

Belong - The Cohesion and Integration Network

Report and financial statements

For the period ended 31st March 2022

Belong - The Cohesion and Integration Network
Trustees' annual report
for the year ended 31st March 2022

Charity number 1180761

Registered office and operational address	The Cohesion and Integration Network Holyoake House Hanover Street Manchester M60 0AS
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The Charity is also known as "Belong – The Cohesion and Integration Network"

Trustees Trustees who served during the period and up to the date of this report were as follows:

Professor Edward Francis Cantle Chair

Shalni Arora

Robin John Tuddenham

Michelle Lawrence

Nizam Uddin

Key management

Personnel:	Jo Broadwood	Chief Executive
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Bankers Co-operative Bank

The Co-operative Bank, PO Box 250, Skelmersdale. WN8 6WT

Independent Catherine Hall FCCA DChA

examiner Slade & Cooper Limited, Beehive Mill, Jersey Street, Manchester M4 6JG

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for the year ended 31st March 2022

The trustees present their report and the unaudited financial statements for the period ending 31st March 2022.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The Cohesion and Integration Network is a charitable incorporated organisation and registered charity (charity number 1180761). The governing document is the Cohesion and Integration Network Constitution registered on 20 November 2018. The trustees present their report and the independently financial statements for the period ended March 2021.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objects

The objects of the Cohesion and Integration Network CIO are, for the public benefit:

- a) the promotion of equality and diversity by:
 - i. advancing education and raising awareness in equality and diversity;
 - ii. promoting activities to foster understanding between people from diverse backgrounds;
 - iii. promoting cohesion and integration, and fostering understanding within and between communities;
 - iv. conducting or commissioning research on equality and diversity issues and publishing the results to the public;
 - v. cultivating a sentiment in favour of equality and diversity;
 - vi. seeking the elimination of discrimination and the acceptance of lawful difference, whatever the background of individuals or communities;
 - vii. promoting best practice and the sharing of ideas in the areas of cohesion, integration and intercultural interventions;
 - viii. developing ideas, creating learning opportunities, and building capacity, competence and confidence for all those individuals and organisations involved in this field.
- (b) the promotion of the voluntary sector for cohesion and integration policy and practice by identifying and disseminating best practice in cohesion and integration activities, where: 'the voluntary sector' means charities and voluntary organisations; and

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- i. charities are organisations, which are established for exclusively charitable purposes in accordance with the law of England and Wales; and
- ii. voluntary organisations are independent organisations, which are established for purposes that add value to the community as a whole, or a significant section of the community, and which are not permitted by their constitution to make a profit for private distribution. Voluntary organisations do not include local government or other statutory authorities.

Vision and Mission

The Vision of the Cohesion and Integration Network is *a more integrated and less divided society*

Our Mission is to:

- Connect people, places and organisations across all sectors and localities in the UK through membership of Belong – The Cohesion and Integration Network to disseminate knowledge and best practice on integration.
- Support and develop all those who are delivering cohesion, integration and intercultural work; giving them the resources, skills, inspiration and confidence to lead and champion this vital work.
- With our members raise the profile of this vital work, developing a shared voice, improving practice and influencing policy so that together we can make an integrated society an everyday reality.

Values

- We value our members who are leading the way on cohesion and integration across the UK. Their experience, knowledge and insight informs and influences the strategic direction of the COIN.
- We value generous collaboration – no one organisation alone can solve the divisions in UK society. Only by working in partnership with others can we achieve our vision of a more integrated society.
- We value evidence-based practice and research and maintaining a focus on 'what works'. We are open minded and curious, actively encouraging new ideas, learning and innovation in order to transform practice and policy.
- We are an inclusive organisation. We celebrate the benefits of diversity for a better society. We welcome and respect difference and operate within an Equalities framework and best practice.
- We welcome courageous and bold conversations about difference underpinned by a commitment to strengthen social bonds, emphasise shared interests and build common ground
- We are professional and trustworthy, open and transparent about our policies and practices.

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Introduction and Strategic Goals The people of the UK have lived through an extraordinary time. Every area of our economy, our society and our everyday life has been affected. The early days of the COVID-19 pandemic saw many inspiring examples of mutual aid, kindness, and unity in the face of this existential threat. As the impact of the pandemic unfolded across the UK, it became evident that the virus exploited vulnerabilities posed by existing inequalities in social and economic conditions and that this contributed to the disproportionate and unequal death toll for some groups and communities.

As the initial period of community spirit and unity subsided some old divisions and tensions within UK society have re-emerged and fractures between different groups, communities and regions are again coming to the fore. In order to build a kinder, fairer, better connected and more inclusive society, we need to strengthen the ties that bind us and in particular those ties that bridge between different groups, communities, and regions. The work of Belong – The Cohesion and Integration Network directly addresses this need.

Belong's Strategic Goals for 2020 – 2023 are:

1. Grow a thriving coalition of grassroots organisations, businesses, local authorities, and public sector agencies who are actively promoting integration at a local and national level, raising the profile of this vital work.
2. Build and support a cohort of expert local, national and sectoral leaders who have the skills, capacity, influence and networks to tackle division and discrimination, and build common ground. This will be done via a programme of events, training, knowledge sharing forums, best practice guidance and resources.
3. Improve evidence and knowledge of 'what works' through a range of simple sector-specific toolkits that support commissioners and service providers to design and evaluate programmes around common cohesion and integration outcomes.
4. Address the underlying systemic barriers that create segregation and division in our communities by influencing key policy agendas and reporting on the state of social cohesion via our membership and through our research and evidence gathering.
5. Build a sustainable, relevant and efficient organisation with a robust plan for growth in place

Achievements and performance

The charity's main achievements in the year to end March 2022 are described below. All of its charitable activities focus on its charitable objectives as set out above and are undertaken to further Belong's charitable purposes for the public benefit.

Achievements April 2021 – March 2022 were as follows:

1. Building support and membership of the network

Despite the continuing uncertainty of the external environment Belong retained the majority of our members including Manchester City Council as a founding member. We were also successful in attracting new members including the Greater London Authority.

During the pandemic trustees decided not to actively market membership, recognizing that members and potential members quite rightly had other priorities supporting local efforts and vulnerable groups. Since March 2022 Belong has been more actively pursuing renewals and recruitment of new members. Membership engagement was pursued via the programmes, products and research described below which have allowed us to engage across widely across different sectors and geographies.

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2. Developing and Supporting Leadership on Social Cohesion

Beyond Us and Them research project

This major research project in partnership with the University of Kent and funded by the Nuffield Foundation was launched in May 2020 and finished in May 2022. The purpose of the project was to investigate the impact of COVID-19 on societal cohesion in order to learn lessons on how to build resilient, socially connected and integrated local areas.

The research study took a unique place-based approach and made a number of striking findings relating to trust, (both trust in institutions and trust in each other), social connections, volunteering, intergroup relations. In particular for the first time the research demonstrated the tangible benefits to local areas of an investment in social cohesion. An advisory panel of Belong members, civil society organisations and local authorities led by Professor Ted Cantle guided the project and supported the roll out across the UK. Data collection came to an end in June 2021, but analysis of data continued with further reports produced and launched including in November 2021 the final project report [Beyond Us and Them: Societal Cohesion in Britain Through 18 months of COVID-19](#).

One further short report on Discrimination, Prejudice and Intergroup relations was published in July 2022.

Support for Belong members on Cohesion

Belong team and associates have offered targeted support to its members through its consultancy and training offer. This has included:

Belong continues to support Manchester City Council in achieving its cohesion goals. Support in the period has included:

- Critical friend support to the Council's cohesion lead
- Critical friend support to the Our Shared Futures group – this is a Greater Manchester forum set up in the wake of the Manchester Arena attack to share information on cohesion issues and best practice across the 10 local authorities that make up Greater Manchester
- Delivery of a bespoke training course 'Our Shared Ground' for civil society organisations and staff working alongside communities to build their skills and capacity for cohesion work including local good relations.

Belong has supported Kirklees Metropolitan Borough Council with the development and refresh of its Cohesion Strategy, advising and supporting cohesion leads and designing and facilitation of discussions across local service and civil society leads.

3. Evidence and Knowledge of What Works

Development and Launch of the Power of Sport online toolkit

Following the launch of the 'Power of Sport – guidance for strengthening cohesion and integration through sport' in August 2020 and in receipt of funding from Sport England Belong continued to work with the Advisory Panel for this project to develop an online toolkit.

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Launch of Together We Can Achieve Unity

Belong developed and published this [paper](#) that explores the shared learning and best practice examples from eight organisations that delivered projects focused on increasing social cohesion during the pandemic. They were funded under the Ministry of Housing, Communities and Local Government's (MHCLG) Race, Faith and Hate Crime Programme 2020-21. The organisations were highly successful in their collective numerical and geographical reach, and in their impact. The paper was launched in an online webinar in July 2021 and a launch event was held with the Department of Levelling Up, Housing and Communities with an introduction from the then Minister for Faith and Communities, Lord Stephen Greenhalgh, in September 2021.

Communities of Practice

In early 2022 Belong launched three communities of practice for members for peer support and learning; to share best practice and to develop shared voice and advocacy. This includes:

- A Local government COP: Recent topics have included sharing information about local social cohesion projects and responses to the Levelling Up White Paper.
- A Race and Faith Hate Crime COP. It is for members who are delivering programmes to tackle race and faith hate crime in local areas. Recent topics have included sharing good practice and peer support for dealing with difficult and contentious issues arising from the work.
- The Power of Sport COP. The focus has been on promoting and supporting sports organisations to utilise the power of sport toolkit and the development of a proposal for a capacity and training package for sports organisation to build confidence, expertise, and skills in social cohesion. The Sport for Development Coalition is a member of the COP and brings connection with over 200 sports organisations across the country.

Institute of Physics Community Conversations Programme

Belong worked in partnership with Belong member, the Institute of Physics, to develop a pilot Community Conversations project. The project aims to co-produce with communities and stakeholders a replicable approach and methodology that increases and encourages the active engagement of ordinary citizens in physics-based conversations, showing the impact of physics on their lives including healthcare, climate change and cybersecurity. The initial evaluation of the project has demonstrated significant shifts in understanding of the value of science based and critical thinking practices for the communities involved in Glasgow and Rochdale. A second phase of the programme is being planned.

Everybody's Business

Belong worked in partnership with the Intercultural Cities Network and local government partners to host three roundtable discussions with local authorities and a range of different businesses with a presence in their areas. The project explored the role businesses do, or could, play in

- Developing fully inclusive, integrated workforces that fully reflect the communities in which they are based and help bring people from different backgrounds together
- Helping support community life and build social infrastructure
- Helping bring local communities closer together and bridge divides.

We launched the findings from this research, setting out some guiding principles for how business and local government can work together to support social cohesion, in a webinar in March 2022.

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Bradford for Everyone Evaluation

Belong worked in partnership with Belong member Bradford District Council to evaluate the 'Bradford for Everyone' programme. Bradford district was one of the five Integration Areas set up under the government's Integrated Communities Strategy and Action Plan and delivered a range of different programmes and initiatives across the three-year period of the programme. Belong provided evaluation support to different community and civil society projects that had run programmes under the scheme and also developed and collated the overall programme evaluation which was launched at an event in July 2022.

4. Influencing Policy and Practice

The Belong CEO and team presented at a range of local and national events including giving presentations and talks to government ministers, MPs, and to the Independent Advisor to the Prime Minister on Social Cohesion and Resilience, Dame Sara Khan. Belong also provided detailed input into the call for evidence for Dame Sara's evidence review.

Digital platform and Events and Training programme

The Belong digital platform was added to including new resources uploaded.

Belong ran an extensive events programme during the year that included regular webinars as a part of the Beyond Us and Them research programme and launches for the launch of *Together We Can Achieve Unity*; *Power of Sport* online toolkit, and *Everybody's Business*.

Membership Engagement, Influencing and Communication Activities included the following:

Beyond Us and Them research findings continued to be heavily referenced and influential with a range of influential briefings for senior civil servants, ministers, MPs, and advisors.

Income Generation Activities

Belong raised £228,102 in total in 2021/2022 (cf. £258,767 in 2020/2021) of which 24% was raised via membership; 35% was raised from grants and 41% was raised for sponsored products.

Financial review Performance

Belong – The Cohesion and Integration Network generated financial commitments of £228,102 in total towards core costs and delivery of products and projects during 2021-2022. The trustees gratefully acknowledge the following organisations for their commitment to supporting the work of Belong:

- Manchester City Council committed a further £25,000 towards ongoing membership of the network.
- The Nuffield Foundation generously committed two grants towards the Beyond Us and Them project (totalling £519,205 over a period from May 2020 – May 2022). Belong received £55,789 within the 2021/22 financial year with a further amount of £10,000 expected for the 2022/2023 financial year.
- Sport England for their generous commitment of £40,000 towards the development of the online version of the Power of Sport in 2020/2021, the remaining £13,333 of which was received in the 2021/2022 financial year.
- The Intercultural Cities Network, part of the Council of Europe committed £16,299 towards the Business and Cohesion project and the development of Everybody's Business.

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The total amount of restricted funds carried forward to 2022/2023 totalled £3,011. All restricted funds carried forward from 2020/2021 were fully utilized within the year.

Expenditure

Expenditure at end March 2022 totalled £248,632 (cf. £179,955 in 2021). Of this £168,146 (cf. £144,616 in 2020/2021) was spent on salaries for the core team which by the end of the period comprised 4.04 FTE staff members.

Fund balances at the year end

Belong – The Cohesion and Integration Network recorded a reserves balance of £109,644, of which £3,011 was restricted funds, with the remaining amount of £106,633 unrestricted.

Reserves policy

The trustees have continued to adopt a pragmatic approach towards the issue of reserves whilst taking a prudent approach to financial management and oversight. Trustees were provided with monthly management accounts and cashflow forecasts throughout this period and the charity ended the period in a healthy financial position.

Due to travel and movement restrictions, there was no reimbursement of Trustees for travel and accommodation costs during the period covered by this report.

Plans for the future

Strategic Objectives for 2022 under our Strategic goals for 2020 – 2023 were approved by trustees in December 2021. They are:

Grow a thriving coalition of grassroots organisations, businesses, local authorities, and public sector agencies who are actively promoting integration at a local and national level, raising the profile of this vital work.

In 2022 this means:

To continue to focus on product and project development as a means of strengthening engagement with existing members and establishing relationships with others this includes maintaining a pipeline of product and projects. In 2022 we intend to raise resources for at least two of the following:

- The Power of Connection – a project which provides guidance and best practice on the role of volunteering in strengthening social cohesion
- Business and Cohesion – building on the ICC project development of guidance, best practice and possible kitemark for businesses that are 'Community Connectors'.
- The Power of Sport – new package that builds on the launch of the toolkit with the aim of embedding into practice
- LOCI – we will continue to look for opportunities to develop the Local Cohesion and Integration Index

To launch and establish 3 Communities of Practice:

- Local Government Community of Practice
- Sport and Integration Community of Practice
- Race, Faith and Hate Crime Community of Practice

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Develop and implement an impact measurement strategy to support the marketing of membership and income generation efforts

Build and support a cohort of expert local, national, and sectoral leaders who have the skills, capacity, influence and networks to tackle division and discrimination, and build common ground. This will be done via a programme of events, training, knowledge sharing forums, best practice guidance and resources.

In 2022 this means:

- A programme of inspiring and engaging events including a flagship autumn conference and a public Shared Ground programme
- To develop an engaging and inspiring online learning space for members in order to facilitate peer learning, communities of practice etc. (dependant on resources and staffing)
- To maintain an up to date and current resource library of toolkits

Improve evidence and knowledge of 'what works' through a range of simple sector-specific toolkits (such as The Power of Sport toolkit) that support commissioners and service providers to design and evaluate programmes around common cohesion and integration outcomes.

In 2022 this means:

- Drawing on projects and products that are coming to completion currently (e.g., Business and cohesion policy paper; final papers produced from Beyond Us and Them research)
- Secure investment for further analysis of rich data set gathered as a part of Beyond Us and Them project
- Sharing evidence-based research on effective cohesion strategies and how to maintain cohesion in times of crisis / build community resilience

Address the underlying systemic barriers that create segregation and division in our communities by influencing key policy agendas and reporting on the state of social cohesion via our membership and through our research and evidence gathering.

- Develop and increase our communications activity to identify and better reach key stakeholders and decision makers with targeted, relevant external communications based on advocacy goals and brand identity.
- Work with members to create a shared voice to make the case for investment in social cohesion at a local level and develop clearly defined advocacy goals and recommendations to central government.

A sustainable, relevant, and efficient organisation with a robust plan for growth in place

- To continue to implement an income generation strategy that includes trust and foundation fundraising, product development and retainment and growth of membership.
- To raise investment for improved Belong website and online content to increase engagement, brand awareness and user experience with the overall aim of increasing membership and revenue
- To raise investment for infrastructure and staff to be put in place to support membership management and engagement and peer learning (CRM, online peer learning space, etc.)
- To provide a warm, welcoming, and high performing team culture to support retainment and recruitment of staff

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Belong looks forward to continuing to collaborate with members and wider stakeholders who are working for a kinder more cohesive and integrated British society.

Structure, governance and management

Governing document

The Cohesion and Integration Network is incorporated as a charitable incorporated organisation in November 2018 and registered with the Charity Commission on 20th November 2018. The governing document is the constitution dated 20th November 2018.

The Cohesion and Integration Network is a registered charity in England and Wales (registration number 1180761).

The Cohesion and Integration Network was rebranded as 'Belong – The Cohesion and Integration Charity' in October 2019. It's registered name remains the Cohesion and Integration Network.

The Board of Trustees

Trustees are appointed by an ordinary resolution. The trustees may appoint a person who is willing to act as a trustee, however, a trustee appointed by the resolution of other trustees must resign and stand for re-appointment by an ordinary resolution at the next annual general meeting. Trustees are appointed for a period of three years. The following trustees were reappointed for a period of a further three years on 21st October 2021:

Professor Ted Cantle
Shalni Arora
Robin Tuddenham

On December 1st, 2021, trustee Michelle Lawrence was reappointed for a period of a further three years.

Trustees met on a 6 – 10 week basis and met 6 times over the period.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Risk management

The trustees are responsible for ensuring that the charity has an appropriate system of controls. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities. The Board of Trustees regularly reviews risk and satisfies itself that the major risks to which Belong – The Cohesion and Integration Network is exposed have been discussed and that systems have been established to mitigate those risks.

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Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 operation

The trustees are responsible for keeping proper accounting records that 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. 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.

The trustees' annual report has been approved by the trustees on 18/01/2023 and signed on their behalf by

Ted Cattle

Chair

Independent examiner's report
to the trustees of
Belong - The Cohesion and Integration Network

I report to the charity trustees on my examination of the accounts of the charity for the period ended 31st March 2022 which are set out on pages 13 to 27.

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 charity's accounts carried out under section 145 of the 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 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 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.

Catherine Hall FCCA DChA

Slade & Cooper Limited, Chartered Certified Accountants
Beehive Mill, Jersey Street, Ancoats,
Manchester, M4 6JG

Date 30/01/2023

The Cohesion and Integration Network
Statement of Financial Activities
for the period ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	-	-	-	8,130
	4				
Charitable activities:		111,556	116,546	228,102	250,637
Total income		111,556	116,546	228,102	258,767
Expenditure on:					
Raising funds	5	450	-	450	-
	6				
Charitable activities:		115,640	132,542	248,182	179,955
Total expenditure		116,090	132,542	248,632	179,955
Net income/(expenditure) before net gains/(losses) on investments		(4,534)	(15,996)	(20,530)	78,812
Net income/(expenditure) for the year	8	(4,534)	(15,996)	(20,530)	78,812
Transfer between funds		(30)	30	-	-
Net movement in funds for the year		(4,564)	(15,966)	(20,530)	78,812
Reconciliation of funds					
Total funds brought forward		111,197	18,977	130,174	51,362
Total funds carried forward		106,633	3,011	109,644	130,174

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The Cohesion and Integration Network

Balance Sheet

as at 31 March 2022

	Note	2022	2021
		£	£
Current assets			
Debtors	12	-	387
Cash at bank and in hand	13	127,177	131,347
Total current assets		127,177	131,734
Liabilities			
Creditors: amounts falling due in less than one year	14	(17,533)	(1,560)
Net current assets		109,644	130,174
Total assets less current liabilities		109,644	130,174
Net assets		109,644	130,174
Funds of the charity:			
Restricted income funds	16	3,011	18,977
Unrestricted income funds	17	106,633	111,197
Total charity funds		109,644	130,174

The notes on pages 16 to 27 form part of these accounts.

Approved by the trustees on 18/01/2023 and signed on their behalf by:

.....
Ted Cantle (Chair)

The Cohesion and Integration Network
Statement of Cash Flows
for the period ending 31 March 2022

	Note	2022 £	2021 £
Cash provided by/(used in) operating activities	19	(4,170)	81,001
Cash and cash equivalents at the beginning of the year		131,347	50,346
Cash and cash equivalents at the end of the year		127,177	131,347

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2022

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The accounts (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 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), second edition - 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 Cohesion and Integration Network meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

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Notes to the accounts for the period ended 31 March 2022 (continued)

d Donated services and facilities

Donated professional services and donated facilities are recognised as income 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 by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual 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.

e 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.

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of fundraising and their associated support costs.
- Expenditure on charitable activities includes the costs of services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2022 (continued)

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis. There were no tangible fixed assets bought in the period.

j Debtors

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

k Cash at bank and in hand

Cash at bank and cash 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.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

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Notes to the accounts for the period ended 31 March 2022 (continued)

2 Legal status of the charity

The charity is an charitable incorporated organisation, registered 20th November 2018 as a charity in England & Wales.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
Donations	-	-	-
Total	-	-	-
Previous reporting period	Unrestricted £	Restricted £	<i>17 months to</i> Total 2021 £
Donations	8,130	-	8,130
Total	8,130	-	8,130

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Notes to the accounts for the period ended 31 March 2022 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
Council of Europe	16,299	-	16,299
Sport England	-	13,333	13,333
Nuffield Foundation (University of Kent)	-	55,789	55,789
Institute of Physics	-	39,024	39,024
Kirklees Council	-	8,400	8,400
Bradford City Council	32,400	-	32,400
Other Membership Income	55,215	-	55,215
Product Development Income	7,578	-	7,578
Other income	64	-	64
	<hr/>	<hr/>	<hr/>
Total	111,556	116,546	228,102
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Previous reporting period	Unrestricted £	Restricted £	Total 2021 £
Spirit of 2012	-	45,000	45,000
Manchester City Council	25,000	-	25,000
Savannah Wisdom	50,000	-	50,000
Nuffield Foundation (University of Kent)	-	77,931	77,931
Sport England	-	26,667	26,667
Luminate	2,500	-	2,500
Other Membership Income	21,985	-	21,985
Other income	1,554	-	1,554
	<hr/>	<hr/>	<hr/>
Total	101,039	149,598	250,637
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

5 Cost of raising funds

	2022 £	2021 £
Fundraiser's fees	450	-
	<hr/>	<hr/>
	450	-
	<hr/> <hr/>	<hr/> <hr/>

All expenditure on cost of raising funds is unrestricted.

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Notes to the accounts for the period ended 31 March 2022 (continued)

6 Analysis of expenditure on charitable activities

Current reporting period	Total 2022 £	Total 2021 £
Staff costs	168,146	144,616
Office costs & IT	6,659	1,362
HR & Recruitment	502	6,140
Research & Content Development	19,700	13,052
Events & Training	-	4,900
Consultancy Fees	1,650	1,722
Project costs	48,066	-
Website Development costs	1,435	5,601
Miscellaneous	-	572
Governance costs (see note 7)	1,560	1,560
Support costs (see note 7)	464	430
	<hr/>	<hr/>
	248,182	179,955
	<hr/> <hr/>	<hr/> <hr/>
	2022 £	2021 £
Restricted expenditure	132,542	132,621
Unrestricted expenditure	115,640	47,334
	<hr/>	<hr/>
	248,182	179,955
	<hr/> <hr/>	<hr/> <hr/>

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2022 (continued)

7 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	<i>Total 2022</i> £
Payroll Fees		464	-	464
Legal and professional	Governance	-	1,560	1,560
		<hr/>	<hr/>	<hr/>
		464	1,560	2,024
		<hr/>	<hr/>	<hr/>

Previous reporting period	Basis of apportionment	<i>Support</i> £	<i>Governance</i> £	<i>Total 2021</i> £
Payroll Fees	Floor area	430	-	430
Legal and professional	Governance	-	1,560	1,560
		<hr/>	<hr/>	<hr/>
		430	1,560	1,990
		<hr/>	<hr/>	<hr/>

8 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2022 £	2021 £
Examiner's remuneration - accountancy fees	1,000	1,000
Examiner's remuneration - payroll bureau fees	387	283
Independent examiner's fees	300	300
	<hr/>	<hr/>

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Notes to the accounts for the period ended 31 March 2022 (continued)

9 Staff costs

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	153,633	133,166
Social security costs	11,280	8,299
Pension costs	3,233	3,151
	<hr/>	<hr/>
	168,146	144,616
	<hr/>	<hr/>

One (2021: No) employees has employee benefits in excess of £60,000 (2021: Nil).

The average number of staff employed during the period was 5 (2021: 4).

The average full time equivalent number of staff employed during the period was 4.04 (2021: 4.1).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £69,518 (2021: £59,133).

10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2021: Nil).

No (2021: none) members of the management committee received travel and subsistence expenses during the year of £nil (2021: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

In 2021, the charity received an unrestricted grant of £50,000 from Savannah Wisdom. Shalni Arora is also a trustee of Savannah Wisdom.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: nil).

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Notes to the accounts for the period ended 31 March 2022 (continued)

11 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

12 Debtors

	2022 £	2021 £
Other debtors	-	387
	<hr/>	<hr/>
	-	387
	<hr/> <hr/>	<hr/> <hr/>

13 Cash at bank and in hand

	2022 £	2021 £
Cash at bank and on hand	127,177	131,347
	<hr/>	<hr/>
	127,177	131,347
	<hr/> <hr/>	<hr/> <hr/>

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Other creditors and accruals	1,560	1,560
Deferred income	12,600	-
Taxation and social security costs	3,373	-
	<hr/>	<hr/>
	17,533	1,560
	<hr/> <hr/>	<hr/> <hr/>

15 Deferred income

	2022 £	2021 £
Deferred grant brought forward	-	-
Income received	45,000	-
Released to income from charitable activities	(32,400)	-
	<hr/>	<hr/>
Deferred income carried forward	12,600	-
	<hr/> <hr/>	<hr/> <hr/>

Deferred income is in respect of a consultancy programme that is completed in 2022/23

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Notes to the accounts for the period ended 31 March 2022 (continued)

16 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Nuffield Foundation	8,117	55,789	(63,906)	-	-
Sport England	(272)	13,333	(13,061)	-	-
Spirit of 2012	11,132	-	(11,162)	30	-
Institute of Physics	-	39,024	(36,913)	-	2,111
Kirklees Project	-	8,400	(7,500)	-	900
Total	18,977	116,546	(132,542)	30	3,011
Previous reporting period	Balance at 1 November £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Activity 1					
Nuffield Foundation	-	77,931	(69,814)	-	8,117
Sport England	-	26,667	(26,939)	-	(272)
Spirit of 2012	2,000	45,000	(35,868)	-	11,132
Total	2,000	149,598	(132,621)	-	18,977

Nuffield Foundation - grants towards the Beyond Us and Them project

Sport England - towards the development of the online version of the Power of Sport©

Spirit of 2012-For the development of the Power of Sport and the Radical Kindness project

Institute of Physics - toward development and delivery of a community conversations programme

Kirklees Project - towards development and delivery of strategy design workshops

Bradford For Everyone Evaluation - towards the evaluation of Bradford for Everyone's Integration Area Programme.

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Notes to the accounts for the period ended 31 March 2022 (continued)

17 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General fund	111,197	111,556	(116,090)	(30)	106,633
	<u>111,197</u>	<u>111,556</u>	<u>(116,090)</u>	<u>(30)</u>	<u>106,633</u>
Previous reporting period	Balance at 1 November £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	49,362	109,169	(47,334)	-	111,197
	<u>49,362</u>	<u>109,169</u>	<u>(47,334)</u>	<u>-</u>	<u>111,197</u>

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds

18 Analysis of net assets between funds

Current Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Other net current assets/(liabilities)	106,633	-	3,011	109,644
Total	<u>106,633</u>	<u>-</u>	<u>3,011</u>	<u>109,644</u>
Previous Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Other net current assets/(liabilities)	111,197	-	18,977	130,174
Total	<u>111,197</u>	<u>-</u>	<u>-</u>	<u>130,174</u>

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Notes to the accounts for the period ended 31 March 2022 (continued)

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

	2022 £	2021 £
Net income/(expenditure) for the year	(20,530)	78,812
Adjustments for:		
Decrease/(increase) in debtors	387	2,613
Increase/(decrease) in creditors	15,973	(424)
	<hr/>	<hr/>
Net cash provided by/(used in) operating	(4,170)	81,001
	<hr/> <hr/>	<hr/> <hr/>