understanding of each other. They are learning new skills to help navigate the complexity of identity. They are sharing pain and joy. They are standing together to speak out on what matters to them. Through their encounters they are recognising their common humanity.**

With huge thanks to all our loyal donors and supporters who continue to help us in different ways.



Phil Champaign,  
Director

# About us



Our vision is a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations. We believe the future belongs to people of all beliefs, that intolerance has no place in society and that diversity adds value. Our mission is to promote and build meaningful and resilient relationships between people of all faiths and non-religious beliefs, through education, encounter, and social action opportunities. We consider ourselves to be an areligious, apolitical organisation which has inclusivity and integrity at its core.

**We work to achieve our mission and vision by meeting the following three goals:**

**Goal 1**

To equip more learners with the skills and tools they need to handle and influence relations between different faiths and beliefs

**Goal 2**

To generate stronger community-based movement aimed at strengthening faith relations and social cohesion in communities, with youth at the forefront

**Goal 3**

To project the voices of those we support and the impact of our partnership with them

# Our year at a glance

**4,631**

school students  
reached through  
face to face delivery



**198** teachers  
trained & supported

**21**

workplace training  
sessions delivered,  
reaching 544 employees

**300,000+**

total engagement  
via digital channels



**3,582**

hours of  
training and mentoring  
delivered to young people  
by F&BF staff, partners  
and members of parliament



**1124**

attendees at our  
community events

**89**

grassroots projects  
recognised and  
supported through our  
events and programmes



**Over 6,700**

people engaged in F&BF  
programmes and events

**£31,000**

distributed to  
59 projects at our  
London Faith & Belief Awards



**680**

beneficiaries reached  
in communities through  
17 social action projects

**Over 6,400**

views of our  
schools resources



# Our work around the UK



The first meeting of the Interfaith Restorative Justice Project team in Glasgow – getting to know new team members and learning the foundations of restorative approaches.



Our first in-person day of Encountering Faith and Belief Workshops in the North West were held in Wigan reaching 240 students.



Nottingham Trent University social action project.



Birmingham City University social action project.



London Faith & Belief Community Awards



Young people with differing perspectives on the conflict in the Middle East came together for a groundbreaking and inspiring dialogue process that culminated in an event in Parliament.



12 young people came together in January to start their journey with a day of workshops looking at how their own personal stories can be tools for change in influencing policy.



The completion of another ParliaMentors induction.

## Goal 1

# Equip Learners

To equip learners with the skills and tools they need to handle and influence relations between different faiths and beliefs

*“They allow students to understand and empathise with people of different faiths and backgrounds. They’re able to learn about different practices and perspectives. It allows them to engage with people outside of their immediate family and friends and increase communal compassion and inclusivity.”*

Y5 Teacher on the importance of EFB workshops

## Our projects:

- School Linking
- Encountering Faith & Belief Workshops
- Resource & lesson plan development
- Teacher training
- Trialling innovative approaches to teaching faith & belief
- Consultancy and school partnerships

**198**

teachers trained & supported

**44**

diverse classes linked

**4,631**

students reached

**Over 6,400**

views of our school resources

## Case study

# Parental Engagement in Religion & Worldviews through special objects

This project has been developed in partnership with schools, teachers, academics and RE advisors. The project ran its first pilot with 10 schools across London in the summer term, 2023.

At the heart of this project is the home learning environment and the engagement of parents and their children with five key artefacts or objects. With the support of project guidance and specially designed resources, families were encouraged to investigate them in their own space: applying their personal knowledge/ worldview as a lens to help appreciate their own and others' beliefs, practices and values. Families used a survey to answer some pre-prepared questions that guided them to think about the objects through this lens, without doing their own independent research about the object. Pupils also went on to explore these themes at school with their teachers. The project culminated in an interfaith sharing event at which there was a 'reveal' of the objects and the opportunity for families to share their own special objects.

Below is an insight into the experience from one teacher who took part in this pilot in a London School. This school has since gone on to be involved in both our EFB workshops offer and The School Linking Programme.

"The benefits of running the project in 2023 for pupils was that they enjoyed taking the objects home and having those conversations with their family. It opened up some questions to ask that they had about their own beliefs with their family, sometimes things that in the past they may not have had the opportunity to think about asking. Some pupils shared that it was good that they were sitting and having dinner and talking about this object as usually they don't have conversations, so they felt closer to their family.

[In a school where] the main faith is Islam, it's good that the parents start to open their minds as well to other people's views and start to have curiosity, I feel like for our school it is positive in terms of for tackling issues such as when I have to take the children to a place of worship, a lot of the parents say that they don't want their child to attend because they are worried that we are going to change their children's belief. So, when they are involved in a school project like this, I feel like they start to understand more, and they allow their children to experience more of the opportunities for their child that we have to offer."

## 88%

of carers/parents said this project really helped them appreciate how their children learn RE in school

## 68%

of parents said they wanted to learn and do more

## 100%

of teachers wanted to run the project again.



*"A great initiative that prompted some different conversations and taught us about other religions too"*

Parent participant

## Goal 2

# Build movement

To generate stronger community-based movement, with youth at the forefront

*“I’ve never really had to have many uncomfortable conversations with people from such different backgrounds until I started this programme. It has highlighted how important it is to get out of my bubble, but also how challenging. But I really believe in this work to bridge people together and change the world”*

Young Interfaith Leaders Project participant

## Our projects:

- ParliaMentors
- Alumni network
- Youth Summit
- Research & Policy project
- Young Interfaith Leaders Project

**3,582 hours**

of training and mentoring delivered to young people by F&BF staff and Members of Parliament

**85 students**

supported as ParliaMentors from 9 universities

**680**

beneficiaries reached through 17 social action projects

Case study

# ParliaMentors: Aston University’s Social Action Project

Five students, from three different faith/beliefs, came together in September 2023 to form the first ParliaMentors cohort from Aston University. After three intensive days of training in London, they headed back to Birmingham where they each held five interviews in order to better understand what issues face the local community, and what different community members are doing to address them. They spoke to MPs, local councillors, faith leaders, charity and university staff.

Many project ideas, and many obstacles later, they made the decision to partner with the food poverty charity Let’s Feed Brum. Together with local volunteers, the five of them walked the streets handing out hot beverages, soup, sandwiches, and toiletries. They managed to gather food and toiletries by making partnerships throughout the city. For example through forming a partnership with the nearby airport who agreed to donate toiletries that were left behind at airport security. Other donations came from forming partnerships with nearby cafes and stores along with donation boxes that were spread across campus. Finally, some were collected from one of the team members uncles, who owns a small shop and agreed to donate some each Friday.

By graduation, they had already spent months doing these weekly walks together; and yet they said that the most meaningful part of the project was becoming friends. They grew into what they call “co-leaders”. Still now, months after graduating, their project continues on under their diverse co-leadership.



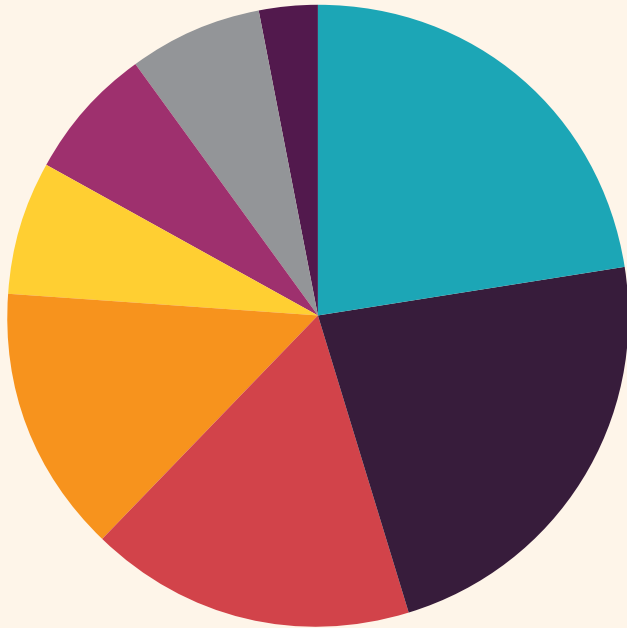
## ParliaMentors

ParliaMentors is our UN Award winning flagship project, successfully transforming young people’s lives for over 17 years. Groups of students, from diverse walks of life, are brought together in a cohort at universities across the country. They receive training in skills for dialogue, conflict resolution, and social action, research the needs in their local area, partner with local projects, and deliver a targeted social action project: all while being mentored by a Member of Parliament.

We now have over  
700 members of our  
active alumni network

*“Where we are as alumni today is a testament to the work that was put into ParliaMentors. We have grown so much as people and developed so much of our characters as a direct result of the programme, and for that I will always be grateful!”*

ParliaMentors alumni 2023-24 student reflecting on programme



Faith

- 23% Christian
- 23% Muslim
- 17% Jewish
- 14% Non-religious
- 7% Sikh
- 7% Buddhist
- 7% Spiritual
- 3% Hindu



Ethnicity

- 40% Asian
- 36% White
- 14% Black
- 10% Mixed

### Goal 3

# Project Voice

To project the voices of those we support and the impact of our partnership with them

*“The awards highlight the diverse array of faith and belief related organisations, who all work tirelessly to encourage social cohesion and bring communities together while simultaneously working to tackle a wide range of social issues.”*

Councillor Vicky Ashworth, Cabinet member for Jobs, Social Inclusion and Equalities. (Waltham Forest)

## Our projects:

- London Faith & Belief Awards
- London Interfaith Fun Run
- Faithful Allies
- Consultation and events with Local Authorities
- The Interfaith Restorative Justice Project

**1124**

attendees at our community events

**89**

grassroots projects recognised and supported through our events and programmes

**£31,000**

Distributed to 59 projects at our London Faith & Belief Awards

Case study

# Faithful Allies



In January 2024, we launched Faithful Allies, a pilot project focusing on allyship for LGBTQ+ people of faith. Through a series of educational dialogue and peer support sessions, Faithful Allies built participants’ knowledge, skills, and confidence to bring positive change for LGBTQ+ inclusion in their faith communities.

We recruited 10 participants for the project, from a variety of faith and belief backgrounds, including Christian (Catholic, nondenominational, Anglican), Muslim (Shia, Sunni, Ismaili), Jewish, and Sikh. All participants had some level of influence to make positive change in their faith communities. Some participants were LGBTQ+ themselves, others were not. Most participants were new to doing LGBTQ+ allyship work within faith communities. Most participants were based in London.

Over four main sessions, participants came together on Tuesday evenings in the London F&BF office and once online. In addition we arranged an informal check-in and 121’s with individual participants between the third and fourth sessions. We also set up and moderated a Padlet page (an online learning platform), to allow the cohort to share their skills, resources and experiences with each other.

Participants each developed a small-scale LGBTQ+ allyship and inclusion project in their own communities. Participants were supported through project planning workshops, 121s, and through peer support from others in the cohort.

“The group has been a supportive environment to learn from and to share experiences in a safe space. I have even made a friend through it.”

Project participant



One participant is an interdenominational chaplain at a university. Her project involved writing an LGBTQ+ strategy for the chaplaincy, and running an event on campus to launch this.



One participant is a bisexual Sikh man who is involved with an LGBTQ+ Sikh charity. His project involved creating a safeguarding training package, which can be used in a variety of faith spaces to help them ensure that LGBTQ+ people are safe and included.



One participant is a Muslim man. His project was to design and run a creative workshop on reclaiming LGBTQ+ links with ancestors, in collaboration with a migration partner organisation.



One participant is a bisexual Jewish man involved in a local interfaith group. His project involved writing an LGBTQ+ inclusion policy for this group.

100%

of participants rated their overall experience as good or better, with 66% of participants rating very good or excellent.

83%

of participants rated feeling very or fairly confident in applying the concepts or strategies from the programme in their daily life or work.

The London  
Interfaith  
Fun Run 2023



Image above:  
Interfaith Youth  
Summit 2023

Image Left:  
Research &  
Policy Project  
final event in  
Parliament 2023

# Our year in pictures

The London  
Faith & Belief  
Awards 2023



# Priorities for 2024/25

| Priority                   | Milestones                                                                                                                                                                                                                                        |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Express agility            | <ul style="list-style-type: none"><li>• Sustain Emergency Response Group</li><li>• Encourage cross programmatic working</li><li>• Position &amp; implement volunteer strategy</li></ul>                                                           |
| Strengthen team            | <ul style="list-style-type: none"><li>• Ensure added value of new hires</li><li>• Improve management and decision-making systems</li><li>• Develop conflict resolution skills</li></ul>                                                           |
| Consolidate partnerships   | <ul style="list-style-type: none"><li>• Deliver joint away days with partners</li><li>• Create partnership with ‘Faith at Work’</li><li>• Concretise partnerships with National Citizens Service and Cambridge Interfaith Programme</li></ul>     |
| Reset infrastructure       | <ul style="list-style-type: none"><li>• Move office</li><li>• Rethink shape of organisation given changing funding environment</li><li>• Improve cohesion of Board</li></ul>                                                                      |
| Protect space for dialogue | <ul style="list-style-type: none"><li>• Learn from outcomes of Yr 1 Interfaith Restorative Justice Project</li><li>• Convene roundtables on education &amp; racism/hate crime</li><li>• Engage with discussions on Interfaith Network#2</li></ul> |

# Structure, governance and management

**Organisational structure and decision making**  
The Faith & Belief Forum is a Charitable Incorporated Organisation (CIO). The organisation was founded in 1997 as an unincorporated charitable trust called Three Faiths Forum (1092465). All activities, liabilities and assets transferred to the CIO (1173369) in 2017, and in 2018 the CIO changed its name to The Faith & Belief Forum.

The object of the CIO is to promote religious harmony and good communal relations through promoting knowledge and mutual understanding of, and respect for, the beliefs and practices of different religious faiths, and beliefs. Our vision is of a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations.

The organisation is governed by a board of trustees who meet regularly during the year. Finance and Compliance Committees meet before each board meeting to monitor and review relevant matters in more depth.

The Board of Trustees is authorised to appoint new trustees, as required, who are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation. New trustees are briefed on the organisation’s constitution, strategic plan, policies, and procedures. They receive a copy of the previous years’ financial statements and a copy of the constitution and are expected to sign a declaration of interests form.

Trustees are responsible for the strategic direction of the organisation and delegate management to the Director. The Director reports to the board on organisational performance against operational plans approved by the Board. The Director and Head of Operations report regularly via the Finance Committee on the financial position of the organisation.

The charity is grateful to its team of staff, consultants, freelancers, interns and volunteers for their outstanding dedication, hard work and commitment during the year.

# Financial review

The charity generated incoming resources of £810,498 (2023: £902,930). This decrease is due to a reduction in donations; while Charitable activities have remained in line with the previous year £537,589 (2023: £540,755) there was a decrease of donations £271,561 (2023: £361,542). There has been a consequent decrease in expenditure on Charitable activities which decreased to £929,158 from £975,001 in the previous year. The charity recorded a net decrease in funds of £118,660 being a deficit of £61,700 on unrestricted, and a zero balance on restricted funds. At 31 March 2024 the charity had net assets of £109,877 (2023: £228,537) which was held fully in unrestricted funds.

## Going Concern

The challenges faced by the charity in 2023/24 resulted in a reduction of the free reserves to £109K. The challenging environment has continued into the current year, with the Charity navigating realignments of donor relationships and the trustees considering the medium-term future of the Charity. The impact of the reduction in income has resulted in a plan to restructure the charity to ensure its long-term financial stability. Having considered the forecasts running into the financial year ending 31 March 2026 based on the changes being proposed within the agreed timeline the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

## Reserves Policy

The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets. It is currently the policy of the charity to maintain free reserves at a level considered adequate to provide sufficient funds for between one- and three months' unrestricted expenditure, an amount equivalent to between £50,000 and £150,000. The free reserves amounted to £109,877 at 31 March 2024 which is at the midpoint of that desired range. The charity's assets are held for the purpose of the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2024 is satisfactory to enable it to continue its activities.

## Pay policy for staff

We are committed to a fair and transparent pay structure that ensures we treat all staff equitably with regards to terms and conditions of employment, including pay. Employee salaries are awarded based on the organisation's salary scales. The scales are reviewed annually, taking into account inflation and cost of living increases (based on the Consumer Price Index and Retail Price Index), sector benchmarking, and funding available. The Faith & Belief Forum fully supports the living wage (as set by the Living Wage Foundation) and will aim to pay at this level, subject to affordability.

## Risk management

The trustees assess on an annual basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. The principal risks faced by the charity are the security of its funding streams and the operational risks from working with young people in areas dealing with sensitive subjects. The trustees mitigate the risk to funding streams by diversifying as much as possible the sources of income. The operational risks are mitigated by having an effective safeguarding policy to which all staff adhere to. In addition, there is a staff handbook which reflects updated policies and procedures on whistleblowing and staff data handling and protection.

## Safeguarding

The charity trustees take their responsibility in relation to safeguarding seriously and have adopted a Safeguarding policy to protect vulnerable people from abuse and to prevent abuse from happening in the first place.

## Conflict of interest

All trustees give of their time freely and no trustee remuneration was paid in the year. The trustees and staff are required to disclose all relevant interests and where necessary withdraw from decisions where a conflict arises. The trustees also confirm that there is an appropriate and approved anti bribery policy.

## Information on fundraising practices

The charity does not fundraise from the general public, but focuses its activities on specific charitable foundations. Therefore the trustees do not consider that the requirements of the fundraising code to be applicable to the charity.

## Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity 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 then apply them consistently; observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by Michael Ziff



**Michael Ziff**  
**(Chair of Trustees)**

Dated: 22/01/25

# Independent examiner’s report

## INDEPENDENT EXAMINER’S REPORT FOR THE YEAR ENDED 31 MARCH 2024

### Independent examiner’s report to the Trustees of The Faith & Belief Forum (‘the Charity’)

I report to the charity Trustees on my examination of the financial statements of The Faith & Belief Forum for the year ended 31 March 2024.

#### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (‘the 2011 Act’).

I report in respect of my examination of the Charity’s accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner’s statement

Your attention is drawn to the fact that the charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

Since the Charity’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 ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no

matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

This report is made solely to the charity’s trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity’s trustees those matters I am required to state to them in an independent examiner’s report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and charity’s trustees as a body, for my work or for this report.

*Blick Rothenberg Limited*

Signed:  
**Mark Hart FCA**  
Blick Rothenberg Limited Chartered Accountants  
16 Great Queen Street, Covent Garden  
London  
WC2B 5AH

Dated: 22/01/25

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

|                              |      | Unrestricted<br>funds 2024 | Restricted<br>funds 2024 | Total funds<br>2024 | Total funds<br>2023 |
|------------------------------|------|----------------------------|--------------------------|---------------------|---------------------|
|                              | Note | £                          | £                        | £                   | £                   |
| <b>Income from:</b>          |      |                            |                          |                     |                     |
| Donations and legacies       | 3    | 271,561                    | -                        | 271,561             | 361,542             |
| Charitable activities        | 4    | -                          | 537,589                  | 537,589             | 540,755             |
| Other income                 |      | 1,348                      | -                        | 1,348               | 633                 |
| <b>Total income</b>          |      | <b>272,909</b>             | <b>537,589</b>           | <b>810,498</b>      | <b>902,930</b>      |
| <b>Expenditure on:</b>       |      |                            |                          |                     |                     |
| Raising funds                | 5    | 14,850                     | -                        | 14,850              | 8,425               |
| Charitable activities        | 5    | 376,719                    | 537,589                  | 914,308             | 975,001             |
| <b>Total expenditure</b>     |      | <b>391,569</b>             | <b>537,589</b>           | <b>929,158</b>      | <b>983,426</b>      |
| <b>Net expenditure</b>       |      | <b>(118,660)</b>           | <b>-</b>                 | <b>(118,660)</b>    | <b>(80,496)</b>     |
| Transfers between funds      | 14   | 56,960                     | (56,960)                 | -                   | -                   |
| <b>Net movement in funds</b> |      | <b>(61,700)</b>            | <b>(56,960)</b>          | <b>(118,660)</b>    | <b>(80,496)</b>     |

|                                    |  |                |          |                |                |
|------------------------------------|--|----------------|----------|----------------|----------------|
| <b>Reconciliation of funds:</b>    |  |                |          |                |                |
|                                    |  | 14             |          |                |                |
| Total funds brought forward        |  | 171,577        | 56,960   | 228,537        | 309,033        |
| Net movement in funds              |  | (61,700)       | (56,960) | (118,660)      | (80,496)       |
| <b>Total funds carried forward</b> |  | <b>109,877</b> | <b>-</b> | <b>109,877</b> | <b>228,537</b> |

The Statement of financial activities includes all gains and losses recognised in the year.  
The notes on pages 32 to 41 form part of these financial statements.

BALANCE SHEET  
FOR THE YEAR ENDED 31 MARCH 2024

|                                                |      | 2024           | 2023           |
|------------------------------------------------|------|----------------|----------------|
|                                                | Note | £              | £              |
| <b>Fixed assets</b>                            |      |                |                |
| Tangible assets                                | 11   | 7,831          | 10,441         |
|                                                |      | 7,831          | 10,441         |
| <b>Current assets</b>                          |      |                |                |
| Debtors                                        | 12   | 67,050         | 39,550         |
| Cash at bank and in hand                       |      | 183,355        | 348,899        |
|                                                |      | 250,405        | 388,449        |
| Creditors: amounts falling due within one year | 13   | (148,359)      | (170,353)      |
| <b>Net current assets</b>                      |      | <b>102,046</b> | <b>218,096</b> |
| <b>Total assets less current liabilities</b>   |      | <b>109,877</b> | <b>228,537</b> |
| <b>Total net assets</b>                        |      | <b>109,877</b> | <b>228,537</b> |
| <b>Charity funds</b>                           |      |                |                |
| Restricted funds                               | 14   | -              | 56,960         |
| Unrestricted funds                             | 14   | 109,877        | 171,577        |
| <b>Total funds</b>                             |      | <b>109,877</b> | <b>228,537</b> |

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Michael Ziff,  
(Chair of Trustees)  
Dated: 22/01/25

The notes on pages 32 to 41 form part of these financial statements.

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 MARCH 2024

|                                                         |      | 2024             | 2023            |
|---------------------------------------------------------|------|------------------|-----------------|
|                                                         | Note | £                | £               |
| <b>Cash flows from operating activities</b>             |      |                  |                 |
| Net cash used in operating activities                   | 16   | (166,892)        | (80,324)        |
| <b>Cash flows from investing activities</b>             |      |                  |                 |
| Dividends, interests and rents from investments         |      | 1,348            | 633             |
| <b>Net cash provided by investing activities</b>        |      | <b>1,348</b>     | <b>633</b>      |
| <b>Cash flows from financing activities</b>             |      |                  |                 |
| <b>Net cash provided by financing activities</b>        |      | <b>-</b>         | <b>-</b>        |
| <b>Change in cash and cash equivalents in the year</b>  |      | <b>(165,544)</b> | <b>(79,691)</b> |
| Cash and cash equivalents at the beginning of the year  |      | 348,899          | 428,590         |
| <b>Cash and cash equivalents at the end of the year</b> | 17   | <b>183,355</b>   | <b>348,899</b>  |

The notes on pages 32 to 41 form part of these financial statements.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

## 1. General information

The Faith & Belief Forum is a Charitable Incorporated Organisation registered at the Charities Commission in England & Wales with charity number 1173369. The address of the registered office is Star House 104-108 Grafton Road, London, NW5 4BA.

The financial statements are prepared in sterling (£), which is the functional currency of the charity. Monetary amounts in these financial statements are round to the nearest £.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) -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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Faith & Belief Forum 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.

### 2.2 Going concern

The challenges faced by the charity in 2023/24 which resulted in a reduction of the free reserves to £109K. The challenging environment has continued into the current year, with the Charity navigating realignments of Donor relationships and the trustees considering the medium-term future of the Charity. The impact of the reduction in income has resulted in a plan to restructure the charity to ensure its long-term financial stability. Having considered the forecasts running into the financial year ending 31 March 2026 based on the changes being proposed within the agreed timeline the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

### 2.3 Income

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 income receivable can be measured reliably.

Donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

### 2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

### 2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

### 2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

### 2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office equipment -25% reducing balance

### 2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### 2.9 Financial instruments

The Charity has elected to apply Sections 11 and 12 of FRS 102 in respect of financial instruments.

Financial assets and financial liabilities are recognised when the Charity becomes party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

The Charity's policies for its major classes of financial assets and financial liabilities are set out below.

#### Financial assets

Basic financial assets, including trade and other debtors, and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

#### Financial liabilities

Basic financial liabilities, including trade and other creditors are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

#### Impairment of financial assets

Financial assets measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the profit and loss account.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between the asset's carrying amount and the best estimate of the amount the Charity would receive for the asset if it were to be sold at the reporting date.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If the financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

#### Derecognition of financial assets and financial liabilities

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

#### Offsetting of financial assets and financial liabilities

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

### 3. Income from donations and legacies

|                   | Unrestricted<br>funds 2024 | Restricted<br>funds 2024 | Total funds<br>2024 | Total funds<br>2023 |
|-------------------|----------------------------|--------------------------|---------------------|---------------------|
|                   | £                          | £                        | £                   | £                   |
| Donations         | 193,681                    | -                        | 193,681             | 262,992             |
| Donations in kind | 77,880                     | -                        | 77,880              | 87,100              |
| Government grants | -                          | -                        | -                   | 11,450              |
|                   | 271,561                    | -                        | 271,561             | 361,542             |

|            |         |        |         |
|------------|---------|--------|---------|
| Total 2023 | 350,092 | 11,450 | 361,542 |
|------------|---------|--------|---------|

Donations in kind relate to services provided in relation to the charity's rental space.

### 4. Income from charitable activities

|                                   | Unrestricted<br>funds 2024 | Restricted funds<br>2024 | Total funds<br>2024 | Total funds<br>2023 |
|-----------------------------------|----------------------------|--------------------------|---------------------|---------------------|
|                                   | £                          | £                        | £                   | £                   |
| Income from charitable activities | -                          | 537,589                  | 537,589             | 540,755             |

|            |        |         |         |
|------------|--------|---------|---------|
| Total 2023 | 30,420 | 510,335 | 540,755 |
|------------|--------|---------|---------|

### 5. Charitable expenditure

|                   | Unrestricted<br>funds 2024 | Restricted funds<br>2024 | Total funds 2024 | Total funds<br>2023 |
|-------------------|----------------------------|--------------------------|------------------|---------------------|
|                   | £                          | £                        | £                | £                   |
| Direct costs      | 277,091                    | 461,365                  | 738,456          | 799,641             |
| Support costs     | 91,628                     | 76,224                   | 167,852          | 163,360             |
| Governance costs  | 8,000                      | -                        | 8,000            | 12,000              |
| Fundraising costs | 14,850                     | -                        | 14,850           | 8,425               |
|                   | 391,569                    | 537,589                  | 929,158          | 983,426             |

|            |         |         |         |
|------------|---------|---------|---------|
| Total 2023 | 486,601 | 496,825 | 983,426 |
|------------|---------|---------|---------|

6. Direct costs

|                      | Unrestricted funds<br>2024 | Program funds<br>2024 | Total funds<br>2024 | Total funds<br>2023 |
|----------------------|----------------------------|-----------------------|---------------------|---------------------|
|                      | £                          | £                     | £                   | £                   |
| Employment Costs     | 236,465                    | 312,422               | 548,887             | 539,779             |
| Freelance Assistants | 36,774                     | 51,301                | 88,075              | 197,015             |
| Event Expenses       | 3,582                      | 49,425                | 53,007              | 55,125              |
| Mentoring Expenses   | 270                        | 48,217                | 48,487              | 7,722               |
|                      | 277,091                    | 461,365               | 738,456             | 799,641             |

|            |         |         |         |
|------------|---------|---------|---------|
| Total 2023 | 316,326 | 483,315 | 799,641 |
|------------|---------|---------|---------|

7. Support costs

|                             | Unrestricted funds<br>2024 | Program funds<br>2024 | Total funds<br>2024 | Total funds<br>2023 |
|-----------------------------|----------------------------|-----------------------|---------------------|---------------------|
|                             | £                          | £                     | £                   | £                   |
| General office costs        | 23,793                     | 2,210                 | 26,003              | 21,693              |
| Bank charges and interest   | 162                        | -                     | 162                 | 274                 |
| Insurance                   | 4,726                      | -                     | 4,726               | 4,629               |
| Communication expenses      | 10,401                     | -                     | 10,401              | 10,643              |
| Travelling and subsistence  | 5,199                      | 7,809                 | 13,008              | 12,514              |
| Marketing and publicity     | 3,291                      | 2,056                 | 5,347               | 7,064               |
| Professional fees           | 18,897                     | 52                    | 18,949              | 15,387              |
| Rent, rates and maintenance | 82,570                     | -                     | 82,570              | 85,878              |
| Staff training              | 3,996                      | 80                    | 4,076               | 1,797               |
| Depreciation                | 2,610                      | -                     | 2,610               | 3,481               |
| Management fees             | (64,016)                   | 64,016                | -                   | -                   |
|                             | 91,629                     | 76,223                | 167,852             | 163,360             |

|            |         |        |         |
|------------|---------|--------|---------|
| Total 2023 | 149,850 | 13,510 | 163,360 |
|------------|---------|--------|---------|

8. Governance costs

|                             | Unrestricted<br>2024 | Total funds<br>2024 | Total funds<br>2023 |
|-----------------------------|----------------------|---------------------|---------------------|
|                             | £                    | £                   | £                   |
| Legal and professional fees | 8,000                | 8,000               | 12,000              |

The independent examiner’s remuneration amounts to £8,000 (2023 : £nil).

9. Staff costs

The average number of persons employed by the Charity during the year was as follows:

|           | 2024 No. | 2023 No. |
|-----------|----------|----------|
| Employees | 16       | 19       |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                               | 2024 No. | 2023 No. |
|-------------------------------|----------|----------|
| In the band £70,001 - £80,000 | 1        | -        |

The key management personnel of the charity comprise the Director and the Heads of Operations. The total remuneration of the key management personnel of the charity was £219,593 (2023: £188,603). No employee received remuneration amounting to more than £60,000 in 2023.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).  
During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).

11. Tangible fixed assets

|                     | Office equipment |
|---------------------|------------------|
|                     | £                |
| Cost or valuation   |                  |
| At 1 April 2023     | 43,638           |
| At 31 March 2024    | 43,638           |
| Depreciation        |                  |
| At 1 April 2023     | 33,197           |
| Charge for the year | 2,610            |
| At 31 March 2024    | 35,807           |
| Net book value      |                  |
| At 31 March 2024    | 7,831            |
| At 31 March 2023    | 10,441           |

12. Debtors

|                     | 2024   | 2023   |
|---------------------|--------|--------|
| Due within one year | £      | £      |
| Trade debtors       | 550    | 550    |
| Other debtors       | 66,500 | 39,000 |
|                     | 67,050 | 39,550 |

13. Creditors: amounts falling due within one year

|                                    | 2024    | 2023    |
|------------------------------------|---------|---------|
|                                    | £       | £       |
| Trade creditors                    | 780     | 780     |
| Other taxation and social security | 15,579  | 17,991  |
| Accruals and deferred income       | 132,000 | 151,582 |
|                                    | 148,359 | 170,353 |

Deferred income represents grants and donations received in respect of projects to be run in the following financial year.

|                                        | 2024      | 2023      |
|----------------------------------------|-----------|-----------|
|                                        | £         | £         |
| Deferred income at 1 April 2023        | 139,581   | 121,791   |
| Resources deferred during the year     | 124,000   | 139,581   |
| Amounts released from previous periods | (139,581) | (121,791) |
|                                        | 124,000   | 139,581   |

14. Statement of funds

| Statement of funds – current year  |                            |         |             |                 |                             |
|------------------------------------|----------------------------|---------|-------------|-----------------|-----------------------------|
|                                    | Balance at<br>1 April 2023 | Income  | Expenditure | Transfers in/or | Balance at<br>31 March 2024 |
|                                    | £                          | £       | £           | £               | £                           |
| Unrestricted funds                 |                            |         |             |                 |                             |
| General Funds<br>- all funds       | 171,577                    | 272,909 | (391,569)   | 56,960          | 109,877                     |
| Restricted funds                   |                            |         |             |                 |                             |
| Restricted<br>Funds - all<br>funds | 56,960                     | 537,589 | 537,589     | (56,960)        | -                           |
| Total of funds                     | 228,537                    | 810,498 | (929,158)   | -               | 109,877                     |

| Statement of funds – prior year |                            |         |             |                             |
|---------------------------------|----------------------------|---------|-------------|-----------------------------|
|                                 | Balance at<br>1 April 2022 | Income  | Expenditure | Balance at<br>31 March 2023 |
|                                 | £                          | £       | £           | £                           |
| Unrestricted funds              |                            |         |             |                             |
| General funds<br>- all funds    | 162,581                    | 381,145 | (372,149)   | 171,577                     |
| Designated funds                | 114,452                    | -       | (114,452)   | -                           |
|                                 | 277,033                    | 381,145 | (486,601)   | 171,577                     |
| Restricted funds                |                            |         |             |                             |
| Education                       | 7,769                      | 142,052 | (134,840)   | 14,981                      |
| Community                       | 24,231                     | 379,733 | (361,985)   | 41,979                      |
|                                 | 32,000                     | 521,785 | (496,825)   | 56,960                      |
| Total of funds                  | 309,033                    | 902,930 | (983,426)   | 228,537                     |

The Education fund represents workshops, school linking and training to help young people (and their teachers) handle different or controversial topics, learn dialogue skills, and to understand how people live their faiths or beliefs. The Community fund covers our universities work including a national leadership programme where students collaborate to create real social change while being mentored by MPs.

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

|                               | Unrestricted funds<br>2024 | Total funds<br>2024 |
|-------------------------------|----------------------------|---------------------|
|                               | £                          | £                   |
| Tangible fixed assets         | 7,831                      | 7,831               |
| Current assets                | 250,405                    | 250,405             |
| Creditors due within one year | (148,359)                  | (148,359)           |
| Total                         | 109,877                    | 109,877             |

Analysis of net assets between funds - prior period

|                               | Unrestricted funds<br>2023 | Restricted funds<br>2023 | Total funds<br>2023 |
|-------------------------------|----------------------------|--------------------------|---------------------|
|                               | £                          | £                        | £                   |
| Tangible fixed assets         | (21,295)                   | 31,736                   | 10,441              |
| Current assets                | 388,449                    | -                        | 388,449             |
| Creditors due within one year | (170,353)                  | -                        | (170,353)           |
| Other                         | (25,224)                   | 25,224                   | -                   |
| Total                         | 171,577                    | 56,960                   | 228,537             |

16. Reconciliation of net movement in funds to net cash flow from operating activities

|                                                                              | 2024      | 2023     |
|------------------------------------------------------------------------------|-----------|----------|
|                                                                              | £         | £        |
| Net expenditure for the period<br>(as per Statement of Financial Activities) | (118,660) | (80,496) |
| Adjustments for:                                                             |           |          |
| Depreciation charges                                                         | 2,610     | 3,481    |
| Investment income                                                            | (1,348)   | (633)    |
| Increase in fixed assets                                                     | -         | (768)    |
| Increase in debtors                                                          | (27,500)  | (13,975) |
| (Decrease)/Increase in creditors                                             | (21,994)  | 12,067   |
| Net cash used in operating activities                                        | (166,892) | (80,324) |

17. Analysis of cash and cash equivalents

|              | 2024    | 2023    |
|--------------|---------|---------|
|              | £       | £       |
| Cash in hand | 183,355 | 348,899 |

18. Analysis of changes in net debt

|                          | At 1 April<br>2023 | Cash flows | At 31 March<br>2024 |
|--------------------------|--------------------|------------|---------------------|
|                          | £                  | £          | £                   |
| Cash at bank and in hand | 348,899            | (165,544)  | 183,355             |

19. Related party transactions

During the year, the charity received donations from trustees totalling £40,000 (2023 : £nil).

# Acknowledgements

The Faith & Belief Forum’s work of building bridges and encouraging dialogue between people of different faiths and beliefs would not be possible without the following organisations. We would like to thank them for their continuing support.

**Thank you to our core funders and long running donors:**

Sigmund Sternberg  
Charitable Foundation  
  
Dangoor Education  
  
Exilarch’s Foundation

**And to those that have funded projects this year:**

The National Lottery  
  
City Bridge Trust  
  
Culham St Gabriel’s  
  
The Majorie and Arnold Ziff  
Charitable Foundation  
  
Aston University  
  
Direct Line Group  
  
Forest School  
  
Garfield Weston  
  
National Citizen Service Trust  
  
John Lyons  
  
Lerak  
  
The Linking Network  
  
Martin Slowe  
  
Porticus  
  
Reckitt  
  
Spice Village  
  
A.C.T Andersson Charitable Trust  
  
Michael Sternberg



The London Faith & Belief Awards 2023



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# Accounts

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# **The Faith & Belief Forum**

## **Annual report 2022-23**

# Organisational details

## THE FAITH & BELIEF FORUM – REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

### Trustees

Professor M Hardy CMG OBE FRS (Chair of Trustees)  
M Baluch (Treasurer)  
N Tamir  
G S Jhans  
MV Sternberg KC KCFO  
(stepped down 20 December 2022)  
B Mills (stepped down 20 December 2022)  
D Hussain (stepped down 20 December 2022)  
H Wallace (stepped down 21 March 2022)  
M Anderson (stepped down 21 March 2022)  
C Shanahan (appointed 1 May 2022)  
Dr M A Ziff (appointed 20 December 2022)  
M A Amla (appointed 20 December 2022)  
M A Fox (appointed 20 December 2022)  
L Parrales (appointed 20 December 2022)

### Charity registered number

1173369

### Principal office

Star House  
104-108 Grafton Road  
London  
NW5 4BA

### Director

Phil Champain

### Independent auditor

Blick Rothenberg Audit LLP  
Chartered Accountants & Statutory Auditors  
16 Great Queen Street  
Covent Garden  
London  
WC2B 5AH

### Bankers

CAF Bank Limited  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent, ME19 4JQ

### Solicitors

Bryan Cave Leighton Paisner LLP  
Adelaide House  
London Bridge  
London, EC4R 9HA

Howard Kennedy LLP  
No.1 London Bridge  
London, SE1 9BG

### Champions

HRH Princess Badiya bint El Hassan,  
Sir Trevor Philips OBE, Rt Hon Dominic Grieve KC,  
Sir Stephen Timms MP, Shabir Randeree CBE,  
Prem Goyal OBE JP, Mayor Andy Burnham,  
David Dangoor DL, Preet Kaur Gill MP,  
Bushra Nasir CBE DL

### Patrons

HE Cardinal Arinze, The Rt Hon John Bercow MP,  
Professor David Ford, His Royal Highness The Duke  
of Bragança, Lord Hameed of Hampstead CBE  
DL, The Rt Hon Baroness Hayman PC GBE, Rabbi  
Professor Jonathan Magonet, Prof. Dr Klaus Schwab  
KCMG, Baroness Scotland of Asthal PC QC,

### President

Michael Sternberg KC KCFO

# Director's review 2022/23

In our diverse society, positive relations between people of different faiths, beliefs and cultures are essential. Since 1997 we have worked to build good relations between people of all faiths and beliefs, and to create a society where difference is celebrated.

In February 2022, war broke out between Russia and Ukraine, intensifying the UK's cost of living crisis, which particularly hit the poor and vulnerable and impacted many of the communities we work with. At the same time, we began to enter post-pandemic living, after periods of forced lockdowns and heightened anxiety, posing new challenges for working patterns and the cohesion of workforces. Like many other organisations F&BF was not immune to the 'big resign' and we lost several key employees as careers and life choices were reassessed. In the wider world, hate crime continued to rise, with the persistence of conflict in Israel/Palestine casting a shadow over interfaith relations in the UK, and politics on the Indian sub-continent spilling over into the UK, manifested in an escalation of Hindu/Muslim tension in Leicester. Climate change struggled to maintain top spot on the list of priority issues as an economic recession began to bite, public sector strikes multiplied, and the NHS continued to fracture. In September we lost Queen Elizabeth II, a staunch supporter of interfaith relations and of our work with the Lord Lieutenant of Greater London's Council on Faith.

On a more positive note, the vital role played by faith-based organisations during the pandemic drew significant attention from government and others, manifested in the launch of the Faith New Deal Pilot scheme in the summer of 2022. Events of the past year have brought the positive role of faith and interfaith in society more centre stage. We now await the conclusions of the Bloom Review into how government engages with faith.

Against this background, F&BF remained robustly operational and relevant throughout 22/23! Our award winning youth leadership programme (ParliaMentors) continued to run, with the participation of nine universities and a growing alumni network; we launched a major external evaluation of this programme that will inform it's further development; our London Faith & Belief Community Awards at Westminster Abbey brought hope to the Capital, spotlighting the amazing response of faith based organisations to the multiple challenges our society faces; the second London Interfaith Fun Run provided an important opportunity for people of different faiths and beliefs to connect on a large scale; our resources for schools on identity and respect continued to be favourite downloads for teachers across the country; despite all the catching up facing schools after lockdowns, our workshops and school linking started to recover from the disruption of the pandemic; we launched new local engagement in Greater Manchester, hiring a member of staff there for the

first time; research into community and parental engagement in Education in Religion and Worldviews in schools has led to further practical work on this for next year; our Faith + LGBTQ network has been sustained; we successfully scaled up our workplace training offer, adding some significant corporate clients to our portfolio; and we became an active partner in the Government's Faith New Deal Pilot scheme, testing new approaches to co-production and collaboration between diverse faith groups and local authorities.

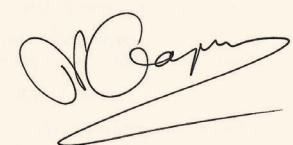
Cumulatively, at the national level, we have:

- 1. Prevented future prejudice and hate through strengthening the social and emotional learning of school students;**
- 2. Strengthened interfaith relations at the community level through channelling emerging young leaders;**
- 3. Brought attention to the importance of faith based social action in our society through major public events;**
- 4. Positively influenced how local authorities and corporate companies handle faith and belief through training and awareness raising; and**
- 5. Centred faith and belief identity as a key component of wider social cohesion through our advocacy and programming.**

None of this could have happened without the commitment and dedication of our skilled staff team, our trustees, our volunteers, our partners, and our donors. I would like to express my gratitude to our excellent Chair of Trustees, Michael Sternberg KC KCFO, who stood down at the end of December 2022. Michael has been at the core of our good governance over the past years, providing consistent guidance, advice, and monitoring, as well as passion, vision, and dedication. We will miss him a great deal but know he will remain connected as our President.

As we look ahead, I am minded that the challenge of meshing interfaith relations with the social change needed to address the issues highlighted above cannot be met without collaboration. This is the aim of our new strategy which was signed off by the board in June. The 2021 Census data on religion released in December 2022 points to an increasingly diverse and complex faith and belief landscape in England and Wales. In 2023/24 we will be pushing ahead with our strategy of harnessing this diversity to social change, seeking new partners and supporters to join those we are already lucky to work with, to project a stronger interfaith voice on the issues that matter.

In the meantime, thank you to all who have stuck by us, worked with us, and helped us learn through a challenging year.



Phil Champaign,  
Director

# About us



Our vision is a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations. We believe the future belongs to people of all beliefs, that intolerance has no place in society and that diversity adds value. Our mission is to promote and build meaningful and resilient relationships between people of all faiths and non-religious beliefs, through education, encounter, and social action opportunities. We consider ourselves to be an areligious, apolitical organisation which has inclusivity and integrity at its core.

**We work to achieve our mission and vision by meeting the following three goals:**

**Goal 1**

To equip more learners with the skills and tools they need to handle and influence relations between different faiths and beliefs

**Goal 2**

To generate stronger community-based movement aimed at strengthening faith relations and social cohesion in communities, with youth at the forefront

**Goal 3**

To project the voices of those we support and the impact of our partnership with them

# Our year at a glance



**5,520**  
students reached

**105** teachers  
trained & supported



**21** workplace training  
sessions delivered,  
reaching 544 employees

**1,047,997**  
total engagement  
via digital channels



**2,700** hours of training  
and mentoring delivered to  
young people by F&BF staff  
and Members of Parliament



**1,945**  
attendees at our  
community events

**148**

grassroots projects  
recognised and  
supported through our  
events and programmes



**9,104**

people engaged in F&BF  
programmes and events

**£19,000**

distributed to  
38 projects at our  
London Faith & Belief  
Community Awards



**900**

beneficiaries  
reached through 18 social  
action projects

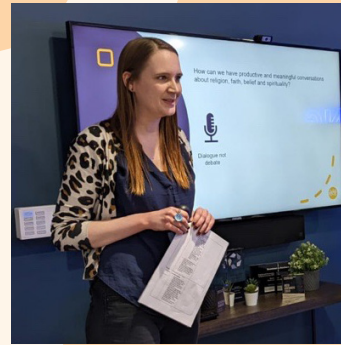
Over **1,200**  
downloads of our  
schools resources



# Our work around the UK



University of Liverpool Social Action Project: community garden



OVO Energy Workplace Training



Wigan Encountering Faith & Belief Workshops



University of Nottingham Social Action Project: mentorship for disadvantaged students



Solihull MultiFaith Action Hub



Birmingham School Linking



London Community Awards



The London Interfaith Fun Run



London pride march with our LGBT+ Faith network

## Goal 1

# Equip Learners

To equip learners with the skills and tools they need to handle and influence relations between different faiths and beliefs



*“We were strangers and now we are friends. We have learnt social skills and got to know each other.”*

Linking student

## Our projects:

- School Linking
- Encountering Faith & Belief Workshops
- Resource & lesson plan development
- Teacher training
- Trialling innovative approaches to teaching faith & belief
- Consultancy and school partnerships

**105**

teachers trained & supported

**78**

diverse classes linked

**5,520**

students reached

**1,200**

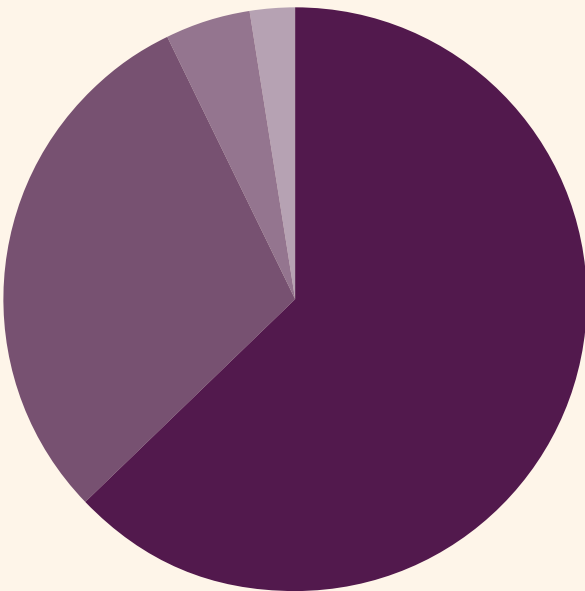
downloads of our school resources

Case study

# EFB workshops in Wigan

The Guardian reported in 2021, that about a fifth of England’s multi-academy trusts had uncovered a total of 60,177 racist incidents (with actual numbers thought to be higher because schools are not legally required to report instances of racism to local authorities). Hate crime in general has also been increasing in the UK since 2015, and Greater Manchester specifically had the highest reported hate crime incidents for the 2021/22 period.

Wigan is quite different demographically to other areas of Greater Manchester. F&BF therefore identified a need to facilitate positive encounter for students with a diverse range of people they may not otherwise get the opportunity to meet.



**Faith demographics of Wigan**

- 63% Christian
- 30% non-religious
- 4.7% Unknown
- 2.3% Buddhists, Hindus, Muslims and other

We delivered workshops to 44 students in Wigan in this period, and booked workshops for a further 691 in the summer term.

Feedback from the schools, including surveys that teachers completed post-session, showed that the workshops had a positive impact on students’ abilities to connect with, ask questions and understand people who are different from them. Our facilitators saw how children reacted to the speakers’ stories with curiosity, asking thoughtful questions based on their own prior knowledge of the speakers’ background, as well as what they heard during the story. They also engaged with topics such as racism in a sensitive way.

“In a church school, I think there is space to spend more time learning about other people’s practices, faiths, spirituality and what that may look like. To have people outside of their normal community to share experiences helps children to understand that people can be different and that is ok.”

Across our workshops

**97%**  
of students agreed: In this session I have seen how people from different backgrounds can communicate effectively and respectfully about their identities

**89%**  
of students said they now feel confident asking questions to someone from a different religion or culture



*“(EFB workshops) give students the opportunity to see how people of different faiths communicate with each other with mutual respect. They also allow students to get a lived perspective of religions from religious believers.”*

Wigan Primary teacher

## Goal 2

# Build movement

To generate stronger community-based movement, with youth at the forefront

*“For me, the difficulty was the perception of myself. I thought I fit in the world in a certain way. I shouldn't be participating in institutions such as the Parliament. One of the (ParliaMentors) Alumni invited me to the London Mayor election where they were counting votes and I saw it live. I never thought that I'd be worthy of being in a situation like that. When I got into these places then I realised they are actually accessible.”*

Alumnus, Sikh

## Our projects:

- ParliaMentors
- Alumni network
- Youth Summit

**2,700 hours**  
of training and mentoring  
delivered to young people  
by F&BF staff and  
Members of Parliament

**90 students**  
supported as ParliaMentors  
from 9 universities

**900**  
beneficiaries reached through  
18 social action projects



## Case study

# ParliaMentors

The ParliaMentors programme addresses multiple issues: youth disempowerment, social mobility, and interfaith relations.

It offers an opportunity to 45 students, the majority of whom come from minority faith and ethnic communities, to develop their leadership skills, gain hands-on experience of delivering a social impact project, and receive mentorship from MPs.

Through working alongside those from different backgrounds, they deepen their understanding of identity and deepen their commitment to fostering a society where difference is harnessed as a strength.

Through enacting a social action project, they not only support members of their local communities, but also gain skills that the majority of them will utilize in their career searches later on.

Through working with MPs, they receive advice on how to achieve their aims while also making an impression on the MP. Indeed, the MPs we work with attest to the fact that the impact of MP mentorship goes both ways as they find themselves influenced by the beliefs and experiences that the students share with them. Thus the impact of the programme is immense, and continues far after the programme has concluded.

*“I got a phone call yesterday afternoon from BBC Nottingham. Jess Phillips had visited Nottingham’s biggest nightclub and said Labour believe spiking should be a law in its own right and they wanted my opinions on the matter. Even after graduating from the programme, opportunities I never would have had keep on presenting themselves to me and I couldn’t be more grateful. Never would I have had this much agency or had my voice heard on a topic that matters to me so much without you giving me a shot. Parliamentors has well and truly changed the course of my life and I’ll continue to sing this programmes praises to everyone I come across”*

Lauren Simpson, University of Nottingham 2022-23

## Evaluating ParliaMentors: Our Journey

Working with the ZIGLA and LSE researchers on evaluating the ParliaMentors programme has been very fruitful both in terms of learning about the programme and about monitoring and evaluation. Throughout the process they have been training us in the science of data collection, articulating a theory of change, and capturing impact more effectively. Though the evaluation is only to be complete in December 2023, we have already incorporated many of its findings into our work; for example, we have responded to feedback on the MP mentorship model and social action project model by making changes to the 2023-24 programme.” Rachel Cohen, Senior Programme Coordinator

### Programme results

**89%** became more aware of other cultures and further appreciate diversity.

**80%** consider that the programme helped them to understand how their beliefs influence the way they participate in society.

**84%** consider that the programme helped them to increase their confidence when sharing their identity with others.

### Goal 3

# Project Voice

To project the voices of those we support and the impact of our partnership with them

*“Today is a humbling experience: to stand here in the heart of London, in one of the most historic and iconic places of worship in the world as a British Muslim woman receiving an award on behalf of the diverse faith groups of Brent, is an honour and a privilege.”*

Tahseen Mehar, Director of Brent Multi-Faith Forum, receiving an award in Westminster Abbey

## Our projects:

- London Faith & Belief Awards
- London Interfaith Fun Run
- LGBTQ+ Faith Network
- Walking Together in Barking and Dagenham
- Solihull Multifaith Action Hub
- Consultation with Local Authorities

**1,945**  
attendees at our community events

**148**  
grassroots projects recognised and supported through our events and programmes

**£19,000**  
distributed to 38 projects at our London Faith & Belief Community Awards

## Case study

# Youth Interfaith Summit: Uniting for Climate Action



In February 2023, the Faith & Belief Forum's Youth Council organised a transformative event at The London School of Economics: the Youth Interfaith Summit. This gathering of 200 young individuals from diverse faiths and beliefs aimed to address climate change collectively.

The summit's impact was profound, shifting the dialogue from individual responsibility to collective action. Mashiyath Qurashy, a Youth Council member and one of the event organisers, captured this essence: "the Summit brings together smaller community units to create a new larger community. As a result, challenging climate change through a Summit moves the conversation away from individual action to collective action."

*"Climate action is about commitment to each person in the room, fostering mutual understanding and emphasising our interconnectedness despite our differences."*

Mashiyath Qurashy, a Youth Council member and one of the event organisers,

The event celebrated collaboration, featuring panel discussions, skills training workshops, and dialogue sessions that highlighted the role of faith groups in climate justice, environmental activism, mental health, well-being, and personal environmental connections. The Summit inspired connections and mobilised youth for change.

The Youth Interfaith Summit serves as a powerful reminder of the potential for interfaith action in addressing climate change. It has inspired young individuals to come together, highlighting our shared responsibility and interconnectedness in the face of global challenges. This event showcases the significance of collective efforts and unity, offering hope for a more sustainable future.



## Case study

# London Communities

One of the communities that we partnered with for our Walking Together project in Barking & Dagenham was the Marks Gate Relief Project. This story illustrates the way that grassroots projects have had a chance to network, build and access new opportunities from partnering with us.

Marks Gate Relief Project (MGRP) is a CIC that engages voluntary services to boost community engagement within Marks Gate and the surrounding areas, and were identified by our team as being enthusiastic, altruistic and genuinely outstanding in their diligence and their service to the community. They joined Walking Together and held a walk in August 2022 at Hainault Forest Country Park. MGRP attended all 6 walks and were active participants in the project. At their walk, it was nearly 40 degrees, but the group

continued regardless (making use of sheltered, tree-covered areas to walk) and facilitated a dialogue for intercultural learning. There was a point where Hindu & Muslim participants talked about India and Pakistan, comparing words' etymologies in their respective languages and their familial history which was very special given that this can be a sensitive topic.

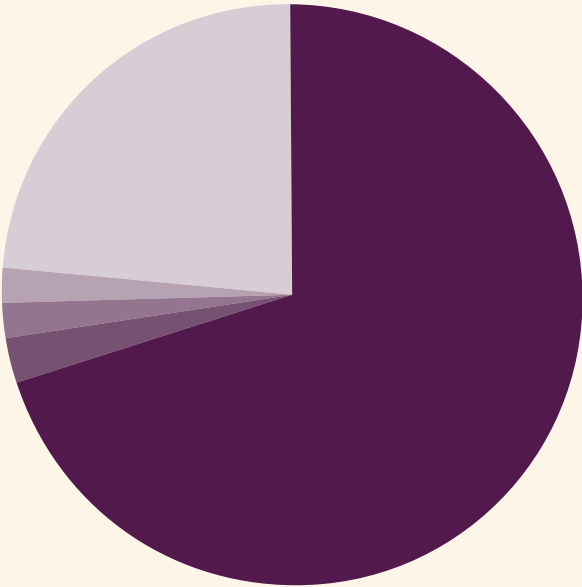
MGRP attended the Fun Run, ran to raise money for their organisation, and had an opportunity to socialise and connect with other grassroots organisations. Through continued relationship built with our Community Team, they also made an application to the London Faith & Belief Community Awards 2023, which they have won! This means that they will get a further £500 to support the continuation of their important work.

Case study

# Solihull Faith Action Project: Exploring a “faith new deal”

In August 2022, the Faith New Deal Initiative commissioned projects across UK to explore possibilities of new partnerships between Faith-based organisations (FBOs) and statutory services. The F&BF identified Solihull Metropolitan Borough Council (SMBC) to work with.

Solihull is seen as an affluent part of the West Midlands. It’s a borough containing diverse faith communities, but with much less ethnic or religious diversity than the national average, and certainly less than it’s neighbour Birmingham.



Faith demographics of Solihull

- 70% Christian
- 2.7% Muslim
- 1.9% Hindu
- 1.8% Sikh,
- 23.6% non-religious

There been a historic resistance from the predominantly white host community to any new communities moving into the area, and the local authority and local communities warned us of the presence of far right groups, and inter-community tensions. People were living side-by-side, but not talking to each other, and we heard of many instances of hate in the community.

F&BF staff facilitated 40+ 121 conversations with people of faith and members of the council to get an idea of the sentiments on the ground. It transpired that the faith communities wanted to get to know and work with one another but didn’t know how to do so. Beyond division between communities, there was a historic mistrust of the council.

The F&BF held 7 sessions together with employees of SMBC and faith group representatives, containing training and social mixing. Misconceptions between the council and faith groups were cleared, priority issues were identified collectively.

The final session not only discussed practical ways forward, but also ended with a networking lunch afterward (attended by 70+ people). This gave the opportunity for service providers and wider employees of the council to be introduced to the different faith communities in the borough who took part in the project so support and cross-collaboration can continue.

Since the completion of the project, the Action group have such strong bonds, they are able to mobilise the collective power of their communities: for example meeting new Sudanese refugees and asylum seekers within 24 hours of arrival with clothes, food and medical care.



*“Having the LA people initiate the programme was important. It showed that our communities are recognised and valued. It was good to meet them and work alongside them. They have a vital connecting role, and the dialogue helps us all to know our context and be more effective in our actions and decisions”*

Project Participant

# Priorities for 2023/24

| Priority                                 | Milestones                                                                                                                                                                                                                                                                               |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Improve internal engagement & governance | <ul style="list-style-type: none"><li>• Operationalise board reform – sub-committees and trustees</li><li>• Adjust salaries in line with benchmarking</li><li>• Ensure engagement has national reach</li></ul>                                                                           |
| Extend monitoring & evaluation           | <ul style="list-style-type: none"><li>• Develop organisational measures of success in line with our emergent theory of change</li><li>• Publish &amp; disseminate evaluation of youth leadership programme</li><li>• Secure funding to improve our internal MEL infrastructure</li></ul> |
| Sharpen fundraising                      | <ul style="list-style-type: none"><li>• Establish Development Board with targets</li><li>• Bed-in decentralised fundraising capacity</li><li>• Develop a fundraising strategy to improve the long term resilience of our core programmes</li></ul>                                       |
| Deepen strategic partnerships            | <ul style="list-style-type: none"><li>• Secure strategic partnerships with civil society organisations</li><li>• Negotiate financial agreements with 3 Universities</li><li>• Establish Faith &amp; Belief Policy Forum with first roundtable event</li></ul>                            |
| Turn up national voice                   | <ul style="list-style-type: none"><li>• Recruit permanent communications capacity</li><li>• On board new team voice members and develop team structure and vision</li><li>• Engage in thought leadership and policy events on prioritised issues</li></ul>                               |

# Structure, governance and management

**Organisational structure and decision making**  
The Faith & Belief Forum is a Charitable Incorporated Organisation (CIO). The organisation was founded in 1997 as an unincorporated charitable trust called Three Faiths Forum (1092465). All activities, liabilities and assets transferred to the CIO (1173369) in 2017, and in 2018 the CIO changed its name to The Faith & Belief Forum.

The object of the CIO is to promote religious harmony and good communal relations through promoting knowledge and mutual understanding of, and respect for, the beliefs and practices of different religious faiths, and beliefs. Our vision is of a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations.

The organisation is governed by a board of trustees who meet regularly during the year. Finance and Compliance Committees meet before each board meeting to monitor and review relevant matters in more depth.

The Board of Trustees is authorised to appoint new trustees, as required, who are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation. New trustees are briefed on the organisation’s constitution, strategic plan, policies, and procedures. They receive a copy of the previous years’ financial statements and a copy of the constitution and are expected to sign a declaration of interests form.

Trustees are responsible for the strategic direction of the organisation and delegate management to the Director. The Director reports to the board on organisational performance against operational plans approved by the Board. The Director and Head of Operations report regularly via the Finance Committee on the financial position of the organisation.

The organisation seeks to create an internal culture that embodies the inclusive and welcoming values that we want to see in wider society, and are delighted that in summer 2022, for the second year in a row 100% of staff agreed that we valued diversity.

The charity is grateful to its team of staff, consultants, freelancers, interns and volunteers for their outstanding dedication, hard work and commitment during the year.

# Financial review

The charity generated incoming resources of £902,930 (2022: £884,335). This increase has been generated by increase of Charitable activities £540,755 (2022: £302,327) and offset by a decrease of Donations £361,542 (2022: £581,994). There has been a consequent increase in expenditure on Charitable activities which rose to £975,001 from £741,723 in the previous year. The charity recorded a net decrease in funds of £80,496 being a deficit of £105,456 on unrestricted, and a surplus of £24,960 on restricted funds. At 31 March 2023 the charity had net assets of £228,537 (2022: £309,033) which was split between unrestricted funds of £171,577 and restricted funds of £56,960.

## Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

## Reserves Policy

The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets. It is currently the policy of the charity to maintain free reserves at a level considered adequate to provide sufficient funds for between one- and three-months' unrestricted expenditure, an amount equivalent to between £50,000 and £150,000. The free reserves amounted to £171,577 at 31 March 2023 which is at the higher end of that desired range. The Charity is in a position where significant funds are received for specific projects and restricted funds at 31 March 2023 amounted to £56,960. The charity's assets are held for the purpose of the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2023 is satisfactory to enable it to continue its activities.

## Pay policy for staff

We are committed to a fair and transparent pay structure that ensures we treat all staff equitably with regards to terms and conditions of employment, including pay. Employee salaries are awarded based on the organisation's salary scales. The scales are reviewed annually, taking into account inflation and cost of living increases (based on the Consumer Price Index and Retail Price Index), sector benchmarking, and funding available. The Faith & Belief

Forum fully supports the living wage (as set by the Living Wage Foundation) and will aim to pay at this level, subject to affordability.

## Risk management

The trustees assess on an annual basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. The principal risks faced by the charity are the security of its funding streams and the operational risks from working with young people in areas dealing with sensitive subjects. The trustees mitigate the risk to funding streams by diversifying as much as possible the sources of income. The operational risks are mitigated by having an effective safeguarding policy to which all staff adhere to. In addition, there is a staff handbook which reflects updated policies and procedures on whistleblowing and staff data handling and protection.

## Safeguarding

The charity trustees take their responsibility in relation to safeguarding seriously and have adopted a Safeguarding policy to protect vulnerable people from abuse and to prevent abuse from happening in the first place. Conflict of interest all trustees give of their time freely and no trustee remuneration was paid in the year. The trustees and staff are required to disclose all relevant interests and where necessary withdraw from decisions where a conflict arises.

The trustees also confirm that there is an appropriate and approved anti bribery policy.

## Information on fundraising practices

The charity does not fundraise from the general public, but focuses its activities on specific charitable foundations. Therefore the trustees do not consider that the requirements of the fundraising code to be applicable to the charity.

## Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity 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 then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed.

They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

## Auditor

The auditor, Blick Rothenberg Audit LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Professor Mike Hardy CMG OBE FRSA  
(Chair of Trustees)**

Date: 12/12/2023

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FAITH & BELIEF FORUM

### Opinion

We have audited the financial statements of The Faith & Belief Forum (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the Trustees

with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor’s report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports)

Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees’ report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees’ responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern

basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**Auditor’s responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

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

We assessed the susceptibility of the charity’s financial statements to material misstatement, including obtaining

an understanding of how fraud might occur, by:

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

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

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

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

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

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

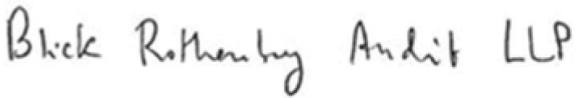
Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

**Use of our report**

This report is made solely to the charity’s trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity’s trustees

those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



**Blick Rothenberg Audit LLP**

Chartered Accountants & Statutory Auditor  
16 Great Queen Street  
Covent Garden  
London  
WC2B 5AH

Date: 12/12/2023

Blick Rothenberg Audit LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

## THE FAITH & BELIEF FORUM STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

|                                    |      | Unrestricted<br>funds 2023 | Restricted<br>funds 2023 | Total funds<br>2023 | Total funds<br>2022 |
|------------------------------------|------|----------------------------|--------------------------|---------------------|---------------------|
|                                    | Note | £                          | £                        | £                   | £                   |
| <b>Income from:</b>                |      |                            |                          |                     |                     |
| Donations and legacies             | 3    | 350,092                    | 11,450                   | 361,542             | 581,994             |
| Charitable activities              | 4    | 30,420                     | 510,335                  | 540,755             | 302,327             |
| Other income                       |      | 633                        | -                        | 633                 | 14                  |
| <b>Total income</b>                |      | <b>381,145</b>             | <b>521,785</b>           | <b>902,930</b>      | <b>884,335</b>      |
| <b>Expenditure on:</b>             |      |                            |                          |                     |                     |
| Raising funds                      |      | 8,425                      | -                        | 8,425               | 78,745              |
| Charitable activities              |      | 478,176                    | 496,825                  | 975,001             | 741,723             |
| <b>Total expenditure</b>           |      | <b>486,601</b>             | <b>496,825</b>           | <b>983,426</b>      | <b>820,468</b>      |
| <b>Net movement in funds</b>       |      |                            |                          |                     |                     |
|                                    |      | <b>(105,456)</b>           | <b>24,960</b>            | <b>(80,496)</b>     | <b>63,867</b>       |
| <b>Reconciliation of funds:</b>    |      |                            |                          |                     |                     |
| Total funds brought forward        |      | 277,033                    | 32,000                   | 309,033             | 245,166             |
| Net movement in funds              |      | (105,456)                  | 24,960                   | (80,496)            | 63,867              |
| <b>Total funds carried forward</b> |      | <b>171,577</b>             | <b>56,960</b>            | <b>228,537</b>      | <b>309,033</b>      |

The Statement of financial activities includes all gains and losses recognised in the year.  
All of the activities of the charity are classified as continuing.  
The notes on pages 33 to 41 form part of these financial statements.

## BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2022

|                                                |      | 2023           | 2022           |
|------------------------------------------------|------|----------------|----------------|
|                                                | Note | £              | £              |
| <b>Fixed assets</b>                            |      |                |                |
| Tangible assets                                | 11   | 10,441         | 13,154         |
|                                                |      | <b>10,441</b>  | <b>13,154</b>  |
| <b>Current assets</b>                          |      |                |                |
| Debtors                                        | 12   | 39,550         | 25,575         |
| Cash at bank and in hand                       |      | 348,899        | 428,590        |
|                                                |      | <b>388,449</b> | <b>454,165</b> |
| Creditors: amounts falling due within one year | 13   | (170,353)      | (158,286)      |
| <b>Net current assets</b>                      |      | <b>218,096</b> | <b>295,879</b> |
| <b>Total assets less current liabilities</b>   |      | <b>228,537</b> | <b>309,033</b> |
| <b>Total net assets</b>                        |      | <b>228,537</b> | <b>309,033</b> |
| <b>Charity funds</b>                           |      |                |                |
| Restricted funds                               | 14   | 56,960         | 32,000         |
| Unrestricted funds                             | 14   | 171,577        | 277,033        |
| <b>Total funds</b>                             |      | <b>228,537</b> | <b>309,033</b> |

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Professor Mike Hardy CMG OBE FRSA (Chair of Trustees)**

Date: 12/12/2023

The notes on pages 33 to 41 form part of these financial statements.

# STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

|                                                         | Note | 2023           | 2022           |
|---------------------------------------------------------|------|----------------|----------------|
|                                                         |      | £              | £              |
| <b>Cash flows from operating activities</b>             |      |                |                |
| Net cash used in operating activities                   | 16   | (80,324)       | (57,645)       |
| <b>Cash flows from investing activities</b>             |      |                |                |
| Dividends, interests and rents from investments         |      | 633            | 14             |
| <b>Net cash provided by investing activities</b>        |      | <b>633</b>     | <b>14</b>      |
| <b>Cash flows from financing activities</b>             |      |                |                |
| <b>Net cash provided by financing activities</b>        |      | <b>-</b>       | <b>-</b>       |
| <b>Change in cash and cash equivalents in the year</b>  |      |                |                |
| Cash and cash equivalents at the beginning of the year  |      | 428,590        | 486,221        |
| <b>Cash and cash equivalents at the end of the year</b> | 17   | <b>348,899</b> | <b>428,590</b> |

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

## 1. General information

The Faith & Belief Forum is a Charitable Incorporated Organisation and is registered with the Charity Commission for England & Wales with registered number 1173369. It’s principal office is Star House 104-108 Grafton Road, London, NW5 4BA.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a ‘true and fair’ view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a ‘true and fair’ view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Faith & Belief Forum 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.

### 2.2 Going concern

After making enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence and meet its liabilities as they fall due for the foreseeable future, being a period of at least twelve months from the date these financial statements were approved. In making that assessment they have considered the impact that the downturn in economic outlook has had on the charity. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

### 2.3 Income

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 income receivable can be measured reliably.

Donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

### 2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

The notes on pages 33 to 41 form part of these financial statements

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.7 Tangible fixed assets and depreciation**

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:  
Office equipment - 25% reducing balance

**2.8 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.9 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.10 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

**2.11 Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.12 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**3. Income from donations and legacies**

|                   | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 | Total funds 2022 |
|-------------------|-------------------------|-----------------------|------------------|------------------|
|                   | £                       | £                     | £                | £                |
| Donations         | 262,992                 | -                     | 262,992          | 731,535          |
| Donations in kind | 87,100                  | -                     | 87,100           | 87,100           |
| Government grants | -                       | 11,450                | 11,450           | 65,686           |
|                   | 350,092                 | 11,450                | 361,542          | 884,321          |

|            |         |         |         |
|------------|---------|---------|---------|
| Total 2022 | 516,308 | 368,013 | 884,321 |
|------------|---------|---------|---------|

**4. Income from charitable activities**

|                                   | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 | Total funds 2022 |
|-----------------------------------|-------------------------|-----------------------|------------------|------------------|
|                                   | £                       | £                     | £                | £                |
| Income from charitable activities | 30,420                  | 510,335               | 540,755          | 302,327          |

|            |   |         |         |
|------------|---|---------|---------|
| Total 2022 | - | 302,327 | 302,327 |
|------------|---|---------|---------|

**5. Charitable expenditure**

|                   | Unrestricted funds 2023 | Restricted funds 2023 | Total funds 2023 | Total funds 2022 |
|-------------------|-------------------------|-----------------------|------------------|------------------|
|                   | £                       | £                     | £                | £                |
| Direct costs      | 316,326                 | 483,315               | 799,641          | 596,737          |
| Support costs     | 149,850                 | 112,237               | 262,087          | 129,906          |
| Governance costs  | 12,000                  | -                     | 12,000           | 15,080           |
| Fundraising costs | 8,425                   | -                     | 8,425            | 78,745           |
|                   | 486,601                 | 595,552               | 1,082,153        | 820,468          |

|            |         |         |         |
|------------|---------|---------|---------|
| Total 2022 | 421,549 | 398,919 | 820,468 |
|------------|---------|---------|---------|

## 6. Direct costs

|                      | Unrestricted<br>funds 2023 | Education<br>funds 2023 | Community<br>funds 2023 | Total<br>funds 2023 | Total<br>funds 2022 |
|----------------------|----------------------------|-------------------------|-------------------------|---------------------|---------------------|
|                      | £                          | £                       | £                       | £                   | £                   |
| Employment Costs     | 260,541                    | 93,687                  | 185,551                 | <b>539,779</b>      | 430,932             |
| Freelance Assistants | 53,835                     | 35,261                  | 107,964                 | <b>197,015</b>      | 139,938             |
| Event Expenses       | 1,872                      | 2,449                   | 50,804                  | <b>55,125</b>       | 23,906              |
| Mentoring Expenses   | 78                         | -                       | 7,644                   | <b>7,722</b>        | 1,961               |
|                      | 316,326                    | 131,352                 | 351,963                 | <b>799,641</b>      | 596,737             |

|            |         |         |         |         |
|------------|---------|---------|---------|---------|
| Total 2022 | 246,608 | 137,014 | 213,115 | 596,737 |
|------------|---------|---------|---------|---------|

## 7. Support costs

|                             | Unrestricted<br>2023 | Education<br>balance 2023 | Community<br>balance 2023 | Total funds<br>2023 | Total funds<br>2022 |
|-----------------------------|----------------------|---------------------------|---------------------------|---------------------|---------------------|
|                             | £                    | £                         | £                         | £                   | £                   |
| General office costs        | 18,775               | 850                       | 2,068                     | <b>21,693</b>       | 15,177              |
| Bank charges and interest   | 207                  | -                         | 67                        | <b>274</b>          | 386                 |
| Insurance                   | 4,629                | -                         | -                         | <b>4,629</b>        | 6,229               |
| Communication expenses      | 10,643               | -                         | -                         | <b>10,643</b>       | 8,532               |
| Travelling and subsistence  | 4,826                | 2,587                     | 5,101                     | <b>12,514</b>       | 1,711               |
| Marketing and publicity     | 5,186                | -                         | 1,878                     | <b>7,064</b>        | 4,262               |
| Professional fees           | 15,336               | 51                        | -                         | <b>15,387</b>       | 7,018               |
| Rent, rates and maintenance | 85,878               | -                         | -                         | <b>85,878</b>       | 81,639              |
| Staff training              | 889                  | -                         | 908                       | <b>1,797</b>        | 567                 |
| Depreciation                | 3,481                | -                         | -                         | <b>3,481</b>        | 4,385               |
|                             | 149,850              | 3,488                     | 10,022                    | <b>163,360</b>      | 129,906             |

|                   |        |        |        |         |
|-------------------|--------|--------|--------|---------|
| <b>Total 2022</b> | 81,116 | 18,650 | 30,140 | 129,906 |
|-------------------|--------|--------|--------|---------|

## 8. Governance costs

|                             | Unrestricted<br>2023 | Total funds 2023 | Total funds 2022 |
|-----------------------------|----------------------|------------------|------------------|
|                             | £                    | £                | £                |
| Legal and professional fees | 12,000               | <b>12,000</b>    | 15,080           |

## 9. Staff costs

The average number of persons employed by the Charity during the year was as follows:

|           | 2023 No.  | 2022 No. |
|-----------|-----------|----------|
| Employees | <b>19</b> | 25       |

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Director and the Heads of Operations. The total employee salaries of the key management personnel of the charity were £111,135.59 (2022: £121,398).

## 10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

## 11. Tangible fixed assets

|                          | Office equipment |
|--------------------------|------------------|
|                          | £                |
| <b>Cost or valuation</b> |                  |
| At 1 April 2022          | <b>42,870</b>    |
| Additions                | <b>768</b>       |
| At 31 March 2023         | <b>43,638</b>    |
| <b>Depreciation</b>      |                  |
| At 1 April 2022          | <b>29,716</b>    |
| Charge for the year      | <b>3,481</b>     |
| <b>At 31 March 2023</b>  | <b>33,197</b>    |
| <b>Net book value</b>    |                  |
| At 31 March 2023         | <b>10,441</b>    |
| At 31 March 2022         | 13,154           |

12. Debtors

|                     | 2023   | 2022   |
|---------------------|--------|--------|
| Due within one year | £      | £      |
| Trade debtors       | 550    | 3,575  |
| Other debtors       | 39,000 | 22,000 |
|                     | 39,550 | 25,575 |

13. Creditors: amounts falling due within one year

|                                    | 2023    | 2022    |
|------------------------------------|---------|---------|
|                                    | £       | £       |
| Trade creditors                    | 780     | 6,500   |
| Other taxation and social security | 17,991  | 17,931  |
| Deferred income                    | 121,791 | -       |
| Accruals                           | 12,064  | 133,855 |
|                                    | 170,353 | 158,286 |

Deferred income represents grants and donations received in respect of projects to be run in the following financial year.

|                                        | 2023      | 2022      |
|----------------------------------------|-----------|-----------|
|                                        | £         | £         |
| Deferred income at 1 April 2022        | 121,791   | 231,230   |
| Resources deferred during the year     | 139,581   | 121,791   |
| Amounts released from previous periods | (121,791) | (231,230) |
|                                        | 139,581   | 121,791   |

14. Statement of funds

| Statement of funds – current year |                            |         |             |                             |
|-----------------------------------|----------------------------|---------|-------------|-----------------------------|
|                                   | Balance at<br>1 April 2022 | Income  | Expenditure | Balance at<br>31 March 2023 |
|                                   | £                          | £       | £           | £                           |
| Unrestricted funds                |                            |         |             |                             |
| General Funds - all funds         | 162,581                    | 381,145 | (372,149)   | 171,577                     |
| Designated funds                  | 114,452                    | -       | (114,452)   | -                           |
|                                   | 277,033                    | 381,145 | (486,601)   | 171,577                     |

|                  |         |         |           |         |
|------------------|---------|---------|-----------|---------|
| Restricted funds |         |         |           |         |
| Education        | 7,769   | 142,052 | (134,840) | 14,981  |
| Community        | 24,231  | 379,733 | (361,985) | 41,979  |
|                  | 32,000  | 521,785 | (496,825) | 56,960  |
| Total of funds   | 309,033 | 902,930 | (983,426) | 228,537 |

The designated funds relate to income received in the year, but intended to support the activities of the charity for the year ended 31 March 2023. West Midlands and Education were combined in 2022, the balances of which were £2,692 and £nil as at 31 March 2021. The Education fund represents workshops, school linking and training to help young people (and their teachers) handle different or controversial topics, learn dialogue skills, and to understand how people live their faiths or beliefs. The Community fund covers our universities work including a national leadership programme where students collaborate to create real social change while being mentored by MPs

| Statement of funds – prior year |                            |         |             |                     |                             |
|---------------------------------|----------------------------|---------|-------------|---------------------|-----------------------------|
|                                 | Balance at<br>1 April 2021 | Income  | Expenditure | Transfers<br>in/out | Balance at<br>31 March 2022 |
|                                 | £                          | £       | £           | £                   | £                           |
| Unrestricted funds              |                            |         |             |                     |                             |
| General funds<br>- all funds    | 182,260                    | 516,322 | (421,549)   | (114,452)           | 162,581                     |
| Designated funds                | -                          | -       | -           | 114,452             | 114,452                     |
|                                 | 182,260                    | 516,322 | (421,549)   | -                   | 277,033                     |

|                  |         |         |           |   |         |
|------------------|---------|---------|-----------|---|---------|
| Restricted funds |         |         |           |   |         |
| Education        | 2,692   | 147,172 | (142,095) | - | 7,769   |
| Community        | 60,214  | 220,841 | (256,824) | - | 24,231  |
|                  | 62,906  | 368,013 | (398,919) | - | 32,000  |
| Total of funds   | 245,166 | 884,335 | (820,468) | - | 309,033 |

## 15. Analysis of net assets between funds

### Analysis of net assets between funds – current year

|                               | Unrestricted funds<br>2023 | Restricted funds<br>2023 | Total funds<br>2023 |
|-------------------------------|----------------------------|--------------------------|---------------------|
|                               | £                          | £                        | £                   |
| Tangible fixed assets         | (21,295)                   | 31,736                   | <b>10,441</b>       |
| Current assets                | 388,449                    | -                        | <b>388,449</b>      |
| Creditors due within one year | (170,353)                  | -                        | <b>170,353)</b>     |
| Difference                    | (25,224)                   | 25,224                   | -                   |
| <b>Total</b>                  | <b>171,577</b>             | <b>56,960</b>            | <b>228,537</b>      |

### Analysis of net assets between funds – prior year

|                               | Unrestricted funds<br>2022 | Restricted funds<br>2022 | Total funds<br>2022 |
|-------------------------------|----------------------------|--------------------------|---------------------|
|                               | £                          | £                        | £                   |
| Tangible fixed assets         | 7,584                      | 5,570                    | 13,154              |
| Current assets                | 301,214                    | 152,951                  | 454,165             |
| Creditors due within one year | (31,765)                   | (126,521)                | (158,286)           |
| <b>Total</b>                  | <b>277,033</b>             | <b>32,000</b>            | <b>309,033</b>      |

## 16. Reconciliation of net movement in funds to net cash flow from operating activities

|                                                                                   | 2023            | 2022     |
|-----------------------------------------------------------------------------------|-----------------|----------|
|                                                                                   | £               | £        |
| Net income/expenditure for the year<br>(as per Statement of Financial Activities) | <b>(80,496)</b> | 63,867   |
| <b>Adjustments for:</b>                                                           |                 |          |
| Depreciation charges                                                              | <b>3,841</b>    | 4,385    |
| Investment income                                                                 | <b>(633)</b>    | (14)     |
| Increase in fixed assets                                                          | <b>(768)</b>    | -        |
| Increase in debtors                                                               | <b>(13,975)</b> | 24,250   |
| Increase in creditors                                                             | <b>12,067</b>   | (35,681) |
| <b>Net cash provided by/(used in) operating activities</b>                        | <b>(80,324)</b> | 56,807   |

## 17. Analysis of cash and cash equivalents

|                                        | 2023           | 2022    |
|----------------------------------------|----------------|---------|
|                                        | £              | £       |
| Cash in hand                           | <b>348,899</b> | 428,590 |
| <b>Total cash and cash equivalents</b> | <b>348,899</b> | 428,590 |

## 18. Analysis of changes in net debt

|                          | At 1 April<br>2022 | Cash flows      | At 31 March<br>2023 |
|--------------------------|--------------------|-----------------|---------------------|
|                          | £                  | £               | £                   |
| Cash at bank and in hand | <b>428,590</b>     | <b>(79,691)</b> | <b>348,899</b>      |
|                          | <b>428,590</b>     | <b>(79,691)</b> | <b>348,899</b>      |

# Acknowledgements

The Faith & Belief Forum’s work of building bridges and encouraging dialogue between people of different faiths and beliefs would not be possible without the following organisations. We would like to thank them for their continuing support.

**Thank you to our core funders and long running donors:**

Sigmund Sternberg Charitable Foundation  
Dangoor Education  
Exilarch’s Foundation

**And to those that have funded projects this year:**

Arts Council  
City Bridge Trust  
Culham St Gabriel’s  
Direct Line Group  
Dulverton Trust  
Forest School  
Garfield Weston  
Ideals Coventry  
John Lyons  
Lerak  
The Linking Network  
London Marathon  
Martin Slowe  
Ministry of Housing, Communities & Local Government (MHCLG)  
OVO Energy  
Porticus  
READ  
The Tamir-Sternberg Foundation  
Westhill



**With thanks to Michael Sternberg KC KCFO**

Michael Sternberg KC KCFO stepped down this year from his role as Chair of Trustees. I have worked with Michael in this role since I became CEO of the Faith & Belief Forum in July 2015. During the past seven years I have got to know a man committed wholeheartedly to strengthening relations between people of different faiths and beliefs. I have witnessed Michael’s journey as he took up the reigns of an organisation founded by his late father, Sir Sigmund Sternberg, together with Marcus Braybrooke and Zaki Badawi back in 1997.

Sir Sigmund died in October 2016, about a year after I joined. Michael stepped into his father’s shoes, recognising not only that these would be big shoes to fill, but that the context of interfaith relations had changed significantly since 1997. There was an opportunity here to inject his leadership into shaping an organisation fit for today’s challenges. This stimulated a process of rebranding which Michael supported and shepherded with skill in his role as Chair of Trustees. It was not an easy task to listen to different views and make judgements that would affect the trajectory of the organisation. Landing on The Faith & Belief Forum (F&BF) set a new path whilst at the same time retaining sufficient identity with the past. This result was in large part due to Michael’s leadership and his instinct for bringing people together to make collective decisions. In this sense Michael has embodied the dialogue that F&BF is all about.

From the rebrand launch in 2018, Michael supported and encouraged a new phase of programming in the organisation, and I was fortunate to receive regular counsel and guidance from him, something that became of particular importance during the pandemic. Indeed, it is testament to Michael’s stewardship that F&BF remained strong and active throughout the difficult times of COVID-19 outbreaks and lockdowns. The faith sector became essential during these years, in delivering services and support to communities. Michael remained fully committed to F&BF’s role in this - his support was unwavering. Of high importance in this regard has been the sustained financial commitment of the Sigmund Sternberg Charitable Foundation (SSCF) which Michael continues to chair. The importance of this core funding support cannot be overstated at a time when charities are being squeezed from all sides. Michael realises that F&BF’s mission to strengthen relations and build community resilience in the face of growing polarisation and rising faith-based hate requires sustained financial support over the longer term. We are most fortunate to have him as a benefactor and now also as our President.

Phil Champaign,  
Director



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# Accounts

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# The Faith & Belief Forum Annual report 2021-22

# Organisational details

## THE FAITH & BELIEF FORUM – REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

### Trustees

M V Sternberg KC KCFO, (Chair of Trustees)  
M Baluch (Treasurer)  
Professor M Hardy CMG OBE FRS  
B Mills KC  
D Hussain  
N Tamir  
H Wallace  
G S Jhans  
M F Anderson  
C Shanahan

### Charity registered number

1173369

### Principal office

Star House  
104-108 Grafton Road  
London  
NW5 4BA

### Director

Phil Champain

### Independent auditor

Blick Rothenberg Audit LLP  
Chartered Accountants & Statutory Auditors  
16 Great Queen Street  
Covent Garden  
London  
WC2B 5AH

### Bankers

CAF Bank Limited  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4JQ

### Solicitors

Howard Kennedy LLP  
No.1 London Bridge  
London SE1 9BG

### Patrons

HE Cardinal Arinze, The Rt Hon John Bercow MP,  
David Dangoor DL, Professor David Ford, His Royal  
Highness The Duke of Bragança, Lord Hameed of  
Hampstead CBE DL, The Rt Hon Baroness Hayman  
PC GBE, Rabbi Professor Jonathan Magonet,  
Prof. Dr Klaus Schwab KCMG, Baroness Scotland  
of Asthal PC Q

### Champions

HRH Princess Badiya bint El Hassan,  
Rt Hon Dominic Grieve KC, Sir Stephen Timms MP,  
Shabir Randeree CBE, Prem Goyal OBE JP,  
Mayor Andy Burnham, David Dangoor DL,  
Preet Kaur Gill MP, Bushra Nasir CBE DL

# Director's review

I'm reminded of the start of this financial year 2021/22 by my COVID vaccination certificate. It tells me my first jab was on 13th March 2021. The year came to a close with the Russian invasion of Ukraine on 24th February 2022. Pandemic and war in Europe. These are huge bookends to a tumultuous year. Our mission has been more important than ever given these testing times. F&BF has played its role in building relations between people of different faiths, beliefs, and identities – strengthening the capacities of communities to cope and respond.

The year has certainly been a tough one – for trustees, staff, partners, donors, and most of all for our beneficiaries. Reduced social contact due to the pandemic has affected social relations, livelihoods, and mental health. In May 2021 the impacts of the war between Gaza and Israel were felt here in the UK as communities struggled with the issues at stake, reflected in a 400%+ rise in reported Antisemitic and Islamophobic incidents. MP David Ames lost his life in a terrorist attack in October, 5 years after the murder of MP Jo Cox. War in Ukraine came the following February. During all this, F&BF has worked to address social tension, educate the next generation not to hate, and celebrate the positive role faith-based organisations bring to our society.

Amongst the key organisation-wide goals that we set for the year, perhaps the most significant was *'a new multi-year strategic plan in place that addresses the change we want to make and has full buy-in from the organisation.'* I'm glad to say we managed this, through wide discussions and consultations, both internal and external. At the heart of this strategy is a call for social change that will project the organisation into national conversations about the way we educate our young people and tackle rising hate crime.

As we embark on this new strategic path, it is heartening to know that it is built on solid foundations, documented in this annual report. Highlights from this year include:

- Reaching over 6,000 school pupils directly through our workshops and linking programme, despite the challenges schools have faced due to the pandemic. In addition, our online resources for schools, which gained fresh relevance in a climate of reduced school engagement, have been downloaded more than 3,000 times by teachers across the UK. This represents significant reach in challenging times.
- Effective delivery of our ParliaMentors youth leadership programme, using a mix of online and face to face sessions that engaged 8 MPs who mentored 45 students from 9 universities in their leadership and social action journeys.

- The first ever Interfaith Fun Run in London, as social distancing restrictions were relaxed during the year. This major event provided an opportunity for people of different faiths and beliefs to meet together after enforced isolation.
- Celebrating the centenaries of our founders Sir Sigmund Sternberg (in June 2021) and Zaki Badawi (in January 2022), remembering their legacies that we continue to honour.
- Sustaining a healthy income and reserve (although expenditure is down due to less face-to-face engagement). Many thanks to all our donors and supporters. We could not have achieved what we have without you.

There is much, therefore, to celebrate in this report that looks back on a year during which people's lives have been badly disrupted by the COVID pandemic and conflict abroad. The positive role faith organisations and communities have played in responding to this context has been recognised by many and celebrated through F&BF's community awards, also featured in this report.

Having said this, we should also recognise the fragility of social relations under these stresses. Looking ahead it seems likely that the political and economic situation will get worse before it gets better. It is vital we continue to work on strengthening social relations and addressing the issue that block this. Our own well-being depends upon the well-being of others. Collaboration across difference is an essential ingredient of strong, thriving communities.

Thank you to all our partners who we depend upon to deliver our work, to those who have and continue to support us, and to our wonderful staff and trustees who bring such energy and creativity to the important work we do.



**Phil Champaign**  
Director, The Faith & Belief Forum

Date: 20/12/2022



# About us

Since 1997, the Faith & Belief Forum has been working to create understanding people of different faiths and beliefs.

Our vision is a connected and supportive society where people from different communities and cultures have strong, productive and lasting relations. We believe the future belongs to people of all beliefs, that intolerance has no place in society and that diversity adds value.

Our mission is to promote and build meaningful and resilient relationships across lines of difference through education, encounter, and social action opportunities. We consider ourselves to be an areligious, apolitical organisation which has inclusivity and integrity at its core.

**We work to achieve our mission and vision by meeting the following three goals:**

1. To equip more learners with the skills and tools they need to handle and influence relations between different faiths and beliefs
2. To generate stronger community-based movement aimed at strengthening faith relations and social cohesion in communities, with youth at the forefront
3. To project the voices of those we support and the impact of our partnership with them

Progress against these goals constitutes the report that follows.

# Our work in 2021/22

As lockdowns and other social restrictions put in place during the pandemic began easing in 2021, we again started to deliver more of our work in person. Some restrictions were still in place for much of the year, so a significant portion of our delivery in 2021-22 was still online. Some initiatives, like the London Faith & Belief Community Awards, were delivered in a hybrid way, with both in-person and online components.

We were fortunate enough to obtain funding to welcome new people into the organisation using the **Kickstart Scheme**, the Government initiative which ran for a set period with the aim of creating new opportunities for 16 to 24 year olds. We secured two cohorts of talented young people and worked closely with them, providing training, mentoring and networking opportunities from a variety of providers which included our own Board of Trustees. This hugely successful project saw us draw 11 young people into our work and we managed to create opportunities to retain 4 of them with us, welcoming them on board into permanent roles within our dedicated team.

All in all, 2021-22 saw the Faith & Belief Forum deliver a wider range of initiatives and events, ranging from school linking and workplace training to reports and resources. We also organised the first ever London Interfaith Fun Run, built diverse partnerships, and continued developing our many programmes and projects – all with the aim of creating a more united society where people of different faiths and beliefs have positive and productive relations.

## 950,000

total engagements via digital channels

## 20,000

people engaged in F&BF programmes and events

## 11,500

engaged with our Faith & Belief Community Awards

## 10,000

accessed our reports and resources

## 6,100

people took part in F&BF's education programmes

## 500

people took part in the first ever London Interfaith Fun Run

# Goal 1: Equipping Learners

## School workshops

Our workshops bring real-life experiences of faith, belief, and identity into the classroom via a panel of trained speakers. Our flagship workshop, Encountering Faith & Belief, brings to schools a model of respectful interfaith dialogue and co-operation.

The aim of the project is to help young people build religious literacy, empathy, and skills for dialogue and communication. In 2021-22 it took place online, with workshops being held on Zoom.

With an expert facilitator, two or three speakers from different faith and belief backgrounds share their personal stories and answer students' questions. Online workshops are usually delivered as one session which is then split into two break-out rooms so that two facilitators can deliver a workshop at the same time.

Challenges this year included the pandemic and having to rework the programme to be delivered online, meaning the format had to be adapted and the experience was different for both speakers and schools. On the other hand, we were successful in facing this challenge, making the necessary adaptations, and continuing to deliver workshops to many children across the country.

**“It had a very powerful impact on my students who described the workshop as ‘inspiring’ and ‘eye opening’”**

Quote from Y8 teacher after EFB

## Impact

- I am curious to know more about people – an average percentage increase of 17.61% from pre and post workshop surveys
- I can understand people who have different beliefs to me – an average percentage increase of 28.56% from pre and post workshop surveys

**2,620**

Students engaged

**245**

Total number of children reached in Brent

**475**

Total number of children reached in Camden

**580**

Total number of children reached in Ealing

**27**

Total workshops delivered from 25/11/22 to 31/03/22

**12**

New speakers added to programme



School EDI data

- 23% Muslim majority
- 29% Mixed-faith
- 18% Christian majority
- 12% Non-religious majority
- 18% Jewish majority



Ethnicity

- 42% White
- 50% Asian
- 8% Other

**83%**

of students agreed: after the workshop I am curious to know more about people from different backgrounds to me

**84%**

of students agreed: (in the post session survey) I feel confident asking questions to someone from a different religion or culture

**70%**

of students agreed: today, I formed a new opinion about someone from a different background to me

**95%**

of students agreed: (in the post session survey) I can understand people who have different beliefs to me

**94%**

of students agreed: in this session I have seen how people from different backgrounds can communicate effectively and respectfully about their identities

**“I found the workshop inspiring and thought provoking, giving me an insight into other people's religions and beliefs. I learnt what it means if someone is a humanist and the importance of being able to listen to people expressing their views, opinions and beliefs.”** Student

# School linking

The School Linking Programme matches students and classes from different cultural or faith backgrounds to explore issues of identity, community and belief. Two classes join for three link days, uniting learners from different backgrounds in fun and eye-opening activities.

The School Linking Programme has been a core part of the Faith & Belief Forum’s education and learning work for many years. The pandemic impacted this programme significantly over the past two years. This was the first year that some in-person school links and training has been able to take place. Overall, this year we have implemented a hybrid approach (combining in person and virtual CPD training and Link days).

We deliver the school linking programme across both London and Birmingham and connect with The Linking Network (the national umbrella organisation supporting Linking).

Due to the continuing crisis in schools as an outcome of the pandemic many of these schools were not able to deliver the school linking programme. Of the 14 schools 64% had managed to make contact with their school link teacher; only two schools had managed a link exchange.

The priority for F&BF was to continue to hold the relationship and offer support in challenging times with these schools through regular communication and sending through revised tools that could be used in classroom, as part of virtual link encounters, and as part of future in-person link days when they were permitted. Holding strong and supportive relationships with schools for the ongoing future of the programme was key and of primary concern.

At the beginning of the summer term (with the lifting of all restrictions and lower covid rates), we made the decision to go back to in-person delivery of an adapted combined CPD2/3. We delivered these in both Birmingham and London and had 25 teachers attend in total across both regions.

We also held two virtual mass link days open to all primary schools that were well received. We had 21 number of classes attend across both (approximately 630 students). Virtual mass link events brought together schools that were not able to link with another school and new schools interested in learning more about the School Linking programme.

# Impact

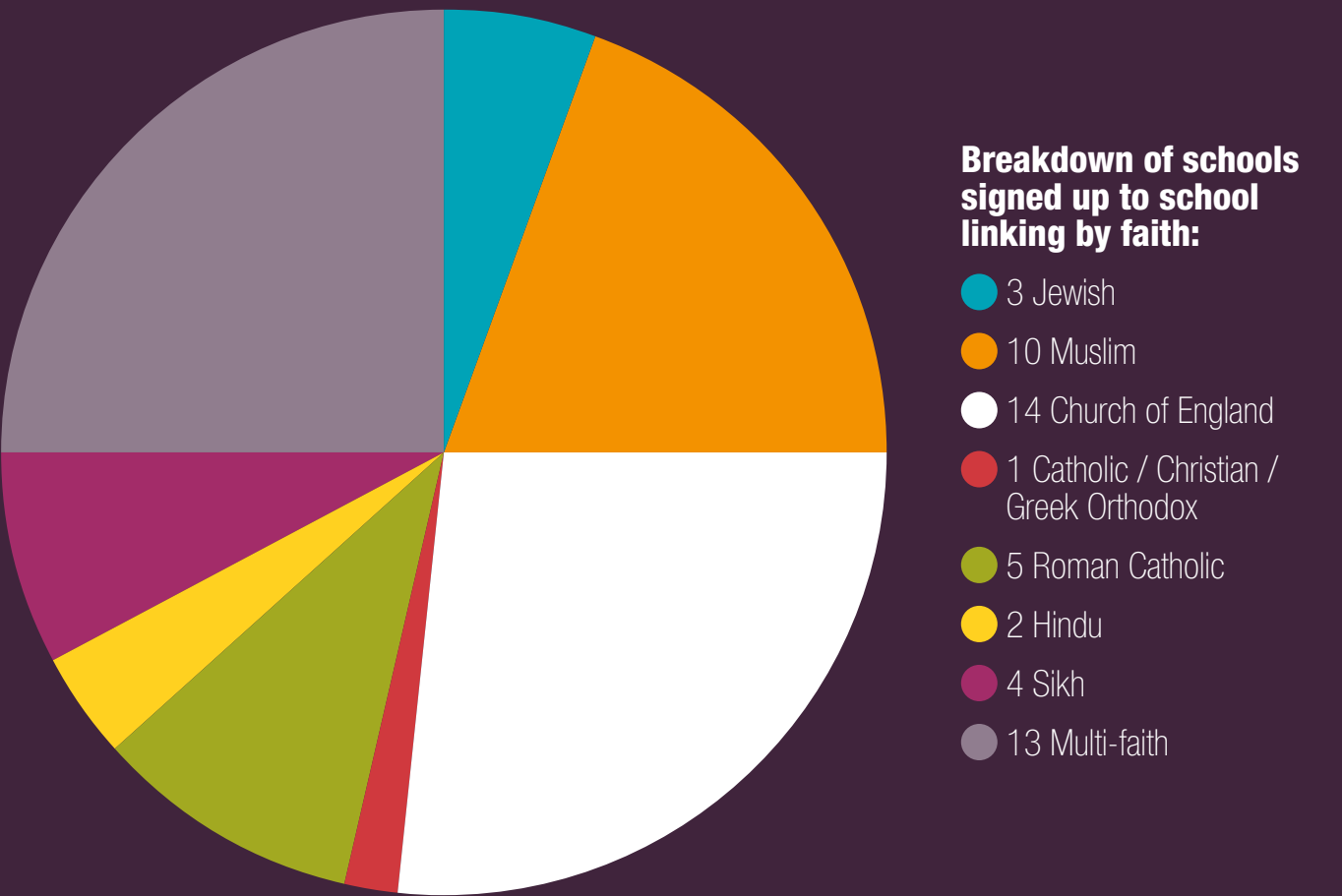
## School priorities

Some of the higher-level priorities for schools that helped support the prioritising of the School Linking programme:

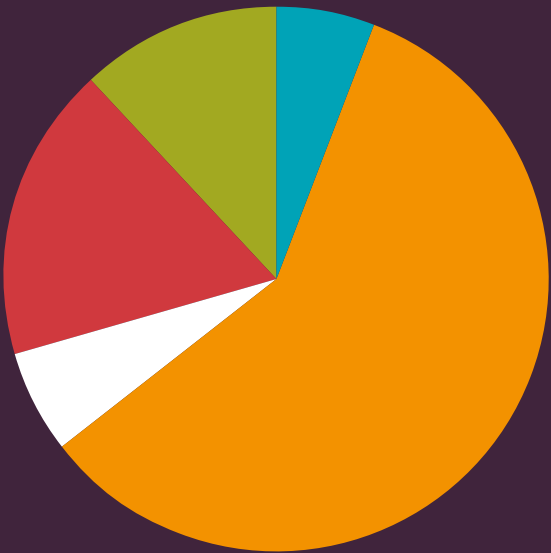
- Pupil development
- Cultural / emotional / social capital
- Attainment / exams
- Looking into diversity / respect / British values
- Character development
- Academic attainment
- British values
- Diversity
- Behaviour
- PSHE / Personal development
- Tolerance & community cohesion (especially in current climate)
- Stereotypes & ignorance (discrimination – starting early to break these barriers & bring communities together – lifelong learning)
- Being OFSTED ready

## We had the following number of schools sign up over this academic year:

|                  |                                                     |                      |                                                       |
|------------------|-----------------------------------------------------|----------------------|-------------------------------------------------------|
| London Primary   | <b>16 schools,<br/>24 classes,<br/>666 students</b> | Birmingham Primary   | <b>25 schools,<br/>46 classes,<br/>1,400 students</b> |
| London Secondary | <b>9 schools,<br/>14 classes,<br/>310 students</b>  | Birmingham secondary | <b>10 schools,<br/>14 classes,<br/>390 students</b>   |



Teacher participants at in-person CPD2/3 training:



Faith

- 1 Agnostic
- 10 Christian
- 1 Jewish
- 3 Muslim
- 2 Prefer not to say



Nationality

- 9 British Pakistani / English / Black Caribbean / British
- 2 Irish / Swedish / White British / Polish

“Something I found interesting was I met someone who has faith in different gods, which is different to me, but they like Minecraft, which is the same as me!”

Student feedback from a link between two primary schools after EFB

90%

of teachers agreed: after the CDP I have an understanding of the tools, methodologies and activities used in interfaith environments

100%

of teachers agreed: after the CPD I have an awareness about the type of language an communication that is helpful in interfaith environments

100%

of teachers agreed: after the CPD I feel confident with handling learner conversations around identity in the classroom

100%

of teachers agreed: after the CPD I have the skills necessary to encourage respect for, and celebration of, difference within my school setting.

Total number of teachers that attended CPD1 training (online)

46

Total number of teachers that attended CPD2/3 training (in person)

25

Virtual Mass Link day two online events (spring and summer term):

Total classes attending

21 attendees

(11 spring term & 10 summer term)

Approximate number of students participating

630

## Online Resources

At the end of September 2021, we launched our Skills for Dialogue lesson plans for Primary Schools: on Building a Safe Space. After a trial period with our teacher reviewers, in February 2022 we officially launched our Skills for Dialogue primary resources. These resources have received overwhelmingly positive feedback from our teacher reviewers.

Furthermore, we have been continuing our review and adaptation process with teacher reviewers on our secondary resources. This suite of lesson plans with accompanying films, presentations, and worksheets for KS3 have distilled 20 years of The Faith & Belief Forum's knowledge of equipping learners with tools for safe and meaningful dialogue. After a successful pilot, we launched an extensive range of online resources available to teachers to download and use. Detailed lesson plans with accompanying films, presentations and worksheets aimed at years 7, 8 and 9, to enable us to share our expertise and methodologies with education professionals in a scalable and sustainable way.

Our lesson plans are mapped to aid teachers in teaching RE, PSHE, Citizenship and more. Our most popular downloads have been lessons on environmentalism (related to COP26) and what is Identity? (a major element of RE curriculum).

**“Safe Space is an essential skill in PSHE, and I think the lesson objectives are especially useful.”**

Teacher in community state school

**“I am excited to use these lessons to help my students move from a nebulous idea of Identity to actually being able to say ‘this is my identity and I am really proud of it...’”**

## Impact

Our lesson plans have been downloaded all across the globe, in countries including: Hungary, Russia, Nigeria, Cyprus, United Arab Emirates, Malaysia, Thailand, Australia, USA

# 5,000

Since first launching our online resources, they have been downloaded over 5,000 times from the Times Educational Supplement website

# 4,000

In addition to this, our resources for schools were accessed 4,000 times on the F&BF website

### Skills for Dialogue lesson plans

We developed new lesson plans for exploring identity and respectful relationships. This suite of lesson plans with accompanying films, presentations, and worksheets for KS3 have distilled 20 years of The Faith & Belief Forum's knowledge of equipping learners with tools for safe and meaningful dialogue. After a successful pilot, we launched an extensive range of online resources available to teachers to download and use. Detailed lesson plans with accompanying films, presentations and worksheets aimed at years 7, 8 and 9, to enable us to share our expertise and methodologies with education professionals in a scalable and sustainable way. Our in-house team of educationalists have created these resources in collaboration with specialist RE teachers. The resources cover many learning objectives in the following subjects: RE, PSHE, RSE, Humanities and Citizenship.

## Promoting the Exploration of Religion and Worldviews in Schools

In 2021, the Faith and Belief Forum were funded by the Culham St Gabriel's Trust to carry out research into stakeholders' reception of Religion and Worldviews as presented by the Commission on Religious Education (CoRE) 2018. The research is in partnership with the Open University and Inform at King's College London.

The aim of Religion and Worldviews is to recognise the diversity within faiths, and to make more room for both religious and non-religious worldviews to be explored in the classroom. The aim is that it should be a subject for all pupils, whatever their background and offers the opportunity for those with different faiths, beliefs, and worldviews to learn together.

Our Baseline report was launched in summer 2021, presenting a literature review relating to the development of Religion and Worldviews, and other studies investigating the reception of the recommendation. Through this report, and meetings with our advisory committee, we established that the greatest need was for research into the attitudes of our key stakeholder groups.

F&BF were tasked with carrying out targeted focus groups consisting of stakeholders outside the classroom (i.e. not teachers or pupils) that explored the opportunities, barriers and challenges associated with implementing Religion and Worldviews education.

We successfully facilitated multiple focus groups with: parents; Policy Makers and Academics; Head Teachers, Multi Academy Trusts, and Local Authorities (6 attendees); Standing Advisory Council on Religious Educations (9 attendees); and Community Focus Groups (31 attendees).

To collect a wider selection of data, we've also created surveys for stakeholders, with over 170 responses.

**Our academic partners compiled and presented the research, which prepared the ground for the launch of an Open Learn course on Religion and Worldviews.**



# Goal 2: Generating Movement

## ParliaMentors

ParliaMentors is a UN award-winning leadership programme where teams of university students of different faiths and non-religious beliefs collaborate to create real social change while being mentored by MPs. Through expert-led training, support from local and national NGOs and access to Westminster, ParliaMentors gives students the networks and skills they need to effect real change in their communities, in their careers and in the political arena.

We run the ParliaMentors project to bring diverse students together, so that they can become leaders with an understanding of faith and belief diversity who are committed to empathizing and collaborating with people who are different than they are. We run the project to introduce students of different identities to politicians and to give them the experience they need to create change in society.

45 students are selected amongst hundreds of applicants to be part of the programme – 5 on each team at 9 universities. Each team is assigned an MP mentor. This year our mentors were Ian Byrne, Stephen Timms, Elliot Colburn, Taiwo Owatemi, Charlotte Nichols, Jess Phillips, Preet Gill, Kemi Badenoch.

Key activities included: online Induction (15 sessions on identity, faith and belief, politics and social change and guest speakers Elliot Colburn MP and Jess Phillips MP), workshop on campus about how to work on a social action project, Midpoint training (4 sessions on dialogue, facilitation, ParliaMentors alumni work, and reflecting on the year so far), and MP meetings throughout the year.

We recruited 4 new MPs this year (Charlotte Nichols, Elliot Colburn, Ian Byrne, and Kemi Badenoch). Many successful projects were ran by students, including one that brought local leaders in Tower Hamlets together to address food poverty, a series of events in Manchester to improve student engagement in politics, the creation of a book of stories that were distributed at a children's hospital in Nottingham, and a campaign to collect donations for a shelter in Liverpool.

## Impact

The University of Nottingham group – Kanie, Benny, Naeemah and Owen – are a great example of the impact of ParliaMentors. The participants started getting to know one another when they shared their stories at Induction. They expressed feeling relieved and moved by the experience of sharing their beliefs and feeling so embraced and supported by their peers from different religious backgrounds.

They then began to meet up every week to work on their social action project, though sometimes they ended up spending the whole time getting to know each other as people instead of working! They got together for Shabbat dinners, Iftars and social gatherings throughout the year.

They decided to work on a project related to refugees, and ended up organizing a fantastic event, attended by close to 100 people including many refugees, where they played games with children, hosted conversations for all to get to know one another, and created an opportunity for those who have been living in Nottingham for a long time to welcome those who have newly arrived.

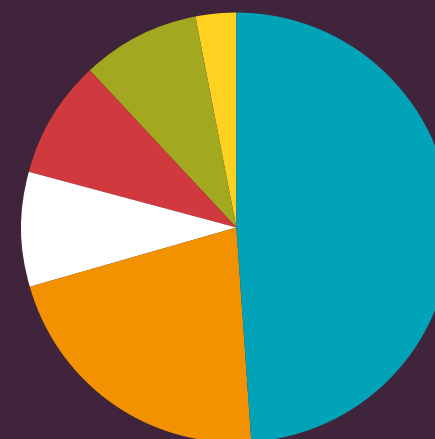
**“By working with people from different faith and belief backgrounds, the programme has taught me key skills such as negotiation, problemsolving, communication and team management.”**

2021/22 programme participant



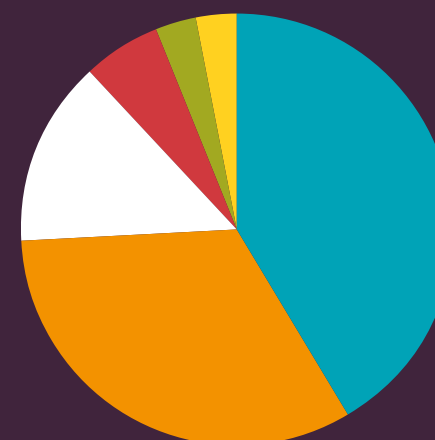
### Faith

- 28% Muslim
- 22% Christian
- 19% Non-religious
- 14% Jewish
- 8% Hindu
- 5% Sikh
- 3% Buddhist



### Political affiliation

- 50% Labour
- 22% Not stated
- 9% Conservative
- 9% Liberal Democrats
- 9% Green
- 3% Aliance Party NI



### Ethnicity

- 42% Asian (Asian British, Indian, Pakistani, Bangladeshi, Chinese, Other Asian Background)
- 33% White (White British, Other White Background)
- 14% Black (Black British, Caribbean, African, Other Black background)
- 6% Mixed or Multiple (White & Black African, White & Black Caribbean, White & Asian, Other Mixed Background)
- 3% Iranian
- 3% Other ethnic group (Arab, Arab British, any other ethnic group)

15

training sessions during induction

4

training sessions during midpoint

5

workshops on social action

8

social action projects delivered

24

MP mentorship sessions

80

one-on-one coaching calls with F&BF staff

45

student leaders who have completed ParliaMentors joining alumni movement

8

MPs engaged in our project



## LGBT+Faith

The Faith & Belief Forum have been working with and advocating for LGBT+ people of faith for many years. We create affirming, inclusive spaces for LGBT+ people of faith to meet others from similar and different backgrounds to themselves, connect, and share.

F&BF's LGBTQ+ interfaith network provided invaluable opportunities for LGBTQ+ people of faith across the UK and beyond to connect and support each other during the pandemic. Our online events focused on wellbeing, community, and solidarity, providing opportunities to spend time with others, build friendships, and take part in creative activities in a friendly and affirming environment.

We ran eight online events in collaboration with partners and creatives from across the LGBTQ+ sector, engaging 98 unique participants from diverse faith and belief backgrounds.

Hosting events online enabled people who would otherwise not have been able to or felt comfortable to join activities in at our offices in Kentish Town to take part.

We know that the pandemic was very challenging for many network members for multiple reasons. These special events really showcased the power of interfaith connection during difficult times, with many participants commenting that these events were the highlights of their week.

## Impact

*Celebrating LGBTQ+ Interfaith Connections* in May was a celebration event that concluded our Spring Sessions event series funded by Consortium to bring LGBTQ+ people of faith together during the pandemic.

The event featured round-ups from our brilliant network partners, a video showcasing reflections from network members, a keynote talk from Asifa Lahore, Britain's first out Muslim drag queen, and poetry from Jay Hulme, a Christian performance poet. Participants explored the similarities and differences between their personal journeys of faith, and celebrated the friendships forged through the network so far.

# 8

online events with 98 unique participants

# 28%

participants attended multiple events

Partnered with five community organisations (London Queer Muslims, House of Rainbow, Sarbat LGBT Sikhs, OneBodyOneFaith, York LGBT Forum)

Worked with seven expert facilitators / artists, who are LGBTQ+ people from different faith backgrounds

Established our community Facebook group

As a result of these events:

# 100%

of participants met someone new from a different background to myself

# 87%

of participants feel a sense of connection with other LGBTQ+ people of faith

# 87%

of participants feel positive about the future for LGBTQ+ people of faith

# 73%

found out about a new organisation or service they intend to get involved with

**Network members are diverse in terms of age and faith background.**

In 2021-22 participants came from 12 different faith and belief traditions, with particularly good representation from Christian and Muslim backgrounds, 33% and 21% of members respectively.

**“It’s been great, not just to meet other LGBTQ+ people, but to meet people who have a faith very different to my own. Together we are stronger!”**

Participant

# Workplace Training and Consultancy

This year F&BF invested more time in our workplace training and consultancy programme, trialling various new approaches in partnership with clients from across sectors. Key partnerships this year were with Direct Line Group and OVO Energy: in both cases F&BF worked with their staff networks to deliver a bespoke programme of online events and webinars building faith inclusion skills and celebrating faith diversity in the workplace. Delivering sessions online worked well for engaging employees working from home or across multiple locations.

We heard from multiple participants this year that our sessions were the first opportunity they had ever had to discuss faith and belief in the workplace.

## Impact

During National Interfaith Week 2021 we partnered with youth charity NCS to deliver a webinar for their staff and community partners on creating programmes that are inclusive to young people from different faith and belief backgrounds. Panellists included NCS staff, young people who have participated in NCS programmes, and staff of partner organisations. The panel shared practical recommendations and increased confidence of participants to meet diverse needs.

“Thank you very much. Your session will prove invaluable for each of us individually, as a group, and for our organisation, as we go on this fascinating multi-faith journey”

Of participants who shared their diversity data



**Ethnicity**  
20% Asian  
20% Black  
20% Mixed  
40% White



**Faith**  
80% People of faith  
20% non-religious

15 sessions delivered

334 Sessions included 334 participants from 13 workplaces (8 public sector, 3 private sector, 2 voluntary sector)

4 Four workplaces hired F&BF to design and deliver sustained programmes of work

2,700% Income generation from this stream of work was up 2,700%, providing vital support to F&BF's programmes in schools, universities and communities

3 We worked with three workplaces to plan and deliver events to mark National Interfaith Week in November and Muslim backgrounds, 33% and 21% of members respectively.

Representatives from workplace partners took part in F&BF events including the London Faith & Belief Awards, ParliaMentors induction, and the Engage network

# Goal 3: Projecting Voice

## Faith & Belief Celebrations

Since 2017, F&BF have had the honour of hosting the London Faith & Belief Community Awards. These are the first awards to shine a much needed and direct spotlight on the wide variety of grassroots community services driven by London’s diverse faith and belief communities.

When society face issues and struggles, faith and belief groups are always there, leading the change and making a difference. Be it offering practical support, spiritual guidance, community outreach or any number of society-driven tasks, faith and beliefs group are a force behind it all. They are at the heart of London’s diverse neighbourhoods, and work tirelessly to ensure that collective action trickles down to the margins of our society.

The 5th London Faith & Belief Community Awards was hosted on 29 November with 35 projects awarded in 6 categories in over 20 boroughs.

Taking the scheme to the local level, we have the pleasure of partnering with Barnet Multi Faith Forum and Middlesex University to host the inaugural Barnet Faith & Belief Awards, celebrating 33 local groups. A highlight of this event was the involvement of young residents who hosted the online ceremony and provided performances.

In addition to celebrating and spotlighting our awards winners and challenging the commonly held narrative that faith communities are insular or irrelevant to wider society, this year we have been able to hand out **£18,750 to 40 grassroots projects**.

## Impact

**How has the recognition received through the London Faith & Belief Community Awards contributed to you work?**

It has been great! As a small charity, the award brought some publicity to our cause and it has also been helpful for fundraising purposes - to evidence that we're recognised and respected as a faith provider.

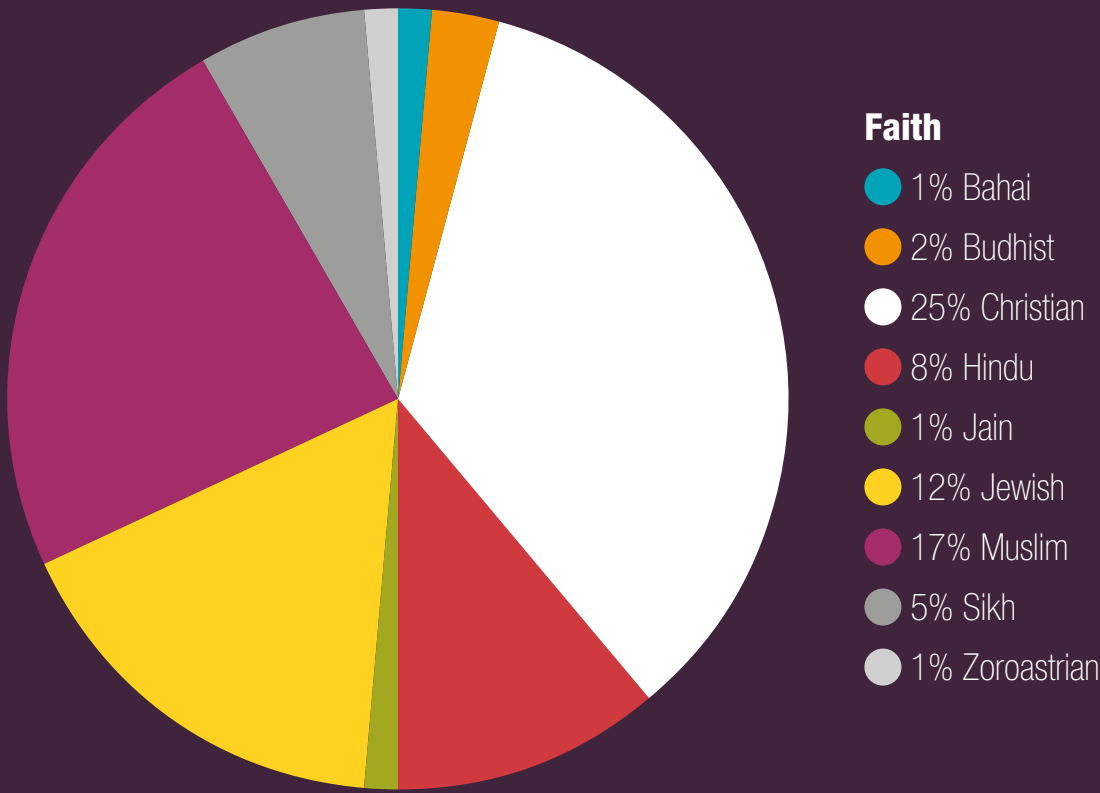
It also allowed us to meet the Lord Lieutenant who advised that we should apply for the Queen's Voluntary Award and put us in touch with one of his team to support us.

**Why is it important to celebrate and reward the work of faith and belief community groups?**

The awards give many people a great sense of appreciation, value and recognition of their time. This award has been celebrated by many within the wider community and gives great confidence going forward.

Faith and belief community groups are often marginalised and misunderstood. Celebrating their works gives them a safe platform to promote awareness both of what they do and why their communities need them.

**“The event was a great reminder about the importance of listening to and learning from the projects and beliefs of others.”**



The pandemic necessitated a hybrid awards event this year, with 200 guests in person and 1080 joining online. The event livestream was promoted online with a reach of 8000 on Facebook and 1750 views / 14,700 impressions on Youtube.

London Awards

35

projects received £500

Barnet Awards

5

projects received £250

52

projects and 7 individuals received certificates of recognition

19

projects received certificates of recognition

120

In total 120 people joined the online event, and a YouTube recording has been viewed 180 times

**Of those asked:**

86%

met someone from a different faith or belief background

86%

met someone who was working on similar issues

When asked how well did this event fulfil its aims to raise awareness about faith and belief communities in London, 85% answered very well and 15% answered well

When asked how well did the event fulfil its aims to celebrate the work of exceptional projects across London, 57% answered very well and 43% answered well.



## London Interfaith Fun Run

On Monday 30th August 2021, hundreds of runners and their friends and family gathered at StoneX Stadium in London for the city's first ever Interfaith Fun Run. This event, held in the background of the pandemic brought together communities at a time of high isolation and limited social contact and raised funds for charities impacted by the pandemic.

The inaugural event last summer was an incredible success, with over 500 attendees, 200 runners and £10,000 of funds being generated for 35 brilliant charities doing important work across the UK.

The London Interfaith Fun Run offers options of a 10km, 5km or 1km to walk, run or jog, as well as the Tri-Run which includes all three distances. The races are open to people of all ages, backgrounds and abilities and the routes can be completed at any pace.

There is also a buzzing festival area with performances from a diverse range of faith and belief groups, interfaith encounters, activities for families and young people, food stalls and a picnic area, and much more.

This event is organised by The Faith & Belief Forum and Maccabi GB with the generous support of Dangoor Education and the Greater London Lieutenancy's Council of Faith.

**“What a wonderful way to meet other people who are working to build a better, kinder and fairer London, and to forge links within our community to support those who need it the most.”**

*Guljabeen Rahman, CEO, Home-Start Barnet*

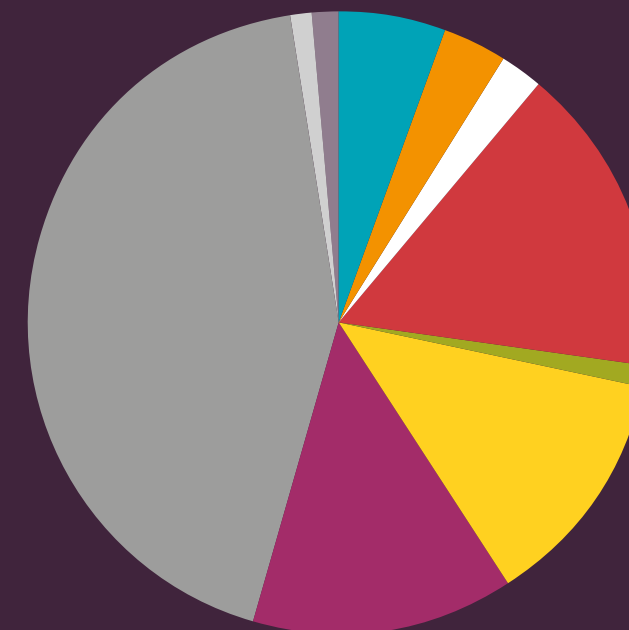
## Impact

A heart-warming moment came in the 5K where Claire, 58, heard the voice of one of the women from Muslimah Sports Association, a charity supporting creating pathways for Muslim and BAME women in sports. She called out to Claire “we’ll run together with you” and they completed the course together in true community spirit.

**500 attendees**

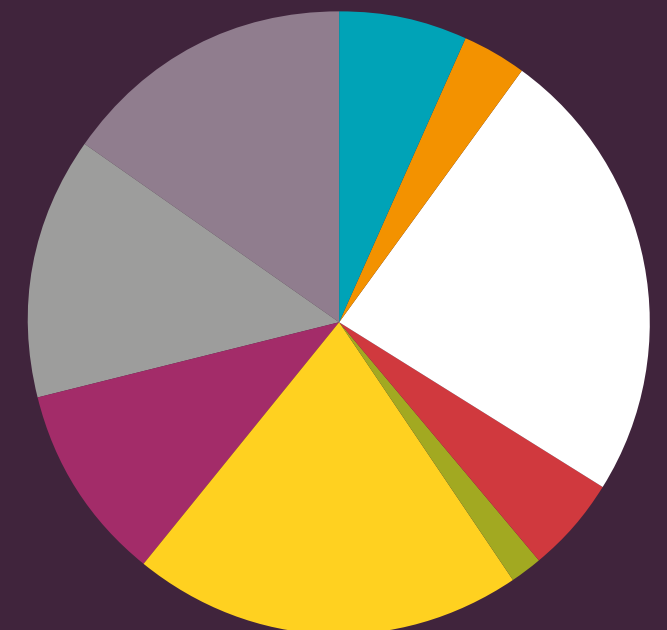
**220 runners**

**35 charities**



### Faith

- 5% Agnostic
- 3% Atheist
- 2% Buddhist
- 14% Christian
- 1% Humanist
- 11% Hindu
- 12% Jewish
- 38% Muslim
- 1% Sikh
- 1% Zoroastrian



### Ethnicity

- 4% African
- 2% Arab / Black British / Persian
- 14% Asian British
- 3% Bangladeshi / Black / Latin American / Jewish
- 1% Sikh / Zoroastrian / Chinese Afro Portuguese / Iranian
- 12% Indian
- 6% Pakistani / White / Mixed Background
- 8% White-British
- 9% White-English

## Reports

In 2021-22 we published two reports exploring the impact of the Ministry of Housing, Communities and Local Government's Race, Faith and Hate Crime Programme which ran between November 2020 and March 2021. The Faith & Belief Forum and seven other organisations received grants as part of this programme aimed at improving social cohesion, feelings of belonging and relations between faith and race communities across the country.

As part of the programme, the Faith & Belief Forum ran the Building Closer Communities project, which enabled residents in two regions – Birmingham, and Barking & Dagenham in London – to meet, share, and explore issues related to faith, belief, and culture.

### **Together, We Can Achieve Unity**

This paper from the Race, Faith and Hate Crime Programme explored the shared learning and best practice examples from the Faith & Belief Forum and seven other organisations.

The report found that more than 48,300 people across England participated in the funded organisations' programme activities. Because of the pandemic, all plans had to be revised to shift from in-person delivery to online delivery. Research indicated that communities which had already invested in community cohesion work prior to a crisis hitting tend to be more resilient than others. MHCLG funded projects in many of these areas and the Building Closer Communities F&BF ran continued building on past relationships in the region either through F&BF's own work or through our partners at The Feast.

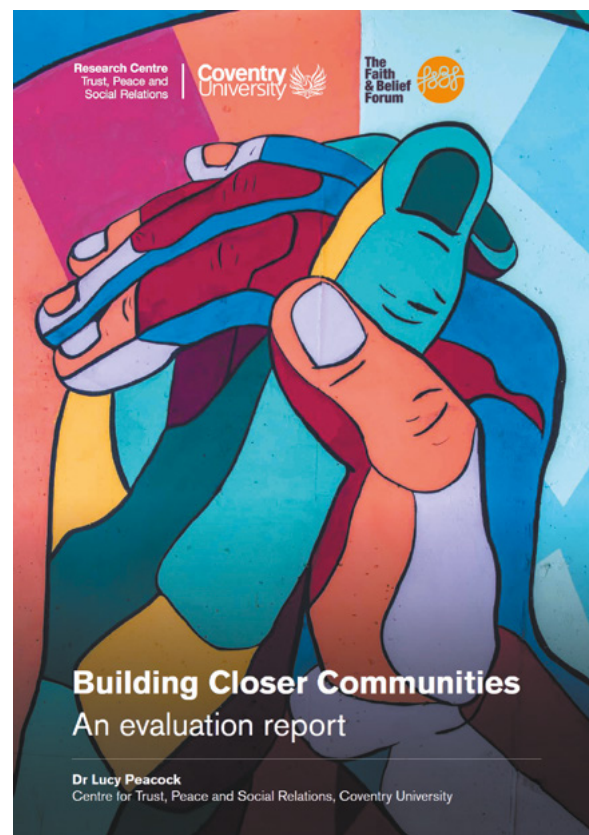
The report also found that while in person dialogue is hard to replace, there were certain benefits to online work. As well as being able to deliver across wide geographical areas with relative ease, F&BF and other organisations engaged many people who otherwise would have been unable to attend in-person sessions.

### **Building Closer Communities: An evaluation report**

This external evaluation was led by Dr Lucy Peacock from The Centre for Trust, Peace and Social Relations, Coventry University.

This report detailed the design and delivery of the Building Closer Communities programme evaluation. The programme was designed to 'promote shared values among people of all backgrounds through sustainable social integration and meaningful civic participation. The report shows that the programme was largely very successful in meeting this aim, and a subsequent, longer programme is recommended.

Both reports found that across the programme activities, participants reported substantial increases in: openness towards other people; trust in people from different backgrounds and groups; increased knowledge about faith and race-based prejudice and discrimination; greater confidence to challenge prejudice and hate speech; and greater openness to mixing with people from different ethnic, faith and cultural backgrounds.



# 1,250

The reports were viewed 1,250 times on the F&BF website.

## Celebrating our legacy

2021 and 2022 saw the centenaries of two of the Faith & Belief Forum's founders, the late Sir Sigmund Sternberg and Dr Zaki Badawi.



Wednesday 2 June 2021 would have been the 100th birthday of Sir Sigmund, who passed away in 2016, and Friday 14 January 2022 was the centenary of Dr Zaki Badawi, who passed away in 2006. Both these dates were marked by F&BF online, with content celebrating their important legacy.

Through blogs, visual content, and emails, we told the story of how Dr Zaki Badawi and Sir Sigmund Sternberg got together with Revd Dr Marcus Braybrooke and broke new ground by establishing the Three Faiths Forum, which over time evolved into the Faith & Belief Forum. We also looked to the future of F&BF, how we can further widen our impact, and how our supporters can get involved in strengthening our work of bringing communities together.

Carrying on our founders' legacy, the Faith & Belief Forum passionately continues the work they established over two decades ago to reach and transform the lives of thousands of people from all faiths and beliefs.



# Priorities for 2022/23

| Priority                         | Milestones                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Deepen Footprint                 | <ul style="list-style-type: none"> <li>• North-West – recruit staff; develop networks; nurture relationships; lay groundwork for Youth Council</li> <li>• West Midlands – consolidate Youth Council; strengthen faith community/ local government partnerships</li> <li>• London – expand networks; consolidate Youth Council; deliver borough and pan-London awards; deliver Fun Run/festival; grow links within Camden</li> </ul> |
| Visualise Social change agenda   | <ul style="list-style-type: none"> <li>• Launch new strategy</li> <li>• Agree social change priorities</li> <li>• Create research &amp; policy function/capacity</li> </ul>                                                                                                                                                                                                                                                         |
| Revisit structure                | <ul style="list-style-type: none"> <li>• Create organizational structure fit for new strategy</li> <li>• Review and amend staff contracts</li> <li>• Expand and diversify board</li> </ul>                                                                                                                                                                                                                                          |
| Measure impact                   | <ul style="list-style-type: none"> <li>• Launch and implement first year of 2-year ParliaMentors evaluation</li> <li>• Report on impact of education work</li> <li>• Re-design Salesforce</li> </ul>                                                                                                                                                                                                                                |
| Improve financial sustainability | <ul style="list-style-type: none"> <li>• Develop workplace &amp; training income stream</li> <li>• Ensure new recruitment is underpinned by a business case</li> <li>• Commission the income generation necessary to grow</li> </ul>                                                                                                                                                                                                |

# Structure, governance and management

### Organisational structure and decision making

The Faith & Belief Forum is a Charitable Incorporated Organisation (CIO). The organisation was founded in 1997 as an unincorporated charitable trust called Three Faiths Forum (1092465). All activities, liabilities and assets transferred to the CIO (1173369) in 2017, and in 2018 the CIO changed its name to The Faith & Belief Forum.

The object of the CIO is to promote religious harmony and good communal relations through promoting knowledge and mutual understanding of, and respect for, the beliefs and practices of different religious faiths, and beliefs. Our vision is of a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations.

The organisation is governed by a board of trustees who meet regularly during the year. Finance and Compliance Committees meet before each board meeting to monitor and review relevant matters in more depth.

The board of trustees is authorised to appoint new trustees, as required, who are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation. New trustees are briefed on the organisation’s constitution, strategic plan, policies, and procedures. They receive a copy of the previous years’ financial statements and a copy of the constitution and are expected to sign a declaration of interests form.

Trustees are responsible for the strategic direction of the organisation and delegate management to the Director. The Director reports to the board on organisational performance against operational plans approved by the Board. The Director and Head of Operations report regularly via the Finance Committee on the financial position of the organisation.

The organisation seeks to create an internal culture that embodies the inclusive and welcoming values that we want to see in wider society, and are delighted that in summer 2018, more than 90% of staff surveyed said they are proud to work at this charity, enjoy the work they do and believe they are making a difference.

The charity is grateful to its team of staff, consultants, freelancers, interns and volunteers for their outstanding dedication, hard work and commitment during the year.

# Financial review

First, I want to express my deep thanks and my warm gratitude to both my co trustees, who always give so generously of their time, and of course to our excellent staff who work tirelessly above and beyond the call of duty, to ensure the success of the charity. No financial review would be complete without this being vividly highlighted, which I am more than delighted to do.

Turning now to the specific finances: the charity generated incoming resources of £884,335 (2021: £1,028,241) The decrease in income was caused by lower donations (£884,321 against £1,028,197).

There has been a consequent decrease in total costs which fell to £820,468 from £878,330 in the previous year. The decrease is principally due to a decrease in direct costs which decreased to £596,737 from £649,796.

The charity recorded a net increase in funds of £63,867 being a surplus of £94,773 on unrestricted funds and a deficit of £30,906 on restricted funds.

At 31 March 2022 the charity had net assets of £309,033 which was split between unrestricted funds of £277,033 and restricted funds of £32,000.

## Going concern

The measures that the charity took to control expenses during the pandemic have proved useful in managing the post-pandemic context. The on-going 'cost of living crisis' has created a more challenging economic environment which has reduced income due to a more competitive funding landscape with reduced funds available, while also increasing costs due to inflationary pressures.

To date, the trustees are managing its activities within that reduced budget. The trustees have considered a budget out to 31 March 2024 on the basis of known income and will revisit this in line with committed income once that has been received.

Having considered that budget, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the trustees continue to adopt the going concern basis in preparing the financial statements Reserves policy The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets.

It is currently the policy of the charity to maintain free reserves at a level considered adequate to provide

sufficient funds for between one and three months' unrestricted expenditure, an amount equivalent to between £45,000 and £145,000.

The free reserves amounted to £269,449 at 31 March 2022. The Charity is in a position where significant funds are received for specific projects and restricted funds at 31 March 2022 amounted to £32,000. The charity's assets are held for the purpose of the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2022 is satisfactory to enable it to continue its activities.

## Pay policy for staff:

We are committed to a fair and transparent pay structure that ensures we treat all staff equitably with regards to terms and conditions of employment, including pay.

Employee salaries are awarded based on the organisation's salary scales. The scales are reviewed annually, taking into account inflation and cost of living increases (based on the Consumer Price Index and Retail Price Index), sector benchmarking, and funding available. The Faith & Belief Forum fully supports the living wage (as set by the Living Wage Foundation) and will aim to pay at this level, subject to affordability. Risk management the trustees assess on an annual basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The principal risks faced by the charity are the security of its funding streams and the operational risks from working with young people in areas dealing with sensitive subjects. The trustees mitigate the risk to funding streams by diversifying as much as possible the sources of income. The operational risks are mitigated by having an effective safeguarding policy to which all staff adhere to. In addition, there is a staff handbook which reflects updated policies and procedures on whistleblowing and staff data handling and protection.

Safeguarding the charity trustees take their responsibility in relation to safeguarding seriously and have adopted a Safeguarding policy to protect vulnerable people from abuse and to prevent abuse from happening in the first place. Conflict of interest all trustees give of their time freely and no trustee remuneration was paid in the year. The trustees and staff are required to disclose all relevant interests and where necessary withdraw from decisions

where a conflict arises. The trustees also confirm that there is an appropriate and approved anti bribery policy. Information on fundraising practices.

The charity does not fundraise from the general public, but focuses its activities on specific charitable foundations. Therefore the trustees do not consider that the requirements of the fundraising code to be applicable to the charity.

## Trustees' responsibilities statement

The trustees are required under the law applicable to charities in England and Wales to prepare a trustees' report and financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the trustees, on and signed on their behalf by:



**Michael V Sternberg KC KCFO (Chair of Trustees)**

Date: 20/12/2022

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FAITH & BELIEF FORUM FOR THE YEAR ENDED 31 MARCH 2020

### Opinion

We have audited the financial statements of The Faith & Belief Forum (the 'charity') for the year ended 31 March 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and in other respects the requirements of the Charities Act 2011.

### Basis for opinion

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

### Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events

or conditions that, individually or collectively, may cast significant doubt on the charity’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditor’s report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

the information given in the Trustees’ report for the financial year for which the financial statements are prepared is consistent with the financial statements.

the Trustees’ report has been prepared in accordance with applicable legal requirements.

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

In the light of our knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees’ report.

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

adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

the financial statements are not in agreement with the accounting records and returns; or

certain disclosures of Trustees’ remuneration specified by law are not made; or

we have not received all the information and explanations we require for our audit; or

the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies’ exemptions in preparing the Trustees’ report and from the requirement to prepare a Strategic report.

**Responsibilities of trustees**

As explained more fully in the Trustees’ responsibilities statement, the Trustees are responsible for the preparation of the financial statements and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

**Auditor’s responsibilities for the audit of the financial statements**

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

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

the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity sector;

we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2011, taxation legislation and data protection, employment and health and safety legislation;

we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

performed analytical procedures to identify any unusual or unexpected relationships;

tested a sample of journal entries to identify unusual transactions;

assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and

investigated the rationale behind significant or unusual transactions.

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

agreeing financial statement disclosures to underlying supporting documentation;

reading the minutes of meetings of those charged with governance;

enquiring of management as to actual and potential litigation and claims; and

reviewing correspondence with relevant regulators.

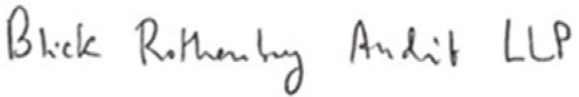
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council’s website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor’s report.

**Use of our report**

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



**Blick Rothenberg Audit LLP**

Chartered Accountants & Statutory Auditors  
Statutory Auditor  
16 Great Queen Street  
Covent Garden  
London  
WC2B 5AH

Date: 20/12/2022

Blick Rothenberg Audit LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

## THE FAITH & BELIEF FORUM STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

|                                    |      | Unrestricted<br>funds 2022 | Restricted<br>funds 2022 | Total funds<br>2022 | As restated<br>Total funds<br>2021 |
|------------------------------------|------|----------------------------|--------------------------|---------------------|------------------------------------|
|                                    | Note | £                          | £                        | £                   | £                                  |
| <b>Income from:</b>                |      |                            |                          |                     |                                    |
| Donations and legacies             | 3    | 516,308                    | 65,686                   | 581,994             | 442,080                            |
| Charitable activities              | 4    | -                          | 302,327                  | 302,327             | 586,117                            |
| Other income                       |      | 14                         | -                        | 14                  | 44                                 |
| <b>Total income</b>                |      | <b>516,322</b>             | <b>368,013</b>           | <b>884,335</b>      | 1,028,241                          |
| <b>Expenditure on:</b>             |      |                            |                          |                     |                                    |
| Raising funds                      |      | 78,745                     | -                        | 78,745              | 57,789                             |
| Charitable activities              |      | 342,804                    | 398,919                  | 741,723             | 820,541                            |
| <b>Total expenditure</b>           | 5    | <b>421,549</b>             | <b>398,919</b>           | <b>820,468</b>      | 878,330                            |
| <b>Net movement in funds</b>       |      | <b>94,773</b>              | <b>(30,906)</b>          | <b>63,867</b>       | 149,911                            |
| <b>Reconciliation of funds:</b>    |      |                            |                          |                     |                                    |
| Total funds brought forward        |      | 182,260                    | 62,906                   | 245,166             | 95,255                             |
| Net movement in funds              |      | 94,773                     | (30,906)                 | 63,867              | 149,911                            |
| <b>Total funds carried forward</b> |      | <b>277,033</b>             | <b>32,000</b>            | <b>309,033</b>      | 245,166                            |

The Statement of financial activities includes all gains and losses recognised in the year.  
All of the activities of the charity are classified as continuing.

## BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2022

|                                                |      | 2022           | 2021      |
|------------------------------------------------|------|----------------|-----------|
|                                                | Note | £              | £         |
| <b>Fixed assets</b>                            |      |                |           |
| Tangible assets                                | 11   | 13,154         | 17,539    |
| <b>Current assets</b>                          |      |                |           |
| Debtors                                        | 12   | 25,575         | 49,825    |
| Cash at bank and in hand                       |      | 428,590        | 486,221   |
|                                                |      | 454,165        | 536,046   |
| Creditors: amounts falling due within one year | 13   | (158,286)      | (308,419) |
| <b>Net current assets</b>                      |      | <b>295,879</b> | 245,166   |
| <b>Total assets less current liabilities</b>   |      | <b>309,033</b> | 227,627   |
| <b>Total net assets</b>                        |      | <b>309,033</b> | 245,166   |
| <b>Charity funds</b>                           |      |                |           |
| Restricted funds                               | 14   | 32,000         | 62,906    |
| Unrestricted funds                             | 14   | 277,033        | 182,260   |
| <b>Total funds</b>                             |      | <b>309,033</b> | 245,166   |

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Michael V Sternberg KC KCFO (Chair of Trustees)**

Date: 20/12/2022

The notes on pages 13 to 24 form part of these financial statements.

# STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

|                                                            |       | 2022            | 2021            |
|------------------------------------------------------------|-------|-----------------|-----------------|
|                                                            | Note  | £               | £               |
| <b>Cash flows from operating activities</b>                |       |                 |                 |
| Net cash used in operating activities                      | 17    | (57,645)        | 146,946         |
| <b>Cash flows from investing activities</b>                |       |                 |                 |
| Dividends, interests and rents from investments            |       | 14              | 44              |
| Purchase of tangible fixed assets                          |       | -               | (17,724)        |
| <b>Net cash provided by/(used in) investing activities</b> |       | <b>14</b>       | <b>(17,680)</b> |
| <b>Cash flows from financing activities</b>                |       |                 |                 |
| <b>Net cash provided by financing activities</b>           |       | <b>-</b>        | <b>-</b>        |
| <b>Change in cash and cash equivalents in the year</b>     |       |                 |                 |
|                                                            |       | <b>(57,631)</b> | <b>129,266</b>  |
| Cash and cash equivalents at the beginning of the year     | 18,19 | 486,221         | 356,955         |
| <b>Cash and cash equivalents at the end of the year</b>    |       | <b>428,590</b>  | <b>486,221</b>  |

The notes on pages 13 to 24 form part of these financial statements

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

## 1. General information

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity has elected to apply all amendments to FRS 102, as set out in the Financial Reporting Council's triennial review published in December 2017, and included in Update Bulletin 2 to the Charities SORP (FRS 102), prior to mandatory adoption for accounting periods beginning on or after 1 January 2019.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Faith & Belief Forum 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.

### 2.2 Going concern

After making enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to

continue in operational existence and meet its liabilities as they fall due for the foreseeable future, being a period of at least twelve months from the date these financial statements were approved. In making that assessment they have considered the impact that the downturn in economic outlook has had on the charity. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

### 2.3 Income

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 income receivable can be measured reliably.

Donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

### 2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis

of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

### 2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

### 2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

### 2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, -

Depreciation is provided on the following basis:

Office equipment - 25% reducing balance

### 2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### 2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of

the deposit or similar account.

### 2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

### 2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

### 2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted

### 2.13 Prior year restatement

The Trustees have reviewed the allocation of income received from donations and legacies in the current and prior year and have concluded that elements of the income would be better classified as income from charitable activities. Income in the prior year has been restated to reflect this revised allocation. The reclassification has not had an impact on the surplus for the year ended 31 March 2021 or the balance sheet position at that date.

## 3. Income from donations and legacies

|                   | Unrestricted<br>funds 2022 | Restricted<br>funds 2022 | Total funds<br>2022 | As restated<br>Total funds<br>2021 |
|-------------------|----------------------------|--------------------------|---------------------|------------------------------------|
|                   | £                          | £                        | £                   | £                                  |
| Donations         | 429,208                    | 302,327                  | 731,535             | 922,239                            |
| Donated in kind   | 87,100                     | -                        | 87,100              | 80,450                             |
| Government grants | -                          | 65,686                   | 65,686              | 25,508                             |
|                   | 516,308                    | 368,013                  | 884,321             | 1,028,197                          |
| Total 2021        | 416,572                    | 611,625                  | 1,028,197           |                                    |

## 4. Income from charitable activities

|                                   | Restricted funds 2022 | Total funds 2022 | As restated<br>Total funds 2021 |
|-----------------------------------|-----------------------|------------------|---------------------------------|
|                                   | £                     | £                | £                               |
| Income from charitable activities | 302,327               | 302,327          | 586,117                         |
| Total 2021 as restated            | 586,117               | 586,117          |                                 |

## 5. Charitable expenditure

|                   | Unrestricted<br>funds 2021 | Restricted funds<br>2021 | Total funds 2021 | Total funds<br>2021 |
|-------------------|----------------------------|--------------------------|------------------|---------------------|
|                   | £                          | £                        | £                | £                   |
| Direct costs      | 246,608                    | 350,129                  | 596,737          | 649,796             |
| Support costs     | 81,116                     | 48,790                   | 129,906          | 161,417             |
| Governance costs  | 15,080                     | -                        | 15,080           | 9,328               |
| Fundraising costs | 78,745                     | -                        | 78,745           | 57,789              |
|                   | 421,549                    | 398,919                  | 820,468          | 878,330             |
| Total 2021        | 329,611                    | 548,719                  | 878,330          |                     |

## 6. Direct costs

|                                  | Unrestricted | Education balance | Community balance | Total funds 2022 | Total funds 2021 |
|----------------------------------|--------------|-------------------|-------------------|------------------|------------------|
|                                  | £            | £                 | £                 | £                | £                |
| Facilitation and School Expenses | -            | -                 | -                 | -                | 450              |
| Employment Costs                 | 195,307      | 80,600            | 155,025           | 430,932          | 442,227          |
| Freelance Assistants             | 51,137       | 54,916            | 33,885            | 139,938          | 154,922          |
| Event Expenses                   | 164          | 1,498             | 22,244            | 23,906           | 44,554           |
| Mentoring Expenses               | -            | -                 | 1,961             | 1,961            | 668              |
| Rebrand                          | -            | -                 | -                 | -                | 6,975            |
|                                  | 246,608      | 137,014           | 213,115           | 596,737          | 649,796          |

## 7. Support costs

|                             | Unrestricted | Education balance | Community balance | Total funds 2022 | Total funds 2021 |
|-----------------------------|--------------|-------------------|-------------------|------------------|------------------|
|                             | £            | £                 | £                 | £                | £                |
| General office costs        | 13,447       | 692               | 1,038             | 15,177           | 24,784           |
| Bank charges and interest   | 386          | -                 | -                 | 386              | 352              |
| Insurance                   | 4,006        | 2,223             | -                 | 6,229            | 3,586            |
| Intern expenses             | -            | -                 | -                 | -                | 54               |
| Communication expenses      | 8,532        | -                 | -                 | 8,532            | 5,215            |
| Travelling and subsistence  | 141          | 398               | 1,172             | 1,711            | -                |
| Marketing and publicity     | 2,571        | 160               | 1,531             | 4,262            | 15,003           |
| Professional fees           | 7,018        | -                 | -                 | 7,018            | 30,762           |
| Rent, rates and maintenance | 40,330       | 14,937            | 26,372            | 81,639           | 72,880           |
| Bad debt write offs         | -            | -                 | -                 | -                | 100              |
| Staff training              | 300          | 240               | 27                | 567              | 2,862            |
| Entertainment               | -            | -                 | -                 | -                | 9                |
| Depreciation                | 4,385        | -                 | -                 | 4,385            | 5,846            |
|                             | 81,116       | 18,650            | 30,140            | 129,906          | 161,417          |

## 8. Governance costs

|                  | Unrestricted | Education balance | Community balance | Total funds 2022 | Total funds 2021 |
|------------------|--------------|-------------------|-------------------|------------------|------------------|
|                  | £            | £                 | £                 | £                | £                |
| Other legal fees | 15,080       | -                 | -                 | 15,080           | 9,328            |
|                  | 15,080       | -                 | -                 | 15,080           | 9,328            |

## 9. Staff costs

The average number of persons employed by the Charity during the year was as follows:

|           | 2022 No. | 2021 No. |
|-----------|----------|----------|
| Employees | 25       | 18       |

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Director and the Heads of Operations. The total employee salaries of the key management personnel of the charity were £121,398 (2021: £81,827).

## 10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

## 11. Tangible fixed assets

|                          | Office equipment |
|--------------------------|------------------|
|                          | £                |
| <b>Cost or valuation</b> |                  |
| At 1 April 2021          | 42,870           |
| <b>At 31 March 2022</b>  | <b>42,870</b>    |
| <b>Depreciation</b>      |                  |
| At 1 April 2021          | 25,331           |
| Charge for the year      | 4,385            |
| <b>At 31 March 2022</b>  | <b>29,716</b>    |
| <b>Net book value</b>    |                  |
| At 31 March 2022         | 13,154           |
| At 31 March 2021         | 17,539           |

## 12. Debtors

|                                | 2022          | 2021          |
|--------------------------------|---------------|---------------|
|                                | £             | £             |
| <b>Due within one year</b>     |               |               |
| Trade debtors                  | 3,575         | -             |
| Other debtors                  | 22,000        | -             |
| Prepayments and accrued income | -             | 49,825        |
|                                | <b>25,575</b> | <b>49,825</b> |

## 13. Creditors: amounts falling due within one year

|                                    | 2022           | 2021           |
|------------------------------------|----------------|----------------|
|                                    | £              | £              |
|                                    |                |                |
| Trade creditors                    | 6,500          | 3,428          |
| Other taxation and social security | 17,931         | 14,364         |
| Deferred income                    | 121,791        | 231,230        |
| Accruals                           | 12,064         | 59,397         |
|                                    | <b>158,286</b> | <b>308,419</b> |

Deferred income represents grants and donations received in respect of projects to be run in the following financial year.

|                                        | 2022           | 2021           |
|----------------------------------------|----------------|----------------|
|                                        | £              | £              |
| Deferred income at 1 April 2021        | 231,230        | 263,418        |
| Resources deferred during the year     | 121,791        | 231,230        |
| Amounts released from previous periods | (231,230)      | (263,418)      |
|                                        | <b>121,791</b> | <b>231,230</b> |

## 14. Statement of funds

### Statement of funds – current year

|                           | Balance at<br>1 April 2021 | Income         | Expenditure      | Transfers<br>in/out | Balance at 31<br>March 2022 |
|---------------------------|----------------------------|----------------|------------------|---------------------|-----------------------------|
|                           | £                          | £              | £                | £                   | £                           |
| <b>Unrestricted funds</b> |                            |                |                  |                     |                             |
| General Funds - all funds | 182,260                    | 516,322        | (421,549)        | (114,452)           | 162,581                     |
| Designated funds          | -                          | -              | -                | 114,452             | 114,452                     |
|                           | <b>182,260</b>             | <b>516,322</b> | <b>(421,549)</b> | <b>-</b>            | <b>277,033</b>              |
| <b>Restricted funds</b>   |                            |                |                  |                     |                             |
| Education                 | 2,692                      | 147,172        | (142,095)        | -                   | 7,769                       |
| Community                 | 60,214                     | 220,841        | (256,824)        | -                   | 24,231                      |
|                           | <b>62,906</b>              | <b>368,013</b> | <b>(398,919)</b> | <b>-</b>            | <b>32,000</b>               |
| <b>Total of funds</b>     | <b>245,166</b>             | <b>884,335</b> | <b>(820,468)</b> | <b>-</b>            | <b>309,033</b>              |

The designated funds relate to income received in the year, but intended to support the activities of the charity for the year ended 31 March 2023.

West Midlands and Education were combined in 2022, the balances of which were £2,692 and £nil as at 31 March 2021.

The Education fund represents workshops, school linking and training to help young people (and their teachers) handle different or controversial topics, learn dialogue skills, and to understand how people live their faiths or beliefs.

The Community fund covers our universities work including a national leadership programme where students collaborate to create real social change while being mentored by MPs

## 14. Statement of funds (continued)

### Statement of funds – prior year

|                           | Balance at<br>1 April 2020 | Income           | Expenditure      | Balance at<br>31 March 2021 |
|---------------------------|----------------------------|------------------|------------------|-----------------------------|
|                           | £                          | £                | £                | £                           |
| <b>Unrestricted funds</b> |                            |                  |                  |                             |
| All funds                 | 95,255                     | 416,616          | (329,611)        | 182,260                     |
| <b>Restricted funds</b>   |                            |                  |                  |                             |
| Education                 | -                          | 115,882          | (115,882)        | -                           |
| West Midlands             | -                          | 93,933           | (91,241)         | 2,692                       |
| Community                 | -                          | 401,810          | (341,596)        | 60,214                      |
|                           | -                          | <b>611,625</b>   | <b>(548,719)</b> | <b>62,906</b>               |
| <b>Total of funds</b>     | <b>95,255</b>              | <b>1,028,241</b> | <b>(878,330)</b> | <b>245,166</b>              |

## 15. Analysis of net assets between funds

### Analysis of net assets between funds – current year

|                               | Unrestricted funds<br>2022 | Restricted funds<br>2022 | Total funds<br>2022 |
|-------------------------------|----------------------------|--------------------------|---------------------|
|                               | £                          | £                        | £                   |
| Tangible fixed assets         | 7,584                      | 5,570                    | 13,154              |
| Current assets                | 301,214                    | 152,951                  | 454,165             |
| Creditors due within one year | (31,765)                   | (126,521)                | (158,286)           |
| <b>Total</b>                  | <b>277,033</b>             | <b>32,000</b>            | <b>309,033</b>      |

## 16. Analysis of net assets between funds – prior period

|                               | Unrestricted funds<br>2021 | Restricted funds<br>2021 | Total funds<br>2021 |
|-------------------------------|----------------------------|--------------------------|---------------------|
|                               | £                          | £                        | £                   |
| Tangible fixed assets         | 10,965                     | 6,574                    | 17,539              |
| Current assets                | 328,726                    | 207,320                  | 536,046             |
| Creditors due within one year | (157,431)                  | (150,988)                | (308,419)           |
| <b>Total</b>                  | <b>182,260</b>             | <b>62,906</b>            | <b>245,166</b>      |

## 17. Reconciliation of net movement in funds to net cash flow from operating activities

|                                                                    | 2022          | 2021           |
|--------------------------------------------------------------------|---------------|----------------|
|                                                                    | £             | £              |
| Net income for the year (as per Statement of Financial Activities) | 63,867        | 149,911        |
| <b>Adjustment for:</b>                                             |               |                |
| Depreciation charges                                               | 4,385         | 5,846          |
| Investment income                                                  | (14)          | (44)           |
| Increase in fixed assets                                           | -             | (17,724)       |
| Increase in debtors                                                | 24,250        | 13,267         |
| Increase in creditors                                              | (35,681)      | (22,034)       |
| <b>Net cash provided by operating activities</b>                   | <b>56,807</b> | <b>129,222</b> |

## 18. Analysis of cash and cash equivalents

|                                        | 2022           | 2019           |
|----------------------------------------|----------------|----------------|
|                                        | £              | £              |
| Cash in hand                           | 428,590        | 486,221        |
| <b>Total cash and cash equivalents</b> | <b>428,590</b> | <b>486,221</b> |

## 19. Analysis of changes in net debt

|              | At 1 April<br>2021 | Cash flows      | At 31 March<br>2022 |
|--------------|--------------------|-----------------|---------------------|
|              | £                  | £               | £                   |
| Cash in hand | 486,221            | (57,631)        | 428,590             |
|              | <b>486,221</b>     | <b>(57,631)</b> | <b>428,590</b>      |

# Acknowledgements

The Faith & Belief Forum’s work of building bridges and encouraging dialogue between people of different faiths and beliefs would not be possible without the following organisations. We would like to thank them for their continuing support.

## Funders

|                                                     |                                |
|-----------------------------------------------------|--------------------------------|
| Dangoor Education                                   | Dulverton Trust                |
| Exilarch’s Foundation                               | LGBT Consortium                |
| Garfield Weston                                     | City Bridge Trust              |
| Martin Slowe                                        | Porticus                       |
| Sigmund Sternberg Charitable Foundation             | Randeree Charitable Trust      |
| Culham St Gabriel’s                                 | Direct Line Group              |
| Leathersellers                                      | OVO Energy                     |
| The Linking Network                                 | Tudor Trust                    |
| John Lyons                                          | The Tamir-Sternberg Foundation |
| Saltley Trust                                       |                                |
| Department for Work & Pensions (Kickstarter scheme) |                                |



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# Accounts

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**The  
Faith  
& Belief  
Forum**

# **Annual Report 2020 – 21**

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# Organisational details

**The Faith & Belief Forum - reference and administrative details of the charity, its trustees and advisers for the year ended 31 March 2020.**

The Trustees present their annual report together with the audited financial statements of the Faith & Belief Forum for the year 1 April 2020 to 31 March 2021. In particular The Chair of the Board of Trustees wishes to record great appreciation of the efforts of the Director and all of the staff of the Faith & Belief Forum who in the gathering storm of the Covid pandemic took important strategic decisions and then implemented them indefatigably with great goodwill and personal effort, leading to a series of very successful outcomes. Further the Chair would like to thank warmly all of the Trustees of the Charity who gave in the year 1 April 2020 to 31 March 2021 (and who continue to give) so freely and generously of their time and advice, both inside and outside formal meetings, and who donate with enthusiasm very many unpaid hours every year to ensuring the success of the Faith & Belief Forum and whose invaluable contribution is essential to its work.

## **Trustees**

Michael V Sternberg QC KCFO, Chair of Trustees  
Michael Anderson  
Mohsin Baluch  
Dilwar Hussain  
Barbara Mills  
Professor Mike Hardy CMG OBE  
Gurinder Singh Jhans  
Noam Tamir  
Hannah Wallace

## **Bankers**

CAF Bank Limited  
25 Kings Hill Avenue  
Kings Hill, West Malling  
Kent, ME19 4JQ

## **Solicitors**

Bryan Cave Leighton Paisner LLP  
Adelaide House, London Bridge  
London, EC4R 9HA

**Charity registered number** 1173369

## **Principal office**

Star House  
104-108 Grafton Road  
London, NW5 4BA

## **Director**

Phil Champain

## **Independent auditor**

Blick Rothernberg Audit LLP  
Chartered Accountants & Statutory Auditor  
16 Great Queen Street, Covent Garden  
London, WC2B 5AH

## **Patrons**

HE Cardinal Arinze, The Rt Hon John Bercow MP,  
Professor David Ford, His Royal Highness The Duke  
of Bragança, Lord Hameed of Hampstead CBE  
DL, The Rt Hon Baroness Hayman PC GBE, Rabbi  
Professor Jonathan Magonet, Prof. Dr Klaus Schwab  
KCMG, Baroness Scotland of Asthal PC QC

## **Champions**

HRH Princess Badiya bint El Hassan, Rt Hon  
Dominic Grieve QC MP, Rt Hon Stephen Timms MP,  
Shabir Randeere CBE, Prem Goyal OBE JP, Mayor  
Andy Burnham, David Dangoor DL, Preet Kaur Gill MP,  
Bushra Nasir CBE DL

# Director's review

What a year it has been. Covid-19 has affected

us all, albeit in different ways. At the Faith & Belief

Forum we have played our part in supporting the

positive response of faith and belief communities; we

have become steadily more conscious of the nexus

between our work and anti-black racism highlighted

by the Black Lives Matter (BLM) movement; we have

recognised the inequalities in education provision laid

bare by the pandemic; the importance of partnership

and of our interdependence with others at local,

national and international levels, have become

clearer; and we know that change and adaptation

are going to be constant for some time to come.

Amidst all the upheaval and uncertainty, I have been

heartened this year to witness the steady growth of

our online resources for schools which help pupils

of all faiths and beliefs learn more about identity

and deal with some of the more difficult issues

relating to inclusion. I have watched students on

our ParliamMentors programme continue to explore

leadership and social action by working in multifaceted

groups. I have welcomed the strengthening of our

partnerships with local and central government

stakeholders since they are critical to the inclusive

provision of services. And I have been truly

amazed by the way our staff have adapted to the

challenges involved in moving our operation online.

We have continued to function through the year

of the pandemic with minimal furloughing and no

redundancies. We delivered community dialogue

at scale in London, Birmingham and Walsall; we

reached over 500 schools through our resources

and linking; our LGBT+ Faith network is intact; our

online London Faith & Belief Community Awards

was attended by over 500 people; our Faith, Fitness

and Feeling Good online campaign engaged over

50,000 people; we influenced the debate around the

role of faith & belief in social cohesion through our

report with the British Academy and the roundtables

that followed its publication; we informed the

Freedom of Religion or Belief (FoRB) human rights

agenda through a peer reviewed report of our

work in Israeli hospitals and a series of roundtable

discussions engaging practitioners from around the

world; we signed up to the Race at Work Charter;

and our first online Gala broadened our supporter

base as well as raising in excess of £30,000.

The fact that all this activity was online is testament

to the creativity, adaptability, and energy of our staff

team. Online delivery was low cost, and different

in terms of impact (arguably more breadth, less

depth). Expenditure was, therefore, significantly

down on initial projections. Income, however, was

significantly up (including three grants in the region

of £200k each from City Bridge Trust, MHCLG

and Porticus). This has enabled us to contribute

approximately £50k to our reserves, invest in an

expanded Senior Leadership Team to drive the

next phase of our development, whilst also carrying

over funds to give ballast to our 2021/22 budget.

Though this is a positive picture given the hugely

disruptive nature of the pandemic, there have

been costs and challenges too. We have lost two

important senior staff; we have reduced staff

hours and are now an organisation of part time

workers; face to face encounter that is so central

to our work has not been possible; and much of

the progress made in interfaith relations over the

last decade has been set back by social distancing

restrictions. There is a lot to do as we look ahead.

Indeed, our mission of strengthening relations

between people of different faiths and beliefs is

more important than ever. As I look back at the

year, I ask myself how well are we positioned

to take up the challenge of reconnecting

communities and building social cohesion? Have

we retained sufficient momentum and creativity

to respond well to a context shaped by the

pandemic and Brexit? I see five signs of hope.

**First**, there seems some renewed interest amongst policy makers in exploring the positive role that faith and belief plays in social cohesion. Our report Social

Cohesion: Faith & Belief, published together with

Theos and the British Academy in July highlighted

the policy trend of faith and belief being framed as

a problem to be solved rather than an asset to be

harnessed. The recently launched faith engagement

survey by MHCLG suggests an appetite within

government to address this, something backed up

by the roundtable discussions with local authorities

and faith communities on the back of our report.

**Second**, evidence of the contribution faith and

belief organisations make to social cohesion is

becoming more visible. It is not easy for small,

grassroots organisations to be seen and appreciated.

However, the pandemic has not prevented us

from celebrating this in both London and Walsall

through online showcase events. This is the fourth

year we have run our Faith & Belief Community

Awards in partnership with the Greater London

Lieutenancy (GLL), with a special category for

Community Resourcefulness in Response to

Covid-19. There was no shortage of nominations.

**Third**, dialogue can work even when face to

face engagement is not an option. When the first

lockdown was announced in March, we were in

the middle of a significant community dialogue

project in Walsall, one of the five integration areas

prioritised by MHCLG for additional support. We had

to completely rethink the project and move it online

in September. Signs of impact are now encouraging,

with participants appreciating the safe, online space

to get to know each other and discuss challenging

topics. On the back of this we have extended our

community dialogue work to Birmingham and the

London Borough of Barking and Dagenham.

**Fourth**, there is a noticeable demand for and

interest in 'lived experience' resources within

schools. The BLM campaign and school curriculum

developments such as in Relationships and Sex

Education (RSE) and Religion and Worldviews have

helped fuel a demand for teaching about diversity,

marginalisation, and discrimination. 'Lived experience'

and 'lived faith' are at the heart of our approach to

education and we have spent lockdowns pushing through a range of new online resources based on this. We have also moved our school linking programme online, enabling schools to explore diversity of faith and belief first-hand despite travel restrictions. With our LGBT+Faith training programme also continuing online we have new tools to expand the reach of our education and learning work.

**Fifth** and finally, MPs remain positively engaged in our ParliamMentors programme at a time when the pandemic is presenting new political challenges.

This programme aims to prepare undergraduates from different faith and belief backgrounds for their leadership journeys by working together and with MP mentors. MPs such as Preet Gill, Stephen Timms and Nadia Wittome have given their time to have Q&A sessions with the students online. It is important for both current and aspiring political leaders to have these exchanges, to help nurture leadership that can tackle an increasingly complex array of issues associated with identity, power, and politics in the wake of the pandemic.

It has been a hard year. Many lives have been lost. Many jobs have disappeared, lives disrupted.

It is thanks to the creativity and support of staff, trustees, partners, and funders that we have been able to keep operating. There is some way to go before Covid-19, and Brexit, do not dominate the headlines. In the meantime, it is clear to me that we have good tools, both online and face to face, to nurture the interfaith collaboration and understanding needed to keep our communities strong.

**Phil Champain**

Director, The Faith & Belief Forum

# About us

Since 1997, the Faith & Belief Forum has been working to create understanding people of different faiths and beliefs.

Our vision is a connected and supportive society where people from different communities and cultures have strong, productive and lasting relations. We believe the future belongs to people of all beliefs, that intolerance has no place in society and that diversity adds value.

Our mission is to promote and build meaningful and resilient relationships across lines of difference through education, encounter, and social action opportunities. We consider ourselves to be an areligious, apolitical organisation which has inclusivity and integrity at its core.

**We work to achieve our mission and vision by meeting the following three goals:**

- 1 To equip more learners with the skills and tools they need to handle and influence relations between different faiths and beliefs
- 2 To generate stronger community-based movement aimed at strengthening faith relations and social cohesion in communities, with youth at the forefront
- 3 To project the voices of those we support and the impact of our partnership with them

Progress against these goals constitutes the report that follows.

# Overview of our work in 2020–21

As for many other organisations, the pandemic presented serious challenges for the delivery of our work. After reviewing and adapting many of our programmes to be delivered online, we were still able to have substantial reach and meaningful impact during a difficult year.

The online space proved to be an effective medium for bringing people of different faiths and beliefs together, and in some ways made it easier for people to experience interfaith encounters from the comfort of their own home. Through virtual events, video workshops, digital content, and online dialogues, we continued to connect and build good relations between people from different communities.

**Some key achievements include:**



**1,000,000** total engagements via digital channels



**18,000** people engaged in F&BF programmes



**2,900** people used F&BF's school resources and workshops



**2,200** engaged with our Faith & Belief Community Awards



**2,100** people read and discussed our reports and research



**1,460** people took part in ParliaMentors social action projects

# Goal 1: Equipping Learners

## Online resources

The Covid-19 pandemic significantly disrupted programme delivery in schools; almost all planned 'Encountering Faith and Belief' workshops were cancelled due to school closures announced in January 2021. In response, F&BF developed an extensive online portfolio of multimedia 'Encountering Faith and Belief' resources to enable schools to facilitate the workshops online or when students returned to school.

The portfolio of online resources was circulated to all schools signed up to the programme in March 2021, giving them exclusive access for one month. During this month, the portfolio webpage had 357 views.

The portfolio included 19 'story bank' videos (10 for primary schools and nine for secondary schools), in which individuals shared their religion or belief background. From 1st March to 1st April 2021, the videos collectively had 210 views.

The Jewish, Muslim, Sikh, Hindu, and Christian speakers received the highest number of views, suggesting that the resources were used by teachers within the RE national curriculum, within which these five religions are the main focus.

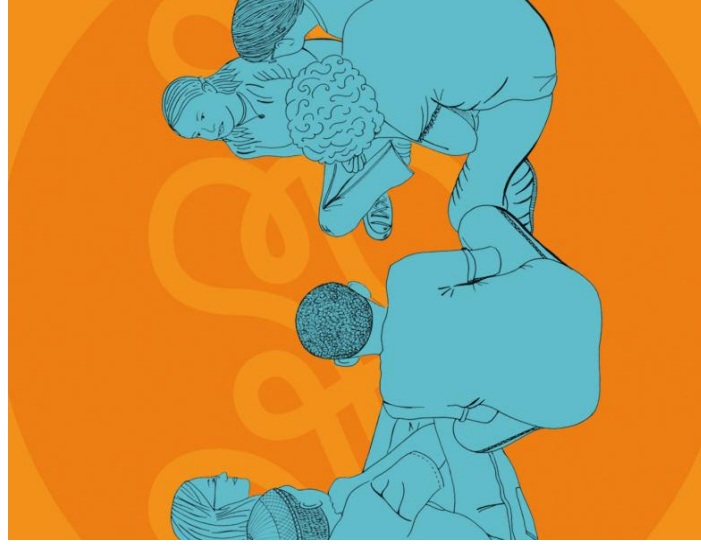


## Skills for Dialogue lesson plans

*We developed new lesson plans for exploring identity and respectful relationships. This suite of lesson plans with accompanying films, presentations, and worksheets for KS3 have distilled 20 years of The Faith & Belief Forum's knowledge of equipping learners with tools for safe and meaningful dialogue.*

After a successful pilot, we launched an extensive range of online resources available to teachers to download and use. Detailed lesson plans with accompanying films, presentations and worksheets aimed at years 7, 8 and 9, to enable us to share our expertise and methodologies with education professionals in a scalable and sustainable way.

Our in-house team of educationalists have created these resources in collaboration with specialist RE teachers. The resources cover many learning objectives in the following subjects: RE, PSHE, RSE, Humanities and Citizenship.



**838 schools/teachers** around the UK and the world downloaded our resources from the TES online portal.

**1062 people accessed the lesson plans** on the F&BF website.

## Impact Story: Lesson Plans

“The Faith & Belief Forum have come up with a fantastic idea on how to deal with what I’m sure most teachers would agree are challenging topics to teach. Through these schemes of work and lesson plans, teachers will have access to innovative ways of teaching about Safe Space, Identity and Controversial Issues. Due to the array of themes which can be covered within these topics, it can be tricky to direct the learning to a certain track whilst keeping it interesting and relevant. Yet, F&BF have found a way to really ensure a strong classroom climate is maintained through this package whilst highlighting a positive teacher-student relationship due to an effective classroom identity being made prevalent.

I feel the RADIO principles make up a crucial aspect of every classroom as they tackle such important issues within our society today. By having this idea of a Safe Space in every classroom, pupils will be encouraged to be themselves and celebrate their identity and diversity. Not only does the package link in with the current curriculum and its needs but further builds on having a real sense of inclusivity for all.”

**AR, KS3 RE teacher in Birmingham**

## School Linking

*The School Linking Programme matches students and classes from different cultural or faith backgrounds to explore issues of identity, community, and belief. The Faith & Belief Forum’s linking programme is run as part of The Linking Network; the programme’s focus is to equip teachers with the skills, knowledge, and support to provide their students with meaningful opportunities to connect across difference.*

The start of the new academic year (2020–21) meant a rethink of how School Linking was to be delivered. Due to the continued issues linked to the pandemic, schools were unable to mix which meant that linking in person was out of the question.

Once we adapted the project to be delivered virtually, we began signing schools up to the programme. Before the Christmas school holidays, we managed to recruit and sign-up our target number of links (36 for Birmingham and 25 for London).

However, the second national lockdown was announced the day that many schools were due to return for the beginning of the spring term in January 2021. This meant that most of our schools had to once again drop-out of the School Linking Programme. They were again moved into crisis mode having to set-up home schooling and virtual teaching.

Work needed to be done to adapt school linking to be able to deliver it virtually. We also needed to speak to teachers about what support they needed. It was important that in our response we did not put pressure on schools to participate but were a supportive friend offering additional tools that would support them and their students.

We delivered **6 virtual CPDs** (3 for Birmingham schools / 3 for London schools) to **60 teachers** (24 Birmingham & 36 London).

We also delivered CPD2 for the Hackney RE Network.

**8 teachers attended.**

# Goal 2: Generating Movement

## ParliaMentors

*ParliaMentors is a UN award-winning leadership programme where teams of university students of different faiths and non-religious beliefs collaborate to create real social change while being mentored by MPs. Through expert-led training, support from local and national NGOs and access to Westminster, ParliaMentors gives students the networks and skills they need to effect real change in their communities, in their careers and in the political arena.*

Due to the pandemic, ParliaMentors ran all training, MP meetings and networking online. We were able to involve MPs in new ways during trainings by having sessions just with them and the cohort on Zoom in a much more candid way than the formal environment of Parliament.



Training was offered by the British Council (funding and delivery partner for ParliaMentors through the Active Citizens programme) on online delivery. This was very helpful for adapting our delivery for online and hybrid contexts.

Alumni were also involved in all aspects of the programme far more as they were able to deliver training remotely, take an active role in the recruitment (about 50 hours of alumni time on recruitment in 2020) of the new cohort, and meet lots of the current cohort in 121 meetings to help them with their career.

1–2–1 meetings and meetings with each university group were also very successful and easy to arrange as everyone has become used to online meetings. This helped students a lot as they dealt with changes to plans caused by covid restriction changes.

## ParliaMentors involvement

**460** people including **9** Parliamentarians, **44** ParliaMentors students, over **30** alumni, **20** members of the book club, and **hundreds** of people reached through social action projects

## ParliaMentors participants reported:

**97%** The programme has provided me with opportunities to expand my personal and professional networks

**94%** Meeting with my MP mentor increased my confidence in liaising with senior political figures

**100%** My experiences on this programme have increased my knowledge and understanding of other faiths, beliefs and cultures

**100%** I feel confident about my own identity and I am confident that I can effectively communicate and work with people from different faiths, beliefs and cultures

**100%** I have the skills and networks to create social change in my local community

## Diversity and inclusion on the ParliaMentors programme

**ParliaMentors gives 45 young people a unique leadership opportunity, this year these young people were from the following backgrounds:**

- 53% of participants were eligible for free school meals and 56% the first in their family to go to university.
- 4 Sikh, 10 Muslim, 2 Jewish, 4 Hindu, 12 Christian, 2 Buddhist, 1 Pagan, 9 Non-Religious
- 16 White, 5 Other (inc. Arab and Persian), 6 Black, 3 Mixed, 14 Asian
- 30 women, 13 men, 1 non-binary
- 7 Gay, 1 Bisexual, 4 Other, 31 Heterosexual

## Impact Story: Birmingham City ParliaMentors

The Birmingham City University team chose to focus their social action project on homelessness in Birmingham. Initially in lockdown the Team fundraised for a local charity providing emergency pandemic relief to homeless people, recognising that this was the most immediate way to have an impact. Once restrictions were eased the team identified a particular need around employability within the homeless communities they were engaging with. Through their networks, the students identified RMF, a construction company willing to give free, accredited training to anyone currently homeless or at risk of becoming homeless. The group worked with RMF to initially deliver training to 15 people at risk of homelessness, with the view to it becoming a sustainable scheme.

One ParliaMentor, Talha, stated: *"I am particularly proud of our ability to keep adapting our plans and increase our networks as the reality of the pandemic changed. It is thanks to all of our different skills that we have been able to do this."*



The team were mentored by Jess Phillips MP, who was heavily involved in advising around this project. Jess built the confidence of the team, raising their aspirations of what could be achieved and also provided community contacts of people working on homelessness in Birmingham. At Graduation, Jess stated how proud she was of the team, given that homelessness reduction had been one of the issues that she worked on before becoming an MP and continues to champion in Westminster.



## Faith in Barking and Dagenham

*F&BF works in a partnership with Local Authorities to innovate, create new and exciting solutions to challenges, and build more resilient communities. Our Local Authority partnership with Barking & Dagenham was carefully planned in direct collaboration with Cohesion Officers, councillors, local faith leaders, schools, community groups and more.*

The pandemic hit as we were coming to the end of our project in Barking and Dagenham. This meant we could not have a final celebration event or wrap up relationships in the way we had envisioned. The focus of the faith and community groups we were working with was understandably diverted to supporting residents most impacted and therefore we focused on connecting leaders working at the front line.

We quickly and successfully pivoted the deliverables:

- Faith inclusion training for LBBD  
Council staff took place online
- We hosted our 'Ways of Connecting' event online in which we launched a film we co-created with Studio3Arts and used it as end of project celebration
- We continued our work with Barking and Dagenham Faith Forum to launch and host local awards for communities doing good work in the area
- We supported the Local Authority and Faith Forum to connect and share resources between faith-based food banks



Following completion of Faith in Barking & Dagenham, the Council offered us an additional contract to support them to capture the impact of the ongoing pandemic on faith communities and faith-based organisations.

Our engagement project captured how organisations and individuals had been impacted by the Covid-19 pandemic and lockdown. Through this survey, we were able to amplify the voices of the faith sector – reporting to the Council on how faith groups and leaders had come together to support each other and help their communities through the pandemic.

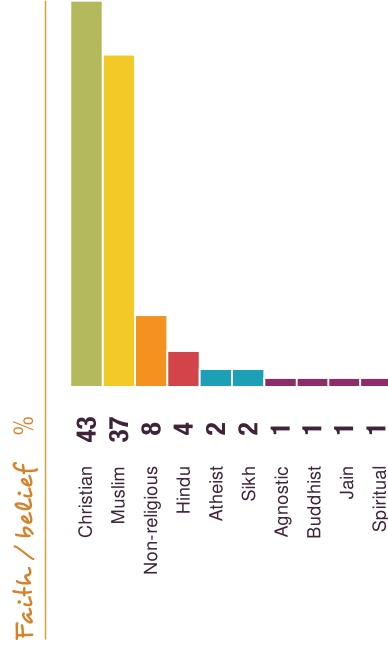
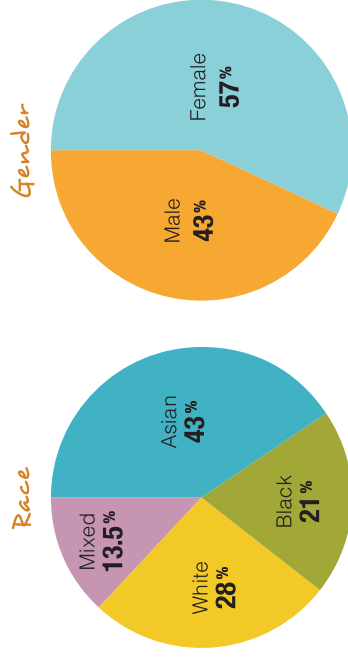
Throughout the whole project we ran 118 events, workshops, and meetings between 2018–2020. Our project enabled 1,260 residents to critically engage with concepts around faith and belief diversity, build their skills and confidence, and nurture strong local networks with people who hold different faiths and beliefs to themselves.



**1,260** residents engaged during the project

### Local leaders engaged

- 26** through engagement for our report
- 33** attended the 'Ways of Connecting' online event
- 50** Council staff through Faith Inclusion Training
- 15** through our 'Residents Guide to Interfaith' document



Among Christian participants (43% of participants) we are aware of participants from denominations including Church of England, Baptist, Roman Catholic, Jehovah Witness, Pentecostal, and Salvation Army.

- 90%** of residents changed their perceptions about people who are different to them
- 81%** of residents had increased confidence speaking to people who are different
- 64%** of residents intend to stay in touch with someone they met through our intervention

## Impact Story: Deepa

Deepa was involved in the Faith in Barking & Dagenham project as a volunteer speaker, going into schools to talk about her beliefs with students to give them a better idea of what Hinduism as lived faith can look like. Some of her experiences on the project:

*"A highlight of the training was seeing the connections that we all share – themes of family, love, connection to belief and ritual flowed throughout the lives of each participant and were brought to the surface in an interesting and authentic way through the workshop. The process of the workshop created an environment of openness and sharing. We were encouraged to share with conviction and confidence what we stand for."*

*It has been a privilege to volunteer as a speaker in three workshops at schools in Barking and Dagenham and to express what Hinduism means to me. It is so nice to see children listening so attentively and experience the questioning and curiosity of young minds."*

*I know that schools teach RE in a theoretical way but it is so important for kids to meet a real person so they can grasp the differences that we all have. By speaking alongside someone of a different faith who is equally confident in themselves the children can learn how to witness and embrace each other. It gives them assurance that disagreements and difference is okay and permission to be themselves."*

## LGBT+Faith

*The Faith & Belief Forum have been working with and advocating for LGBT+ people of faith for many years. We create affirming, inclusive spaces for LGBT+ people of faith to meet others from similar and different backgrounds to themselves, connect, and share.*

We adapted our activities for the online space, tailoring to the new environment. This was well-received given that the LGBT+ organisations we work with have seen increased demand for their services during the pandemic.

We secured funding for a sustained online programme for LGBT+ people of faith for 2021–22 to support their wellbeing at this challenging time.

We delivered bespoke online training sessions for staff at two LGBT+ organisations, Gendered Intelligence and Just Like Us.

We held our third annual event National Interfaith Week event for LGBT+ people of faith in partnership with House of Rainbow, London Queer Muslims, and Sarbat LGBT Sikhs.

There was very positive engagement with our National Interfaith Week event, from both partner organisations and participants. We saw individuals open up and connect with each other about challenges being faced due to the pandemic, and gain strength from solidarity with each other. We also saw participants engage with the single-faith partner organisations who otherwise did not know about the valuable services they offer.

We completed our three-year project with the LGBT+ sector funded by Sir Halley Stewart in June 2020. This project was ground breaking not only in its ambition – to transform the LGBT+ sector into a more faith-friendly sector – but also in its interfaith, grassroots, and national approach.

"It was the first LGBTQ+ event for people of faith that I've been involved in since the start of lockdown, so it made for a welcome reminder that the community still exists. It was also one of the only interactive faith events I've been a part of in all these months. This lockdown has been a lonely time for us all, and it was helpful to acknowledge the ways in which lockdown has been particularly hard spiritually, and to hear that others have felt the same way."

"It felt safe and that the spirit of the divine, however we describe or experience it, was the glue holding us together."



**Over three years we worked with 296 individuals from 108 organisations in 10 towns and cities across the UK.**

**97%** of training participants learned strategies for inclusion of LGBT+ people of faith

**95%** of training participants better understand the diverse experiences of LGBT+ people of faith

**56** people attended our National Interfaith Week event

**100%** of participants agreed that as a result of this event 'I am feeling positive about the future for LGBTQ+ people of faith'

**100%** also agreed 'I met someone new from a different background to myself

## Building Closer Communities

*Building Closer Communities was a new project from the Faith & Belief Forum which enabled residents in two regions – Birmingham, and Barking & Dagenham in London – to meet, share, and explore issues related to faith, belief, and culture. The project was funded by the Ministry of Housing, Communities & Local Government.*

Building Closer Communities was a new project from the Faith & Belief Forum which enabled residents in two regions – Birmingham, and Barking & Dagenham in London – to meet, share, and explore issues related to faith, belief, and culture. The project was funded by the Ministry of Housing, Communities & Local Government.

The Building Closer Communities project connected people in Birmingham and Barking and Dagenham from different backgrounds online at a time when social distancing had left many leading isolated and insular lives.

In two local areas, the project linked 20 communities of different faith and belief characters, who would not ordinarily get the chance to meet, and helped them to connect over a series of conversations around identity, belonging and cohesion.

Through this multifaceted project, which also delivered schools sessions, local authority training and launched a youth council in each area, new relationships of trust were built between communities, and between communities and statutory bodies.

Dr Lucy Peacock, commissioned to evaluate the project, concluded “the programme was largely extremely successful in meeting its proposed outcomes and objectives, despite facing significant disruption due to the Covid-19 pandemic” and “a subsequent, longer programme is recommended”.



According to the findings, 82% (more than 8 in 10) participants' responses reported that they developed a greater sense of social trust towards people from different faith and ethnic backgrounds in their neighbourhood through community dialogue. The proportion increased to 93% of responses among those aged 50 and under.

The concept of social trust was in part perceived in terms of comfort. 90% of survey responses reported an increase in feelings of comfort in talking about issues related to faith and belief.

- Connected **20** diverse faith and belief communities across Birmingham and Barking and Dagenham, who each linked with a community from a different background for a series of discussions. There were **21** dialogue sessions with **172** participants, who took part in **2** dialogues each
- **24** Community Connectors were recruited to help lead the community dialogue project locally, and were trained grassroots facilitators and local interfaith ambassadors over **3** sessions
- **10** young people joined the Youth Council that met **6** times over the course of the project
- **32** participants took part in **10** hours of training for local authorities
- Seven online schools workshops were delivered to **270** students.
- A new online resource was developed, with **18** stories from **11** faith / belief backgrounds, with was accessed **553** times
- **100** people attended the final events connecting participants with statutory bodies, MPs, local council leaders and the wider community
- The **20** communities on the dialogue programme were from Christian, Jewish, Muslim, Sikh, Hindu, Buddhist and Humanist and non-religious backgrounds
- The young people on the Youth Council were from Hindu, Sikh, Muslim (Shia, Sunni and Ahmadiyya), Jewish and Christian communities

## Impact Story: Kingsley Hall and Al Kawther Academy

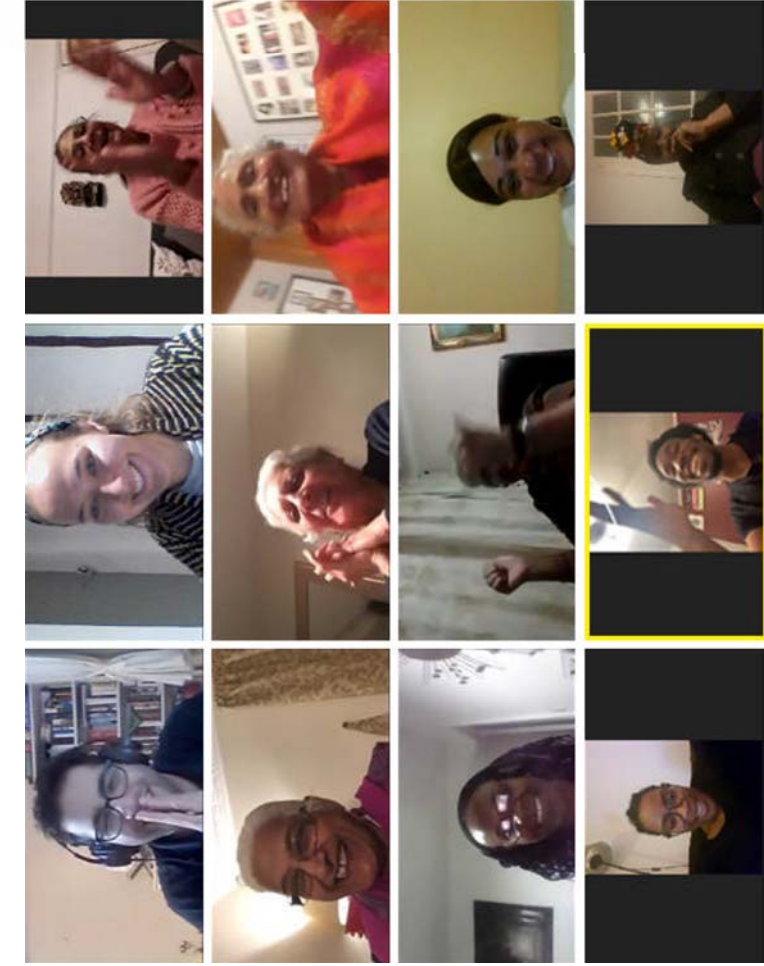
One pair linked through community dialogue was Kingsley Hall (a church) and Al Kawther Academy (Muslim organisation). The groups were a few minutes walk apart in Dagenham, were aware of each other and had crossed paths a few times historically, but hadn't had the opportunity or confidence to meaningfully connect.

Through the dialogue sessions, the groups were able to share and explore their faith backgrounds, including different approaches to marriage and experiences of living in Dagenham, where one Christian participant reflected that their conversations opened their eyes to the Muslim communities experience of prejudice locally.

Community Connectors who worked on the project said:

*"It's funny that we needed someone from outside the borough to come and start these conversations, but I am grateful for your (F&BF) project as it has sparked a relationship. We now have a reason to connect with one another and a better foundation to build on – I look forward to continuing our conversations after the lockdown and look forward to meeting in person and working together."*

*"I think trust was established quite significantly, people felt that they were able to say things, they often worded the idea that they felt at home [... in the second dialogue] there was quite a lot of experiences during the pandemic that people talked about and particularly their faith sort of journey and their emotional state in the pandemic that they sort of expressed and they felt able to express those in that space because they felt comfortable. I think comfort is probably the best example of trust that we can have."*



F&BF staff facilitating a dialogue session between Sikh Womens' Alliance and the African Portuguese Speaking Community.

## Walsall Community Dialogue Project

*The project, delivered together with Walsall For All, captured the voices, stories and experiences of those living in Walsall around the themes of identity, diversity, belonging and living together. It also gave local people the opportunity to engage in conversations and create connections with people in the borough who they may not usually have the opportunity to meet.*

Because of the pandemic, we had to rethink the delivery of the whole project and sometimes start afresh due to previously participating groups not being able to commit due to online delivery. We summarised the project as phase 1 and phase 2. Phase 1 being pre-covid, while phase 2 was during covid.

We had to completely shift our dialogues to an online delivery. This posed many challenges. However, it was useful for the more marginalised groups, who would not have been heard before, how now felt they could participate.

At the end of the dialogue project, we had organisations and groups who felt inspired by the experience and wanted to continue doing something together. They felt the power of working collectively and the potential impact it can have to the community.

In total, in both phases we:

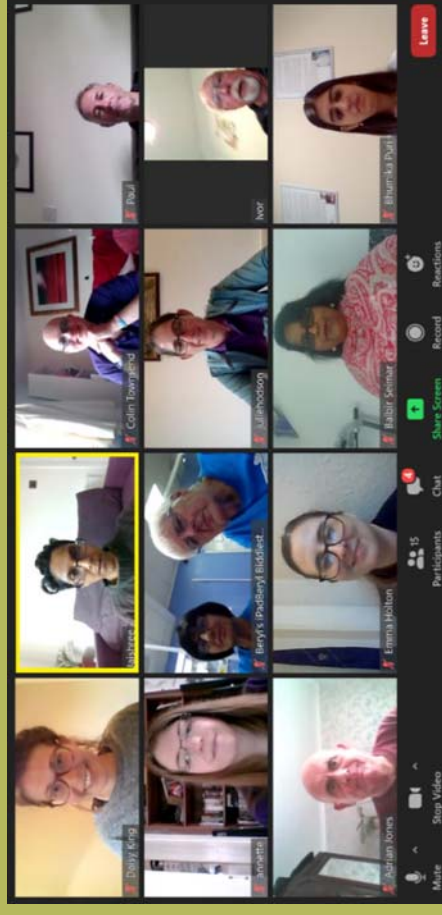
- **Had a total of 54 dialogues**
- **8 Community Connector Trainings**
- **Engaged with 20 groups**
- **Had 46 Community Connectors trained**
- **Engaged with about 139 participants**

## Impact Story:

### Walsall Community Dialogues

One participant from a Chinese background who joined one of the sessions was very emotional at the end of one of the sessions. She experienced quite a bit of racism towards herself and her toddler. She was reluctant to join the session. However, at the end of the session she said she was very happy to have participated, and that it's made her see people very differently. To see that not everyone is 'hostile' towards her and the fact that they condemn the bad experience she's had and the way she's been treated was wrong, has taught her that not everyone is 'horrible'. There's a lot of good people around too.

We also had one participant who started as volunteer, didn't have much confidence with leading groups. Grew her confidence during project. She continues to engage with F&BF. She's attended our Culham Focus group and participated in the Community Builders Course. She now has a paid job with Social Enterprise.



# Goal 3: Projecting Voice

## Freedom of Religion and Belief

*We brought together international experts to engage with questions of Freedom of Religion and Belief (FoRB) through a series of online events.*

We hosted three interactive events to bring together civil society organisations, faith and belief groups, policy professionals, diplomats and academics to share thoughtful and productive discussions on FoRB in practice. Participants heard presentations of case studies from different regions, discussed and shared practical tools and advice. The dialogues informed a brief practical report on Working Together to Promote FoRB in Practice.

Many participants noted their usefulness for helping people reflect on how their programmes could include more people, connect with other human rights and related areas (such as development and peacebuilding) and advocate for better religious engagement beyond the usual calling point of religious leaders.

Participants from **18 different countries** took part in the FoRB roundtables.

This included **64 people** from civil society organisations, faith and belief groups, civil servants, diplomats and academics.

We engaged with over **154 people** local authorities, faith / belief groups, and interfaith organisations and other groups working for cohesion in **28 academics, policymakers, local authority staff and national interfaith organisations** through an event spotlighting UK research and resources on faith, cohesion and interfaith effectiveness.

## Social Cohesion Roundtables

We hosted and facilitated four roundtables on faith, belief, and cohesion at the local level, bringing together local authority staff, faith/belief groups, and interfaith organisations and other groups working for cohesion to share good practice and make recommendations for effective working together at the local level.

The process encouraged honest conversation between faith groups and statutory bodies at a local level at an extremely crucial time, particularly focussing on new interfaith relationships and faith/local authority collaborations formed during the pandemic and how to maintain these post-pandemic. F&BF is currently planning future programming to work on this question.

We engaged with over **134 people** from local authorities, faith / belief groups, interfaith organisations and other groups working for cohesion in **28 local authority areas** in England. The resource developed through this process was shared with **750 key stakeholders**.



## Cohesive Societies: Faith & Belief

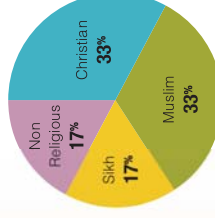
We continued to build our research partnerships, involving academics and other experts in the field to produce events and resources. Cohesive Societies: Faith & Belief, our most significant publication to date, was produced in partnership with the British Academy and written by the think tank Theos. The report, written by Dr Madeleine Pennington, explores the different ways in which faith and belief interacts with societal cohesion.

The report framed the history of cohesion policy as relates to religion and belief in the UK, documented the relevance of faith/belief groups and interfaith organisations to cohesive societies, and made practical recommendations for policymakers and practitioners for improving this engagement.

The report is part of the British Academy's ongoing Cohesive Societies programme, launched in 2017, which explores how societies remain cohesive in the face of rapid political, social, economic and technological change.

We engaged with over **400 people** as a result of the Report being written through primary research and consultation consultation at different levels, with over **100 attending** the online launch event. Other engagement has taken place through scoping seminars and various tendering and steering group processes.

Steering Group recruited to oversee writing of report:



The Report featured 12 case studies featuring good practice from around the UK which were:



**“This report will enable a more informed and constructive discussion of the role of faith and belief in strategies for sustaining societal cohesion. Writing in July 2020, this seems more important than ever.”**

Professor Tariq Modood FBA on the Cohesive Societies report

## London Faith & Belief Community Awards

*The London Faith & Belief Community Awards celebrate the vital work of London's faith and belief communities by bringing together local heroes and shining a light on their inspirational work, demonstrating how people from all faiths and beliefs can work together for a fairer and more inclusive city. The Awards are delivered together with the Greater London Lieutenancy's Council on Faith.*

We launched nominations for the 4th London Faith & Belief Community Awards during this period. It was difficult to maintain the level of nominations (it dropped slightly from 129 to 106) as places of worship were closed and groups were focused on responding to the crisis / had to suspend their work.

All meetings and the awards ceremony had to be taken online, including the Barking and Dagenham Faith and Community Awards.

We redesigned the London Awards Ceremony to an online platform; this included the ceremony itself and the networking opportunities the event provides.

We hosted smaller networking events with Sir Ken Olisa LL and GLL Faith Council Chair, Dr David Dangoor DL, for award winners and invited high profile speakers (Floella Benjamin DL and Rev Richard Coles) to speak at the ceremony. This resulted in 553 people attending the virtual awards ceremony (our greatest engagement in an Awards event to date).

The goal of the Awards event is to showcase the vital work of faith and belief community groups, and to advocate for a more inclusive, stronger interfaith community of Londoners. This year, these goals were more important than ever due to the increased pressure faced by faith groups as they responded to their communities' needs, experienced funding challenges due to economic uncertainties, and suffered due to heightened inequalities that have been exposed by the pandemic. We were fortunate to have the continued support of awards sponsor Dangoor Education.

Notable nominations in terms of EDI goals - Association of Black Humanists (ABH), Black Business 4 Black Youth by The Salam Project CIC, People of colour team at the London Buddhist Centre / West London Buddhist Centre, #OutAndProudParentsDay

**553 people** attended the London Awards Ceremony. A video of the ceremony reached **1,150 people** on Facebook and was viewed **370 times** on YouTube. The Awards event was also featured by various media outlets, including BBC Asian Network, BBC London Radio, Religion Media Centre, East London Advertiser, Barking & Dagenham Post, and Slough & Windsor Observer.

This round of nominations identified projects from **25 London boroughs** and engaged with more organisations from minority faith backgrounds.

This year we received these nominations: **2 Buddhist, 7 Hindu, 1 Jain, 7 Jewish, 1 Rastafarian, 7 Sikh, 15 Muslim and 1 Zoroastrian.**

**100 people** attended the Barking and Dagenham Faith and Community Awards.

We hosted the online Fitness, Faith & Feeling Good festival from Monday 1st to Friday 5th February, which platformed a range of approaches to health and wellbeing, showcased by diverse partners from across London's faith and cultural communities. Activities displayed ranged from yoga to Israeli folk dance, from mindfulness to high-intensity gospel dance.

During a time which had a profound impact on people's physical and mental health, the opportunity to focus on health and wellbeing and learn from

different traditions and cultures was appreciated and we gained positive informal feedback. This project also allowed us to build relationships with single faith health and wellbeing charities whom we hoped to later work with through the Fun Run.

FFFG Festival videos were seen 10,000 times and social media posts about the festival, including the blogs, engaged over 50,000 people on social media.

## Impact Story: National Hindu Students' Forum UK

One organisation taking part in the festival was the National Hindu Students' Forum UK (NHSF UK). Founded in 1991, the National Hindu Students' Forum works in over 50 universities across the country, reaching over 10,000 students, providing education on Hindu and Dharmic values and ideas.

They run workshops and classes on various subjects, and a London Zone & South Zone Sports Competition. During the pandemic NHSF UK has moved many of their activities online. This includes running fitness classes and Hindu teaching workshops online, such as their "Yogasanga of the Week" and "Sanskrit Word of the Month" video series.

As part of Fitness, Faith & Feeling Good, NHSF UK will run a yoga and meditation session. The aim is for those taking part to leave the session feeling physically and mentally stronger, and with a deeper understanding of the history of yoga and meditation.

# Building good relations online

## Building Closer Communities

The Faith & Belief Forum had spent 8 months previously to starting the grant, adapting to new ways of working during COVID. New risk management processes and online delivery methodologies had already been developed and several staff members had taken training courses in online facilitation and were able to cascade learning to our new staff on this project.

The whole delivery plan for the project had to be reworked to work online in the context of the pandemic as it was originally written for face-to-face delivery. Schools workshops could not be delivered easily when digital classrooms were only teaching core curriculum.

Some communities were put off participating as they were not confident about engaging online, others who wanted to participate were inundated with COVID-related challenges ranging from decreased capacity from caring for the most vulnerable, to financial difficulties to increased requests for funerals.

We were flexible in terms of delivery times, particularly due to school closures and ensured content was family friendly in case participants had children in the room. We redesigned our schools offer, providing an online resource to teachers. We also ensured our participants were linked in with local COVID relief efforts, by inviting relevant council staff to dialogue sessions, and regularly sharing information with the local authority.

The Coronavirus pandemic presented serious challenges for an organisation whose work relies so much on face-to-face engagement and dialogue. With social distancing rules in place and larger gatherings of people forbidden, we had to rethink our entire approach to be able to continue to deliver our work.

Our staff team draw on all their previous experience and worked hard to come up with ways of delivering meaningful encounters on online platforms. As a result of this work, we were able to launch several new training and event models for connecting people from different backgrounds in the digital space.

We found that there were some benefits to these online models. Although some of the impact of the genuine face-to-face encounter might be lost, advantages include being able to engage with people regardless of their geographical location, and more easily involving people who might be hesitant to attend a physical event. We will keep integrating and using some of these digital models in our work even as we move back to face-to-face work.

*Here are some good examples of how some of our teams adapted their work to be delivered online:*

## School Linking

The pandemic seriously affected the School Linking Programme. Schools and teachers were in crisis mode, meaning that anything outside of teaching core curriculum subjects was stopped – and this included Linking.

Since we could not be physically present in schools, work needed to be done to adapt school linking to deliver it virtually. We also needed to speak to teachers about what support they needed. It was important to not put pressure on schools to participate but to be a supportive friend offering additional tools that would support them and their students.

Having reviewed the information that we were getting from schools, we adapted the programme in the following ways:

- Guidance and support received from The Linking Network (TLN) meant that we were able to use the expertise and shared experiences of other Linking partners to rethink how the programme could be run in the pandemic.
- We developed Continuous Personal Development (CPD) training to be delivered online, adapting the content and learning how to use virtual tools to engage teachers.
- We further developed online resources for teachers to use whilst children were being home-schooled and to be used once back in school in bubbles, and virtual approaches to linking with partner schools. A primary and secondary School Linking Toolkit was developed and shared with our teachers during the CPD.

- The School Linking Programme was adapted to be more flexible to allow for in class and virtual exploration of the traditional key themes (identity, diversity and community), and questions of ‘who am I?’, ‘who are we?’, ‘where do we live?’, and ‘how do we live together?’ Schools were invited to take part in ‘Link Encounters’ instead of ‘Link Days’.

- We planned for how link encounters could take place as a series of shorter sessions (as an alternative to three full days) and they were a combination of in-class focused activities that led to a virtual link encounter with partner schools.

We heard from our Linking Teachers that they felt that the key questions mentioned above, were even more relevant in the pandemic. There was now an opportunity to assess relationships; the world and community that we live in; and how this impacts our identity and our place in the world.

## ParliaMentors

Because of the pandemic, face-to-face work with ParliaMentors, MPs and community groups was not possible and changing restrictions made it difficult for participants to keep to plans they made for social action. Events run by and for alumni had to move online limiting new activities

As a result, we ran all training, MP meetings and networking online. We were able to involve MPs in new ways during training sessions by having sessions just with them and the cohort on Zoom. This led to more candid meetings than the formal environment of Parliament and timings were also much more flexible.

## Reports and Research

In many ways, this project was less impacted by the pandemic than others because it was a research project, and therefore felt like something that could go ahead, when there were questions about other programming. Roundtables, launch events etc. all had to be delivered online.

We extended the timeline of the project by three months to allow for COVID adaptations.

Particularly with the FORB roundtables, hosting online allowed us to draw in a large international audience, which was a key success of the project.

# Organisational Priorities 2021/22

## Priority

## Key milestones / deliverables

|   |                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                         |
|---|------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | A new multi-year strategic plan in place that addresses the change we want to make and has full buy-in from the organisation | <ul style="list-style-type: none"> <li>Gather input from staff &amp; trustees</li> <li>Present and discuss with external stakeholders</li> <li>Complete first draft Strategic Outlook by December</li> <li>Finalise and launch March</li> </ul>                                                                                                                         |
| 2 | Improved evidence-base demonstrating the impact we make                                                                      | <ul style="list-style-type: none"> <li>Complete Impact Report 2020–21</li> <li>Complete internal review of school engagement</li> <li>Establish clarity about data needed to measure impact, with input from Salesforce staff group</li> <li>Put in place external facing comms to promote impact of what we do in context of interfaith and social cohesion</li> </ul> |
| 3 | An organisational culture that reflects our values authentically                                                             | <ul style="list-style-type: none"> <li>Review our four core values</li> <li>Fold refreshed draft values into new strategic outlook</li> <li>Use refreshed values actively as part of supporting each other and holding each other to account</li> <li>Sign off together with new strategic outlook by March</li> </ul>                                                  |
| 4 | EDI targets set for each department, based on sound analysis                                                                 | <ul style="list-style-type: none"> <li>Clarify what data we need to capture - both inward and outward facing</li> <li>Gather data to establish baseline</li> <li>Review and streamline EDI strategy in consultation with board EDI champions</li> <li>Set EDI targets for 22/23 by March</li> </ul>                                                                     |
| 5 | Post pandemic working models agreed and working (office working, face-to-face delivery, innovation)                          | <ul style="list-style-type: none"> <li>Research best practice, in line with Government pandemic advice</li> <li>Launch guidelines and affiliated policy</li> <li>Review regularly in context of 'post pandemic' landscape</li> <li>Align approach with the need for innovation in changing context</li> </ul>                                                           |

# Structure, governance and management

## Organisational structure and decision making

The Faith & Belief Forum is a Charitable Incorporated Organisation (CIO). The organisation was founded in 1997 as an unincorporated charitable trust called Three Faiths Forum (1092465). All activities, liabilities and assets transferred to the CIO (1173369) in 2017, and in 2018 the CIO changed its name to The Faith & Belief Forum.

The object of the CIO is to promote religious harmony and good communal relations through promoting knowledge and mutual understanding of, and respect for, the beliefs and practices of different religious faiths, and beliefs. Our vision is of a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations.

The organisation is governed by a board of trustees who meet regularly during the year. Finance and Compliance Committees meet before each board meeting to monitor and review relevant matters in more depth.

The board of trustees is authorised to appoint new trustees, as required, who are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation. New trustees are briefed on the organisation's constitution, strategic plan, policies and procedures. They receive a copy of the previous years' financial statements and a copy of the constitution, and are expected to sign a declaration of interests form.

Trustees are responsible for the strategic direction of the organisation and delegate management to the Director. The Director reports to the board on organisational performance against operational plans approved by the Board. The Director and Head of Operations report regularly via the Finance Committee on the financial position of the organisation.

The organisation seeks to create an internal culture that embodies the inclusive and welcoming values that we want to see in wider society, and are delighted that in summer 2018, more than 90% of staff surveyed said they are proud to work at this charity, enjoy the work they do, and believe they are making a difference.

The charity is grateful to its team of staff, consultants, freelancers, interns and volunteers for their outstanding dedication, hard work and commitment during the year.

# Financial Review

The charity generated incoming resources of £1,028,241 (2020: £868,840). The increase in income was caused by significant increase in restricted and unrestricted donations as a result of the pandemic £921,789 against £786,461.

There has been a consequent decrease in total costs which fell to £878,330 from £912,826 in the previous year. The decrease is principally due to a reduction in direct costs which decreased to £646,795 from £700,251. The decrease is driven by lower personnel costs and reduced event costs as events moved online because of the pandemic.

The charity recorded a net increase in funds of £149,911 being a surplus of £87,005 on unrestricted funds and a surplus of £82,908 on restricted funds because of reduced expenditure in the current year driven by changes due to pandemic delivery models. It is anticipated that this surplus will be utilised in the current year.

At 31 March 2021 the charity had net assets of £245,166 which was split between unrestricted funds of £182,260 and restricted funds of £62,906.

## Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

## Reserves policy

The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets. It is currently the policy of the charity to maintain free reserves at a level considered adequate to provide sufficient funds for between one- and three-months' unrestricted expenditure, an amount equivalent to between £50,000 and £150,000. The free reserves amounted to £171,275 at 31 March 2021 which is at the higher end of that desired range. The trustees continue to monitor progress towards that desired level of reserve and anticipate that expenditure may be high. The Charity is in a position where significant funds are received for specific projects and restricted funds at 31 March 2021 amounted to £56,332. The charity's assets are held for the purpose of the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2021 is satisfactory to enable it to continue its activities.

## Pay policy for staff

We are committed to a fair and transparent pay structure that ensures we treat all staff equitably with regards to terms and conditions of employment, including pay. Employee salaries are awarded based on the organisation's salary scales. The scales are reviewed annually, taking into account inflation and cost of living increases (based on the Consumer Price Index and Retail Price Index), sector benchmarking, and funding available. It has adopted a policy regarding senior management pay of 1:3, meaning that the highest paid member of staff should not earn more than three times that of the lowest paid member of staff on a pro-rata basis. The Faith & Belief Forum fully supports the living wage (as set by the Living Wage Foundation) and will aim to pay at this level, subject to affordability.

## Risk management

The trustees assess on an annual basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. The principal risks faced by the charity are the security of its funding streams and the operational risks from working with young people in areas dealing with sensitive subjects. The trustees mitigate the risk to funding streams by diversifying as much as possible the sources of income. The operational risks are mitigated by having an effective safeguarding policy to which all staff adhere to. In addition, there is a staff handbook which reflects updated policies and procedures on whistleblowing and staff data handling and protection. Like all charities we have been affected by the ongoing Covid Crisis which began towards the end of the financial year 31st March 2020 and has continued through the financial year ending 31st March 2021, we have managed this by maintaining a reduced level of financial risk in the budget and utilising free reserves to ensure a balanced income and expenditure budget in the financial year 31st March 2021.

## Safeguarding

The charity trustees take their responsibility in relation to safeguarding seriously and have adopted a Safeguarding policy to protect vulnerable people from abuse and to prevent abuse from happening in the first place.

## Conflict of interest

All trustees give of their time freely and no trustee remuneration was paid in the year. The trustees and staff are required to disclose all relevant interests and where necessary withdraw from decisions where a conflict arises. The trustees also confirm that there is an appropriate and approved antibribery policy.

## Information on fundraising practices

The charity does not fundraise from the general public, but focuses its activities on specific charitable foundations. Therefore the trustees do not consider that the requirements of the fundraising code to be applicable to the charity.

## Trustees' responsibilities statement

The trustees are required under the law applicable to charities in England and Wales to prepare a trustees' report and financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the trustees, on and signed on their behalf by:

Michael V Sternberg QC KCFO (Chair of Trustees)

Date:

## Opinion

We have audited the financial statements of the Faith & Belief Forum (the 'charity') for the year ended 31 March 2021 which comprise the Statement of financial activities, the balance sheet, the statement of cash flows and the notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

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

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

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2011, taxation legislation and data protection, employment and health and safety legislation;

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non compliance throughout the audit.

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

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

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

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

## Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

- In response to the risk of irregularities and non compliance with laws and regulations, we designed procedures which included, but were not limited to:
- agreeing financial statement disclosures to underlying supporting documentation;
  - reading the minutes of meetings of those charged with governance;
  - enquiring of management as to actual and potential litigation and claims; and
  - reviewing correspondence with relevant regulators.

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

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

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

*Blick Rothenberg Audit LLP*

### Blick Rothenberg Audit LLP

Chartered Accountants & Statutory Auditors  
Statutory Auditor

16 Great Queen Street, Covent Garden  
London WC2B 5AH

Date: 14.12.21

Blick Rothenberg Audit LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

## Statement of financial activities for the year ended 31 March 2021

|                                    | Note | Unrestricted funds 2021 | Restricted funds 2021 | Total funds 2021 | Total funds 2020 |
|------------------------------------|------|-------------------------|-----------------------|------------------|------------------|
|                                    |      | £                       | £                     | £                | £                |
| <b>Income from</b>                 |      |                         |                       |                  |                  |
| - Donations and legacies           | 2    | 416,572                 | 611,625               | 1,028,197        | 866,911          |
| - Charitable activities            | 3    | -                       | -                     | -                | 1,779            |
| - Other income                     |      | 44                      | -                     | 44               | 150              |
| <b>Total income</b>                |      | <b>416,616</b>          | <b>611,625</b>        | <b>1,028,241</b> | <b>868,840</b>   |
| <b>Expenditure on</b>              |      |                         |                       |                  |                  |
| - Raising funds                    |      | 57,789                  | -                     | 57,789           | 56,025           |
| - Charitable activities            |      | 271,822                 | 548,719               | 820,541          | 856,801          |
| <b>Total expenditure</b>           | 4    | <b>329,611</b>          | <b>548,719</b>        | <b>878,330</b>   | <b>912,826</b>   |
| <b>Net movement in funds</b>       |      | <b>87,005</b>           | <b>62,906</b>         | <b>149,911</b>   | <b>(43,986)</b>  |
| <b>Reconciliation of funds</b>     |      |                         |                       |                  |                  |
| - Total funds brought forward      |      | 95,255                  | -                     | 95,255           | 139,241          |
| - Net movement in funds            |      | 87,005                  | 62,906                | 149,911          | (43,986)         |
| <b>Total funds carried forward</b> |      | <b>182,260</b>          | <b>62,906</b>         | <b>245,166</b>   | <b>95,255</b>    |

There were no recognised gains or losses other than those set out above.  
All of the activities of the charity are classed as continuing.

The notes on pages 49 to 61 form part of these financial statements.

## Balance sheet for the year ended 31 March 2021

|                                                  | Note | 2021           | 2020           |
|--------------------------------------------------|------|----------------|----------------|
|                                                  |      | £              | £              |
| <b>Fixed assets</b>                              |      |                |                |
| - Tangible assets                                | 9    | 17,539         | 5,661          |
|                                                  |      | <b>17,539</b>  | <b>5,661</b>   |
| <b>Current assets</b>                            |      |                |                |
| - Debtors                                        | 10   | 49,825         | 63,092         |
| - Bank and cash balances                         |      | 486,221        | 356,955        |
|                                                  |      | <b>536,046</b> | <b>420,047</b> |
| - Creditors: amounts falling due within one year | 11   | (308,419)      | (330,453)      |
| <b>Net current assets</b>                        |      | <b>227,627</b> | <b>89,594</b>  |
| <b>Total net assets</b>                          | 13   | <b>245,166</b> | <b>95,255</b>  |
| <b>Charity funds</b>                             |      |                |                |
| - Restricted funds                               | 12   | 62,906         | -              |
| - Unrestricted funds                             | 12   | 182,260        | 95,255         |
| <b>Total funds</b>                               |      | <b>245,166</b> | <b>95,255</b>  |

The financial statements were approved and authorised for issue by the trustees on and signed on their behalf by:

The notes on pages 49 to 61 form part of these financial statements.

## 1. Accounting policies

## 1.1 Basis of preparation of financial statements

## 1.2 Going concern

|                                                         | Note | 2021<br>£      | 2020<br>£      |
|---------------------------------------------------------|------|----------------|----------------|
| <b>Cash flows from operating activities</b>             |      |                |                |
| - Net cash used in operating activities                 | 14   | 146,946        | 42,112         |
| <b>Cash flows from investing activities</b>             |      |                |                |
| - Dividends, interests and rents from investments       |      | 44             | 150            |
| <b>Purchase of tangible fixed assets</b>                |      | (17,724)       | -              |
| <b>Net cash provided by investing activities</b>        |      | 44             | 150            |
| <b>Cash flows from financing activities</b>             |      |                |                |
| <b>Net cash provided by financing activities</b>        |      | -              | -              |
| <b>Change in cash and cash equivalents in the year</b>  |      | <b>129,266</b> | <b>42,262</b>  |
| Cash and cash equivalents at the beginning of the year  |      | 356,955        | 314,693        |
| <b>Cash and cash equivalents at the end of the year</b> | 15   | <b>486,221</b> | <b>356,955</b> |

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity has elected to apply all amendments to FRS 102, as set out in the Financial Reporting Council's triennial review published in December 2017, and included in Update Bulletin 2 to the Charities SORP (FRS 102), prior to mandatory adoption for accounting periods beginning on or after 1 January 2019.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Faith & Belief Forum 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.

On 11 March 2020 the World Health Organisation declared the outbreak of a novel coronavirus, Covid-19, a worldwide pandemic. The resultant lock down in movement of people and the move to working remotely has had a significant impact on the charity's activities. The senior management team along with the trustees took action to control costs in light of the known income.

The trustees have considered a budget out to 31 December 2022 on the basis of known income and will revisit this in line with committed income once that has been received. Having considered that budget, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the trustees continue to adopt the going concern basis in preparing the financial statements.

The notes on pages 49 to 61 form part of these financial statements.

### 1.3 Income

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 income receivable can be measured reliably.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out centrally. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

### 1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

### 1.6 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:  
*Office equipment* 25% reducing balance

### 1.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

### 1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### 1.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

### 1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### 1.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

### 1.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

## 2. Income from donations and legacies

|                    | Unrestricted<br>funds 2021<br>£ | Restricted<br>funds 2021<br>£ | Total<br>funds 2021<br>£ | Total<br>funds 2020<br>£ |
|--------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Donations received | 336,122                         | 586,117                       | 922,239                  | 786,461                  |
| Donated services   | 80,450                          | -                             | 80,450                   | 80,450                   |
| Government grants  | -                               | 25,508                        | 25,508                   | -                        |
|                    | 416,572                         | 611,625                       | 1,028,197                | 866,911                  |
| Total 2020         | 408,231                         | 458,680                       | 866,911                  |                          |

Donated services comprise rent and service charges of £77,950 (2020: £77,950) and donated payroll processing of £2,500 (2020: £2,500).

## 3. Income from charitable activities

|                                   | Unrestricted<br>funds 2021<br>£ | Restricted<br>funds 2021<br>£ | Total<br>funds 2021<br>£ | Total<br>funds 2020<br>£ |
|-----------------------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Interfaith educational activities | -                               | -                             | -                        | 1,779                    |
| Total 2020                        | -                               | 1,779                         | 1,779                    |                          |

## 4. Charitable expenditure

|                   | Unrestricted<br>funds 2021<br>£ | Restricted<br>funds 2021<br>£ | Total<br>funds 2021<br>£ | Total<br>funds 2020<br>£ |
|-------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Direct costs      | 171,277                         | 478,519                       | 649,796                  | 700,251                  |
| Support costs     | 91,217                          | 70,200                        | 161,417                  | 149,463                  |
| Governance costs  | 9,328                           | -                             | 9,328                    | 7,087                    |
| Fundraising costs | 57,789                          | -                             | 57,789                   | 56,025                   |
|                   | 329,611                         | 548,719                       | 878,330                  | 912,826                  |
| Total 2020        | 427,122                         | 485,704                       | 912,826                  |                          |

Fundraising costs represent the employment costs of those employees undertaking fund raising activity.

## 5. Direct costs

|                                  | Basis of allocation | Unrestricted   | Education balance | West Midlands balance | Movement building | Total funds 2021 | Total funds 2020 |
|----------------------------------|---------------------|----------------|-------------------|-----------------------|-------------------|------------------|------------------|
|                                  |                     | £              | £                 | £                     | £                 | £                | £                |
| Facilitation and School Expenses | Actual costs        | -              | 450               | -                     | -                 | 450              | 2,609            |
| Employment Costs                 | Staff time          | 157,341        | 38,428            | 73,306                | 173,152           | 442,227          | 496,064          |
| Freelance Assistants             | Staff time          | 10,626         | 63,342            | 2,062                 | 78,892            | 154,922          | 102,154          |
| Event Expenses                   | Actual costs        | 3,310          | 4,023             | 1,608                 | 35,613            | 44,554           | 94,665           |
| Mentoring Expenses               | Actual costs        | -              | -                 | -                     | 668               | 668              | 4,759            |
| Dialogues                        | Actual costs        | -              | 2,240             | 4,735                 | -                 | 6,975            | -                |
|                                  |                     | <b>171,277</b> | <b>108,483</b>    | <b>81,711</b>         | <b>288,325</b>    | <b>649,796</b>   | <b>700,251</b>   |

## 6. Support costs

|                           | Basis of allocation | Unrestricted  | Education    | West Midlands | Movement building | Total funds 2021 | Total funds 2020 |
|---------------------------|---------------------|---------------|--------------|---------------|-------------------|------------------|------------------|
|                           |                     | £             | £            | £             | £                 | £                | £                |
| General office costs      | Actual costs        | 22,814        | 691          | 96            | 1,183             | 24,784           | 23,280           |
| Bank charges and interest | Actual costs        | 352           | -            | -             | -                 | 352              | 972              |
| Insurance                 | Actual costs        | 3,586         | -            | -             | -                 | 3,586            | 6,060            |
| Intern expenses           | Actual costs        | 14            | -            | -             | 40                | 54               | 967              |
| Communication expenses    | Actual costs        | 4,812         | -            | 31            | 372               | 5,215            | 7,702            |
| Traveling and subsistence | Actual costs        | -             | -            | -             | -                 | -                | 14,511           |
| Marketing and publicity   | Actual costs        | 4,000         | 30           | 10            | 10,963            | 15,003           | 5,833            |
| Professional fees         | Actual costs        | 30,762        | -            | -             | -                 | 30,762           | 10,238           |
| Rent and rates            | Actual costs        | 72,880        | -            | -             | -                 | 72,880           | 72,810           |
| Bad debt write-offs       | Actual costs        | 40            | -            | -             | 60                | 100              | -                |
| Staff training            | Actual costs        | 2,826         | -            | -             | -                 | 2,826            | 3,872            |
| Entertainment             | Actual costs        | 9             | -            | -             | -                 | 9                | 1,331            |
| Depreciation              | Actual costs        | 3,654         | -            | -             | 2,192             | 5,846            | 1,887            |
| Management fees           | Fixed split         | (54,532)      | 6,678        | 9,393         | 38,461            | -                | -                |
|                           |                     | <b>91,217</b> | <b>7,399</b> | <b>9,530</b>  | <b>53,271</b>     | <b>161,417</b>   | <b>149,463</b>   |

## 7. Governance costs

| Basis of allocation  | Unrestricted | Education | West Midlands | Movement building | Total funds 2021 | Total funds 2020 |
|----------------------|--------------|-----------|---------------|-------------------|------------------|------------------|
|                      | £            | £         | £             | £                 | £                | £                |
| General office costs | 9,328        | -         | -             | -                 | 9,328            | 7,087            |
| governance costs     |              |           |               |                   |                  |                  |
|                      | <b>9,328</b> | <b>-</b>  | <b>-</b>      | <b>-</b>          | <b>9,328</b>     | <b>7,087</b>     |

## 8. Staff costs

|                                                      | 2021           | 2020    |
|------------------------------------------------------|----------------|---------|
|                                                      | £              | £       |
| Wages and salaries                                   | <b>443,766</b> | 487,526 |
| Social security costs                                | <b>34,641</b>  | 40,273  |
| Contribution to defined contribution pension schemes | <b>21,609</b>  | 24,290  |
|                                                      | <b>500,016</b> | 552,089 |

The average number of persons employed by the charity during the year was as follows:

|           | 2021      | 2020 |
|-----------|-----------|------|
|           | No.       | No.  |
| Employees | <b>18</b> | 17   |
|           | <b>18</b> | 17   |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                               | 2021     | 2020 |
|-------------------------------|----------|------|
|                               | No.      | No.  |
| In the band £60,001 – £70,000 | <b>-</b> | 1    |

The key management personnel of the charity comprise the Director and the Head of Operations.  
The total employee costs of the key management personnel of the charity were £81,827 (2020: £106,480).

## 9. Tangible fixed assets

|                          | Office equipment |
|--------------------------|------------------|
|                          | £                |
| <b>Cost or valuation</b> |                  |
| - At 1 April 2020        | 25,146           |
| - Additions              | 17,724           |
| At 31 March 2021         | <b>42,870</b>    |
| <b>Depreciation</b>      |                  |
| - At 1 April 2020        | 19,485           |
| - Charge for the year    | 5,846            |
| At 31 March 2021         | <b>25,331</b>    |
| <b>Net book value</b>    |                  |
| At 31 March 2021         | <b>17,539</b>    |
| At 31 March 2020         | 5,661            |

## 10. Debtors

|                                  | 2021          | 2020   |
|----------------------------------|---------------|--------|
|                                  | £             | £      |
| - Trade debtors                  | -             | 57,492 |
| - Other debtors                  | -             | 5,600  |
| - Prepayments and accrued income | <b>49,825</b> | -      |
|                                  | <b>49,825</b> | 63,092 |

## 11. Creditors: amounts falling due within one year

|                                      | 2021           | 2020           |
|--------------------------------------|----------------|----------------|
|                                      | £              | £              |
| - Trade creditors                    | 6,556          | 18,842         |
| - Other taxation and social security | 11,236         | 12,893         |
| - Other creditors                    | 231,230        | 263,418        |
| - Accruals and deferred income       | 59,397         | 35,300         |
|                                      | <b>308,419</b> | <b>330,453</b> |

Deferred income represents grants and donations received in respect of projects to be run in the following financial year.

## 12. Statement of funds

| Current year              | Balance at<br>1 April 2020 | Income           | Expenditure      | Balance at<br>31 March 2021 |
|---------------------------|----------------------------|------------------|------------------|-----------------------------|
|                           | £                          | £                | £                | £                           |
| <b>Unrestricted funds</b> | 95,255                     | 416,616          | (329,611)        | 182,260                     |
| <b>Restricted funds</b>   |                            |                  |                  |                             |
| - Education               | -                          | 115,882          | (115,882)        | -                           |
| - West Midlands           | -                          | 93,933           | (91,241)         | 2,692                       |
| - Movement building       | -                          | 401,810          | (341,596)        | 60,214                      |
|                           | -                          | 611,625          | (548,719)        | 62,906                      |
| <b>Total of funds</b>     | <b>95,255</b>              | <b>1,028,241</b> | <b>(878,330)</b> | <b>245,166</b>              |

| Prior year                | Balance at<br>1 April 2019 | Income         | Expenditure      | Transfers<br>in/out | Balance at<br>31 March 2020 |
|---------------------------|----------------------------|----------------|------------------|---------------------|-----------------------------|
|                           | £                          | £              | £                | £                   | £                           |
| <b>Unrestricted funds</b> | 127,635                    | 408,381        | (427,122)        | (13,639)            | 95,255                      |
| <b>Restricted funds</b>   |                            |                |                  |                     |                             |
| - Education               | 4,017                      | 239,149        | (244,626)        | 1,460               | -                           |
| - Movement building       | 7,604                      | 221,310        | (241,078)        | 12,164              | -                           |
| - Middle East             | (15)                       | -              | -                | 15                  | -                           |
|                           | 11,606                     | 460,459        | (485,704)        | 13,639              | -                           |
| <b>Total of funds</b>     | <b>139,241</b>             | <b>868,840</b> | <b>(912,826)</b> | <b>-</b>            | <b>95,255</b>               |

The Education fund represents: workshops, school linking and training to help young people (and their teachers) handle different or controversial topics, learn dialogue skills, and to understand how people live their faiths or beliefs.

The Movement Building fund covers our universities work including a national leadership programme where students collaborate to create real social change while being mentored by MPs.

### 13. Analysis of net assets

| <b>Current year</b>             | Unrestricted funds | Restricted funds | <b>Total funds</b> |
|---------------------------------|--------------------|------------------|--------------------|
|                                 | 2021               | 2021             | 2021               |
|                                 | £                  | £                | £                  |
| - Tangible fixed assets         | 10,965             | 6,574            | <b>17,539</b>      |
| - Current assets                | 328,726            | 207,320          | <b>536,046</b>     |
| - Creditors due within one year | (157,431)          | (150,988)        | <b>(308,419)</b>   |
| <b>Total</b>                    | <b>182,260</b>     | <b>62,906</b>    | <b>245,166</b>     |

### Prior year

|                                 | Unrestricted funds | Restricted funds | <b>Total funds</b> |
|---------------------------------|--------------------|------------------|--------------------|
|                                 | 2020               | 2020             | 2020               |
|                                 | £                  | £                | £                  |
| - Tangible fixed assets         | 1,097              | 4,564            | <b>5,661</b>       |
| - Current assets                | 252,945            | 167,102          | <b>420,047</b>     |
| - Creditors due within one year | (158,787)          | (171,666)        | <b>(330,453)</b>   |
| <b>Total</b>                    | <b>95,255</b>      | <b>-</b>         | <b>95,255</b>      |

### 14. Reconciliation of net movement in funds to net cash flow from operating activities

|                                                                        | 2021            | 2020     |
|------------------------------------------------------------------------|-----------------|----------|
|                                                                        | £               | £        |
| - Net income for the period (as per Statement of Financial Activities) | <b>149,911</b>  | (43,986) |
| <b>Adjustment for:</b>                                                 | -               | 5,600    |
| - Depreciation charges                                                 | <b>5,846</b>    | 1,887    |
| - Investment income                                                    | <b>(44)</b>     | (150)    |
| - Decrease / (increase) in debtors                                     | <b>13,267</b>   | (15,769) |
| - (Decrease) / increase in creditors                                   | <b>(22,034)</b> | 100,130  |
|                                                                        | <b>146,946</b>  | 42,112   |

### 15. Analysis of cash and cash equivalents

|                                 | 2021           | 2020    |
|---------------------------------|----------------|---------|
|                                 | £              | £       |
| <b>Cash at bank and in hand</b> | <b>486,221</b> | 356,955 |

# Acknowledgements

The Faith & Belief Forum's work of building bridges and encouraging dialogue between people of different faiths and beliefs would not be possible without the following organisations.

We would like to thank them for their continuing support.

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