



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.

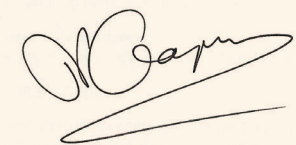
Indeed, it is a sad paradox that as incidents of antisemitism and islamophobia have increased exponentially, people's belief in dialogue as the antidote has weakened. Indeed, dialogue on this highly sensitive issue has tested us. Our staff, partners and beneficiaries have handled their own direct experiences, 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.



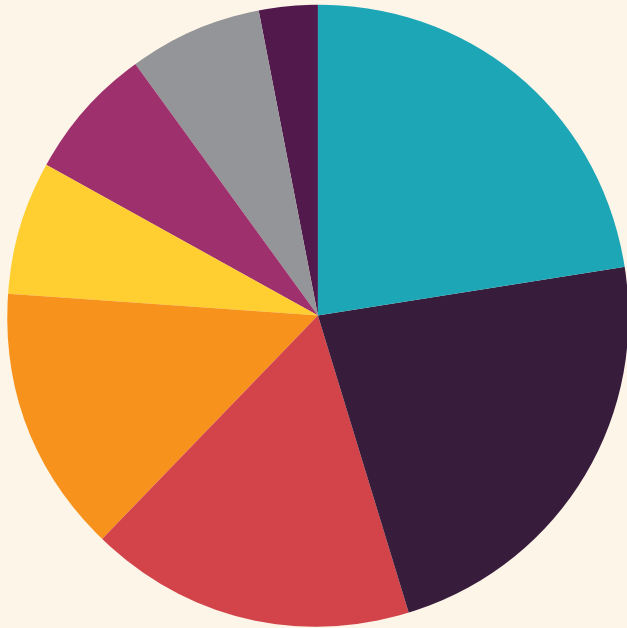
ParliaMentors

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

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 funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
	Note	£	£	£	£
Income from:					
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
Total income		272,909	537,589	810,498	902,930
Expenditure on:					
Raising funds	5	14,850	-	14,850	8,425
Charitable activities	5	376,719	537,589	914,308	975,001
Total expenditure		391,569	537,589	929,158	983,426
Net expenditure		(118,660)	-	(118,660)	(80,496)
Transfers between funds	14	56,960	(56,960)	-	-
Net movement in funds		(61,700)	(56,960)	(118,660)	(80,496)

Reconciliation of funds:					
		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)
Total funds carried forward		109,877	-	109,877	228,537

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	£	£
Fixed assets			
Tangible assets	11	7,831	10,441
		7,831	10,441
Current assets			
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)
Net current assets		102,046	218,096
Total assets less current liabilities		109,877	228,537
Total net assets		109,877	228,537
Charity funds			
Restricted funds	14	-	56,960
Unrestricted funds	14	109,877	171,577
Total funds		109,877	228,537

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

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 funds 2024	Restricted funds 2024	Total funds 2024	Total funds 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
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Donations in kind relate to services provided in relation to the charity's rental space.

4. Income from charitable activities

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

Total 2023	30,420	510,335	540,755
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5. Charitable expenditure

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 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
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6. Direct costs

	Unrestricted funds 2024	Program funds 2024	Total funds 2024	Total funds 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
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7. Support costs

	Unrestricted funds 2024	Program funds 2024	Total funds 2024	Total funds 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
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8. Governance costs

	Unrestricted 2024	Total funds 2024	Total funds 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 1 April 2023	Income	Expenditure	Transfers in/or	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General Funds - all funds	171,577	272,909	(391,569)	56,960	109,877
Restricted funds					
Restricted Funds - all 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 1 April 2022	Income	Expenditure	Balance at 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 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 2024	Total funds 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 2023	Restricted funds 2023	Total funds 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 (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 2023	Cash flows	At 31 March 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

