

Liberty Choir UK
Registered Charity Number 1173799

Financial Statements
for 1 January 2021 to 31 December 2021

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Liberty Choir UK
Trustees' annual report
for the period 1st January 2021 to 31st December 2021

Full name	Liberty Choir UK
Legal structure	Charitable Incorporated Organisation (CIO) Foundation Model
Registered charity number	1173799
Principal address	Jackson Hall, Portland Place, Hastings, East Sussex TN34 1QN

Trustees

Sally Hill – Chair – elected 2020, Chair, 2021
Sheila Jones – elected 2018
Paul Webster – elected 2018
Alexandra Felix – elected 2020

Founders

MJ Paranzino
Ginny Dougary

Bankers

Lloyds Bank, PO Box 132, Butler Place, 1 Butler Place, Westminster SW1H 0PR

Independent examiner

David Poynter, Cortlandt, George Street, Hailsham, East Sussex. BN27 1AE.

Governance and management

The charity is operated under the rules of its constitution adopted 13 July 2017 and registered with the Charity Commission as a Charitable Incorporated Organisation. Trustees are elected for three years on a rotational basis. Any trustee retiring after their three-year term is eligible for re-election.

The day-to-day running of the organisation is delegated to a team, with the trustees being responsible for the strategic direction of the organisation.

Trustee induction and training

The methods adopted for the recruitment and appointment of new trustees are as laid down in the constitution. All potential trustees are interviewed, follow an induction process, and sign an eligibility declaration on election to the position of Trustee. Trustees are invited to join the board because of their skills, knowledge and expertise.

All trustees are expected to have experienced the prison programme and supported fundraising initiatives within their first year of being a trustee.

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Aims and objectives

Liberty Choir's core mission is to support prisoners both inside prison and post-release through a singing and educational programme - combining outside volunteers from community choirs with prisoners in a mixed choir - which contributes to better mental health, positive outcomes, and reduced reoffending.

The charity also works with forensic patients and the Liberty Choir programme has been highly commended in NHS-funded mental health awards. Liberty Choir's vision is that the reoffending rates among ex-offenders can be significantly reduced through a network of choirs located within prisons and the community. We believe that the economic and social case for the choirs is overwhelming.

Public benefit statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The trustees are confident that Charity Commission aims, objectives and activities accommodate a range of activities that are relevant, accessible and affordable and improve and enhance the lives of people, whilst encouraging and developing partnerships and networks, and are in accordance with the regulations on public benefit.

2021: Prisons in crisis

In January 2021, as the UK mourned the Christmas that never was and braced itself for a third national lockdown, prisoners the length and breadth of the UK remained isolated in prison cells for up to 23 hours day. With varying degrees of restrictions on every-day activities such as socialising and purposeful activity, the daily routine of prison life was monotonous and suffocating. With little or no contact with family and friends through prison visits, some women in custody were unable to have physical contact with their children until May of 2021. Prison staff described the day they had to tell women at the prison that they could not see their children due to COVID restrictions and recall how the women sank to their knees in anguish.

The picture of life in our prisons; desolate, unengaging, and dirty, was painted by the Chief Inspector for Her Majesties Inspectorate of Prisons in his Annual Report.

In the spring of 2021 HMIP found that in many prisons, prisoners spent more time locked in their cell than they did in 1982. We are yet to see the effects that COVID restrictions will have on men and women in custody, but it is impossible to ignore the negative impact that a lack of rehabilitative programmes, face to face contact, educational stimulus and employment training will have on reducing reoffending rates in the future.

As in the community, mental health and wellbeing has been greatly damaged by prolonged isolation and lack of social connection, with 51% of men and 71% of women in prison telling HMIP that they have difficulties with mental health. Self-harm and suicide remain high across

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the estate. HMP Wandsworth, where Liberty Choir first began its prison programme, lost seven men to self-inflicted deaths this year alone. This was a particularly heart-breaking statistic for Liberty Choir, cutting deeper because of our strong bonds with the men and the staff at HMP Wandsworth.

Whilst the draconian COVID restrictions in the wider community were endured by every one of us, the situation behind prison walls was one of utter desolation and hopelessness.

Making a difference

Liberty Choir's mission is to engage local communities with prisons through shared music-making, building friendship and creating the conditions for rehabilitation. Even though we haven't been able to go into prisons, except for one brief period, we have continued to fulfil this mission throughout 2021, recognising that our work was needed more than ever.

To help prisoners cope with the boredom and isolation of near-constant lockdown, we've harnessed the efforts and goodwill of our volunteers to make regular donations of pens, paper, books, puzzles, games, and clothing throughout the year. We organised staff events outside of London prisons, where we served refreshments to the hardworking prison staff, as a 'thank you' for the role they played in keeping prisoners as safe as possible in difficult circumstances.

Following a successful fundraising campaign for The Big Give Christmas Challenge 2020, which saw us raise £34,921, we were honoured to be recognised and awarded Arts Charity of the Year by The Big Give in January. Encouraged by our success, we began planning our strategy for the 2021 campaign in earnest.

Liberty Choir employed its first fulltime employee in March. The role of the Operations and Partnerships Manager is transformational for our organization and allows us to build upon and develop new relationships with prison partners to aid our expansion into prison sites across London and the southeast.

Prior to the introduction of the OPM role, we identified that it would be challenging for the team to manage the relationships and operational aspects associated with the expansion into 8 prisons without a dedicated employee working in this position. Following the prison restrictions during the pandemic (which saw our 3 prison programmes paused), we recognized that our short- and long-term objectives of re-establishing our work at these sites, and broadening our reach to 5 new establishments, would require a substantial investment in the form of a permanent and experienced employee.

We continued to develop our digital delivery of high-quality, engaging, and educational radio programmes through Liberty Choir Radio, broadcast on Radio Wanno and National Prison Radio (NPR). The Six Building Blocks of Modern Music was written and recorded by Liberty Choir Co-Founder MJ Paranzino and co-hosted with Liberty Choir Graduate Richie. These shows played and explored some of the most joyful music ever performed and brought the experience and wisdom of former prisoners, volunteers, and distinguished supporters into 60,000 prison cells across England and Wales. The success of this project paved the way for

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48 Songs: How music saved my life, where Co-Founder and journalist Ginny Dougary will interview Liberty Choir Graduates, Ambassadors, volunteers, and supporters about the power of a song and the sustenance it can provide. Funded by The Arts Council, research for the show began in Autumn of 2021 with broadcast scheduled for spring of 2022. Liberty Choir's digital programme supports live rehearsals in prisons by increasing the amount of people we can reach, as well as generating an appetite for Liberty Choirs in more prisons. We receive letters from men and women from prisons across England and Wales, and our dedicated group of volunteers continue to maintain the letter writing programme that began during the first few weeks of lockdown.

In August, we were invited by the Governor of HMP Coldingely to begin a Liberty Choir programme at the prison as soon as COVID restrictions would allow the first new prison since we started singing at HMP Downview in 2018. We also met with Governors from HMP Ford to explore the opportunity of a Liberty Choir for the men at the category D prison, but due to extensive building work and reduced capacity at the prison, plans were postponed until late 2022. Liberty Choir Supporter and former Governor at HMP Wandsworth Ian Bickers met with us in the capacity of his current role as Prison Group Director for London. As part of our expansion strategy into 9 prisons, Ian would make introductions to senior leaders in prisons and mental health teams, so our work could reach as many men and women as possible.

Liberty Choir enlisted the skills of a part-time Social Media Editor in September, to grow our followers across social media platforms and to prepare a campaign for our largest fundraising event of the year, The Big Give Christmas Challenge.

Thanks to a generous benefactor, the Liberty Choir team, supporters, ambassadors, and graduates were able to gather in person (some were meeting for the first time) at a networking event held in London. The event gave us an opportunity to reflect on Liberty Choirs progress since we launched in prisons in 2014, discuss future pathways for the charity and celebrate our Graduates' successes since leaving prison. We launched our first official Liberty Choir merchandise in the form of a handprinted tote-bag, which will be available to purchase at all fundraising events, with all proceeds donated to Liberty Choir.

Our new team of musicians and directors began shadowing Principal Musical Director MJ Paranzino and Deputy Music Director Alex Roberts at our community choir rehearsals in October, to build relationships with our team of volunteers and to prepare for our live prison programmes. The team also led a pilot session at HMP Downview in November (in between COVID outbreaks at the prison), which saw a number of women, all of them mothers, attending with Liberty Choir volunteers to release through song some of the tension and heartache caused by separation from their children. The joy and relief at the end of the session was palpable, and it proved how essential our work would be to women in prison when restrictions would allow a full programme to return.

To build on this experience, we scheduled a live training event for staff and volunteers, focusing on programme delivery, safeguarding and mental health and wellbeing in prisons, with Dr Alex Bunn Lead GP at Wandsworth Prison attending as a key-note speaker. A series of webinar events in prison awareness and safety were delivered to volunteers and staff, to upskill and prepare our people for the challenges of complex prison environments.

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Founded in 2020, The Liberty Choir Development board is a tight-knit, well connected team who work tirelessly to fundraise and network on behalf of Liberty Choir, and in November, they held their first fundraising event. *Prison Isn't Working* brought together a terrific panel of speakers from both side of the prison estate and distinguished figures from journalism and literature. Panellists were Chris Atkins, film-maker and bestselling author of *A Bit of a Stretch: The Diaries of A Prisoners* (Liberty Choir Graduate from Wandsworth); bestselling novelist Deborah Moggach, Marc Conway, ex-offender, now Prison Reform Trust policy officer, Nicholas Hardwick, Professor of Criminal Justice, Royal Holloway, University of London (former Chief Inspector of Prisons and Chair of the Parole Board); discussion hosted by former Panorama and BBC reporter John Sweeney. The event brought in more than £5000 for Liberty Choir as well as raising awareness of the work of Liberty Choir, the terrible conditions in prison and the urgent need for prison reform.

Due the popularity of our online weekly quizzes held throughout lockdown, and as part of our campaign for The Big Give Christmas Challenge, Liberty Choir held a live quiz night in The Tooting Tram and Social in December. The event, hosted by Quiz Master Alex Douglas, gave volunteers, graduates, and team members the opportunity to reconnect, have fun and raise some funds for the charity.

After an engaging and far-reaching social media campaign across all platforms highlighting the importance of singing for mental health and wellbeing, Liberty Choir raised almost £52,0000 (with Gift Aid) during The Big Give Christmas Challenge week, smashing our target of £40,000 and raising almost £20,000 more than in 2020.

Our Social Media Editor interviewed volunteers, graduates, and team members about Liberty Choir and why it is so special to them, to feature in a series of short videos shared through Facebook, Instagram, Twitter and TikTok. This helped to grow this year's donor base to 199. Our success in this campaign has formed part of our strategy for future campaigns, where we plan to emulate the use of social media to reach more people than ever before.

2021 has brought Liberty Choir challenges and many more opportunities, which we have met with tenacity, passion and always with a song in our heart. The sobering realities faced by prisoners every day have been our driving force throughout a year of uncertainty and restriction, with the words written in their letters and cards becoming our mantra when faced with difficulties to overcome;

"If I hadn't joined the choir, I'd never have become the man I am today. It gave me empathy for others, allowed me to open myself up. Liberty Choir helped me to change and make the life I want to lead. It helped me to be open and honest. Choir was like pressing the honesty button and rebooting. I will take everything from that and lead the life I want to lead." - Stuart, Liberty Choir Graduate.

Liberty Choir would like to thank our existing funders, some of whom have supported us from our first year in 2014, including Stephen Fry and Ian Hislop, The Arts Council and Trusthouse.

Special thanks go to our Patrons David Gilmour CBE and Cherie Blair CBE, and our Ambassadors; Jenny Agutter OBE, Michael Gove, Kate Ruby, Ross Bell and Tim Bryan.

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We also extend much appreciation to new and recent sources of support, such as The Bromley Trust, Garfield Weston, The Prince of Wales Charitable Fund, Swire and Chapman Charitable.

Summary of the main activities undertaken for the public benefit

- Weekly radio shows - Liberty Choir Radio – broadcast in prisons in England and Wales
- Development, production, and broadcast of radio series *The Six Building Blocks of Modern Music*, and the development and production of *48 Songs: How music saved my life* for broadcast in 2022, through National Prison Radio to the whole prison estate in England and Wales (100 prisons, audience share circa 60,000 prisoners)
- Supporting the reconciliations of Liberty Choir graduates with their family members
- Maintaining contact with a large proportion of ex-offenders, supporting them in their rehabilitation
- Influencing key members of the Criminal Justice community in the benefits of the arts towards behavioural change
- Developing a model that can be replicated across the prison estate
- Maintaining and developing relationships with prison partners in preparation for a return to live rehearsals in prisons
- Supporting prisoners during COVID restrictions by providing donated art and crafts materials, books, reading glasses and educational materials
- Supporting prison staff by arranging events outside of prisons at which our volunteer base provided tea, coffee, cake, and refreshments during the staff lunch break
- Bringing the outside community into prison creating awareness and tolerance of marginalised communities by running a workshop session at HMP&YOI Downview (in-between national lockdowns)

Summary of the main activities during the period

- Awarded Best Arts Charity by The Big Give in January 2021, following our participation in The Big Give Christmas Challenge 2020, during which we raised over £34,000
- Continued development of Liberty Choir Radio by producing and broadcasting shows over National Prison Radio to a listenership of over 60,000
- Encouraging volunteers to become safely active during the pandemic by letter-writing, collecting donations of art and reading materials for prisoners, and to attend events to thank and support prison staff
- Recruitment and training of new musical directors and accompanists in preparation for the expansion into new prison sites
- Recruitment of our first full-time permanent employee in the role of Operations and Partnerships Manager
- Enlisting the services of a part-time Social Media Editor
- The Liberty Choir Development Team held their first fundraising event, bringing in £5000 and raising awareness of our work
- Liberty Choir held a workshop with the women at HMP&YOI Downview in-between COVID lockdown restrictions

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- A live quiz night held at the Tooting Tram and Social to provide much needed community and connection to our volunteers, graduates, and team members
- A broad and engaging social media campaign to support our fundraising during The Big Give 2021 Christmas Challenge week, during which we raised almost £52,000

Risks and Risk Management

The Charity trustees regularly review and assess the risks faced by the charity in all areas of its work and plan for the management of those risks. Risk is an everyday part of charitable activity and managing it effectively is essential if the trustees are to achieve their key objectives and safeguard the charity's funds and assets.

The Trustees have discussed and set a risk framework that allows them to:

- identify the major risks that apply to the charity
- make decisions about how to respond to the risks they face

In particular the trustees have considered:

- Governance Risk, including strategy and direction
- Operational risk including staff and volunteer safety
- Financial Risk including cash flow, reserves and diversity of income
- Environmental risk including government policy and public perception

The charity's policy on reserves

The Board of Trustees are responsible for ensuring that we manage our resources responsibly, and that we act in the best interests of the organisation and the people we serve. The Board has responsibility for approving and monitoring the implementation of this policy.

To ensure that there is no significant disruption to our charitable activities, holding appropriate reserves will enable the organisation to respond to any unforeseen reduction in income (for example when income does not reach expected levels); or additional expenditure (for example when projects overrun, or unplanned events occur).

The amount of reserves held would provide short-term financial security until long-term solutions can be established.

As agreed by the Board of Trustees, Liberty Choir will hold the sum of **£30,000** in reserve funds. The reserve amount was set based on Liberty Choirs contractual responsibilities to its employees.

This amount will cover salary and the associated pension and National Insurance payments for a period of 3 months for:

- 1 x Full Time Contracted Operations and Partnerships Manager
- 1 x Full Time Contracted Organisation Administrator

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The reserve amount can only be spent when:

- The charity is experiencing financial difficulty and the amount of unrestricted funds available is insufficient to pay the monthly salary of one or both contracted employees
- The charity is ceasing operations and the funds are required to fulfil contractual salary obligations and associated pension and National Insurance contribution of one or both employees

When the amount of unrestricted funding held reaches the reserve fund amount of **£30,000**, the Project Director will convene an urgent financial planning meeting with the Board of Trustees. In the interim:

- Prison programme operations will be paused pending the outcome of the discussion with the Board of Trustees
- Freelance contractors and consultant arrangements not required for the essential core operations of the charity will be paused pending the outcome of the discussion with the Board of Trustees

The reserves policy will be reviewed by the Board of Trustees in January 2023.

Reserves are to be built up from the unrestricted (earned) income. The level of reserves is to be calculated and monitored every 12 months. The Reserves Policy is to be reviewed annually and whenever there are significant changes for the organisation.

Financial Review

During the year the charity received £162,284 (2020: £206,437) (2019: £172,111) in grants, donations and fundraising and spent £158,484 (2019: £141,001) (2019: £153,277) on its activities, giving a surplus of £3,800 (2020: £65,436) (2019: £18,835) in the year under examination. This, together with the surplus from last year, means the group moves forward into 2022 with £92,165.

Trustees' responsibilities

Under the Charities Act 2011, the Trustees are required to prepare a statement of accounts for each financial year which gives a true and fair view of the state of affairs of the charity at the end of the year, and of its receipts and payments in the year. In preparing the statement, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently

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- Make judgements and estimates that are reasonable and prudent
- State whether applicable Accounting Standards and Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the statement of accounts, and:
- Prepare the financial statements of the ongoing concern basis unless it is inappropriate to presume that the charity will continue its operations.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity at that time and to enable the Trustees to ensure that the financial statements comply with the requirements of the Charities Act 2011 of the Charities (Accounts and Reports) FRS 102.

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.

Signed on behalf of the charity's trustees:

Signed Sheila Jones Date: 28 October 2022

Name SHEILA JONES Position Trustee

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**Independent examiner's report to the trustees of
Liberty Choir UK**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31st December 2021.

Reporting period

Liberty Choir UK was registered with the Charity Commission on the 12th July 2017, but delayed the vesting day until the 1st January 2018. These accounts span the period from the 1st January to 31st December 2021,

Responsibilities and basis of report

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

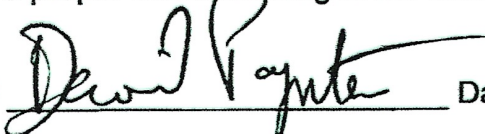
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or

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  Date 28 October 2022

David Poynter
Independent Examiner

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Receipts & payments account
for the period ended 31st December 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total Funds £	Total Funds 2020 £
INCOMING RESOURCES					
<u>Income and Endowments from:</u>					
Donations, legacies and grants:					
Grants and donations	2	95,654	62,212	157,866	205,987
Charitable activities	3	-	4,418	4,418	451
TOTAL INCOMING RESOURCES		95,654	66,630	162,284	206,437
OUTGOING RESOURCES					
<u>Expenditure on:</u>					
Charitable activities	4	85,959	72,525	158,484	141,001
Governance costs		-	-	-	-
TOTAL RESOURCES EXPENDED		85,959	72,525	158,484	141,001
NET INCOME(EXPENDITURE) FOR THE YEAR		9,695	(5,895)	3,800	65,436
TOTAL FUNDS AT 1 January 2021		61,467	26,898	88,365	22,928
TOTAL FUNDS AT 31 December 2021		71,162	21,003	92,165	88,365

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Statement of assets and liabilities
at 31 December 2021

	Note	Restricted funds 2021	Unrestricted funds 2021	Total 2021	Total 2020
CURRENT ASSETS					
Cash at bank and in hand @ 31.12.20		71,162	19,989	91,151	88,365
Debtor – HMRC		-	1,014	1,014	
Creditors: Amounts falling due within one year		-	-	-	-
Net assets		71,162	21,003	92,165	88,365
Creditors: Amounts falling due after more than one year		-	-	-	-
Total assets less current liabilities		<u>71,162</u>	<u>21,003</u>	<u>92,165</u>	<u>88,365</u>
REPRESENTED BY:					
Accumulated fund b/f				88,365	22,929
Net profit/(loss)				<u>3,800</u>	<u>65,436</u>
				<u>92,165</u>	<u>88,365</u>

These financial statements are accepted on behalf of the charity by:

Signed Sheila Jones Dated 28 October 2022

Print SHEILA JONES Position Trustee

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Notes to the accounts for the year ended 31 December 2020

ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

These financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

1.2 Going concern

The trustees consider that there are no material uncertainties about the charities ability to continue as a going concern.

1.3 Charitable activities

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

1.4 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 which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

1.5 Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable. In the year under examination, no investment income was received.

1.6 Resources expended

All expenditure is accounted for on a receipts and payments basis and has been included under expense categories that aggregate all costs for allocation of activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Fund raising 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 at the principal address or outreach.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements. In the year under examination no funds were expended on governance costs.

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2. INCOME FROM GRANTS, LEGACIES & DONATIONS

Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<u>95,654</u>	<u>66,630</u>	<u>162,284</u>	<u>206,437</u>

Grants and donations include the following:

Donations from individuals	50,504	52,674	103,178	38,483
Gift Aid on donations		9,538	9,538	3,012
Grants	45,150		45,150	
Arts Council	-	-	-	164,492
	<u>95,654</u>	<u>62,212</u>	<u>157,866</u>	<u>205,987</u>

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3. INCOME FROM CHARITABLE ACTIVITIES - FUNDRAISING

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from charitable activities Fundraising	-	4,418	4,418	451

4. CHARITABLE ACTIVITIES

Charitable activities	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Choir costs	10,100	6,985	17,085	47,608
Charitable and project development	50,153	51,194	101,347	41,608
National Prison Radio	-	-	-	18,180
Fundraising costs	-	5,391	5,391	102
Travel and subsistence	500	6,211	6,711	29
Promotion and publicity	-	-	-	630
Accounts	-	1,081	1,081	1,478
Bank charges	-	88	88	135
Events	-	-	-	-
Printing, postage & stationery	-	-	-	829
Licences	-	-	-	-
Memberships	-	-	-	25
Administration and office costs	5,000	-	5,000	21,547
Equipment	-	-	-	7,530
IT & website	-	1,575	1,575	1,562
Training	-	-	-	15
Salaries	20,206	-	20,206	-
	<u>85,959</u>	<u>72,525</u>	<u>158,484</u>	<u>141,001</u>

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Staff costs were as follows:	2021	2020
	£	£
Salaries	20,206	-
Freelance staff costs	<u>102,359</u>	<u>109,288</u>
	<u>122,565</u>	<u>109,288</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Management, administration & development	4	4
Choirs & accompanists	<u>8</u>	<u>8</u>
	<u>12</u>	<u>12</u>

No single remuneration amounted to more than £60,000

During the year, no trustees received any benefits in kind

During the year, no Trustees received any reimbursement of expense