

Belong – The Cohesion and Integration Network

Report and financial statements
For the year ended 31 March 2023

Belong - The Cohesion and Integration Network

Reference and administrative information

for the year ended 31 March 2023

Charity Number: 1180761

Registered Office and Operational Address:

The Cohesion and Integration Network
Holyoake House
Hanover Street
Manchester
M60 0AS

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 the report:

Professor Edward Francis Cantle	Chair
Shalni Arora	
Robin John Tuddenham	
Michelle Lawrence	
Nizam Uddin	
Fiona Callister	
Garth Dallas	
Robert French	
Reeya Gadhvana	

Key Management Personnel:

Jo Broadwood	Chief Executive Officer
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Bankers: Co-operative Bank
The Co-operative Bank, PO Box 250, Skelmersdale. WN8 6WT

Independent Examiner Jennifer Daniel FCCA DChA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG

Belong - The Cohesion and Integration Network

Trustees' annual report

for the year ended 31 March 2023

The trustees present their report and the unaudited financial statements for the period ending 31st March 2023.

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 (known as Belong – 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 2023.

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.

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.

Introduction and Strategic Goals

As the initial period of community spirit and unity subsided after the COVID-19 pandemic 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.

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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 2023 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.

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 year Belong actively pursued renewals and the recruitment of new members via the programmes, products and research described below which have allowed us to engage widely across different sectors and geographies.

Developing and Supporting Leadership on Social Cohesion

Belong continued to offer regular peer support networks for members via three different communities of practice:

- The Local Government Community of Practice met 5 times over the course of the year, with an in person meeting in Bradford in March 2023. Topics for discussion included: a joint response to the Levelling Up White Paper; sharing good practice; and responding to community tensions in the wake of the disturbances in Leicester in autumn 2023. This culminated in a best practice paper, [Addressing Community Tensions](#) which gathered and collated best practice shared by the membership.
- The Race and Faith Hate Crime Community of Practice met twice over the course of the year. Topics included sharing best practice for tackling race and faith hate crime and development of an in person seminar, which was then utilized to input into Belong's Annual Conference.
- The Power of Sport Community of Practice met 4 times over the course of the year. The focus has been on promoting and supporting sports organisations to utilise the power of sport toolkit; generating interest and understanding in the sector; the development of a proposal for a capacity building programme to build confidence, expertise, and skills in social cohesion across the sport for development sector; and the development of an online conference in September 2023 to further promote the role of sport in supporting stronger more connected communities. Belong has also contributed to the Sport for Development coalition sessions on social cohesion and impact measurement, and policy and advocacy as a part of the Open Goal Framework.

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Belong has offered targeted support to Belong members. For example:

- Acting as a critical friend with strategy development (Manchester City Council); supporting advocacy for social cohesion (Walsall Council).
- As an evaluator on the Bradford Integration Area programme – supporting the dissemination of the results of the evaluation both locally and nationally.
- Institute of Physics Community Conversations Programme - in partnership with Belong Network and the Institute of Physics. After the successful pilot project in 2021-2022 a second phase of the programme has been rolled out in two new localities (Belfast and Coventry) with a third, Inverness, beginning in November. Across Belfast and Coventry we have reached 38 community participants, and have engaged 11 physicists.

And to local and national government. For example:

- Following the violence in Leicester in autumn 2023 Belong co-authored notes to government, and a paper on tension monitoring systems and dealing proactively with community tensions – co-authored with British Future, as well as convening two Chatham House sessions for local government and their local partners on tackling community tensions. As a result [Shared Ground](#) – a training course and community of practice was developed during the early part of 2023 and launched in May 2023.
- Convening a group of social cohesion and connection sector organisations who have together developed position papers and joint submissions to government.

Belong also delivered its flagship annual conference Belonging 2022 in December 2022 in Manchester which brought together Belong members and wider stakeholders from business, local government, academia and civil society to share knowledge and best practice.

Altogether across the year Belong presented at 34 events which consisted of a mix of in-house events and training and external events and webinars. During the year Belong reached 783 people directly. Of those Belong impacted either on practice and / or policy with 587 people and organisations either via its convening power, presentation of research, resources and knowledge, training and consultancy, or through influencing thinkers and policymakers.

Research and Evidence of What Works

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. A number of major reports were published (see the research page for details) with the final report published in July 2022.

The final report from this project was published in July 2022. [Discrimination, Prejudice and Cohesion – Intergroup relations among Black, Muslim and White People in Britain in the Context of COVID-19 and Beyond](#)

The Power of Connection for Volunteering:

Belong was successful in raising funds for [The Power of Connection](#), an exciting new project funded by the Department for Digital, Culture, Media and Sport and the [Shaping the Future](#) coalition. It is a partnership project drawing on expertise in social psychology research and data from the Beyond Us and Them research project via the [Centre for the Study of Group Processes](#) at the University of Kent and drawing on volunteer knowledge, practice and expertise from volunteering organisations and local government. A toolkit will be launched in Summer 2023 and will contain guidance and best practice examples on how volunteering can best strengthen social cohesion at a local level. It will draw on the latest research and evidence on volunteering and social cohesion using a bespoke theory of change developed for the purpose.

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Social Cohesion Measurement Framework

Belong working in partnership with the University of Kent conducted a review of social cohesion measurements to offer a draft framework for measuring local social cohesion. The review was commissioned by the Department for Levelling Up, Housing and Communities to inform Dame Sara Khan's independent review of social cohesion and resilience. The final paper benefited from comments on an earlier draft at a roundtable event involving leaders in the field of social cohesion, including government, academics and third sector organisations.

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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 a detailed review of social cohesion measurement frameworks as a part of her review due to be published autumn 2023.

Income Generation Activities

Belong raised £482,441 in 2022/23 (cf. £228,102 in 2021/2022) of which 7.5% (cf. 24% in 2021/22) was raised via membership; 64% (cf. 35% in 2021/22) was raised from grants and 18% (cf. 41% in 2021/22) was raised for sponsored products, with the remainder being from sales.

Financial review

Belong – The Cohesion and Integration Network generated financial commitments of £482,441 in total towards core costs and delivery of products and projects during 2022-2023.

The total amount of restricted funds carried forward to 2023/2024 totalled £33,374 of which the majority comprised funds towards the Power of Connection toolkit. All restricted funds carried forward from 2020/2021 were fully utilized within the year.

Expenditure

Expenditure at end March 2023 totalled £308,632 (cf. £248,632 in 2021/22). Of this £182,021 (cf. £168,146 in 2021/2022) was spent on salaries for the core team which by the end of the period comprised 3.9 FTE staff members.

Fund balances at the year end

Belong – The Cohesion and Integration Network recorded a reserves balance of £283,453, of which £33,374 was restricted funds, with the remaining amount of £250,079 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 management accounts and cashflow forecasts throughout this period at board meetings, which occurred every 2 – 3 months, and the charity ended the period in a healthy financial position.

Reimbursement of trustees for travel and accommodation amounted to £599 during the period covered by this report.

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for the year ended 31 March 2023

Plans for the future

Growing our network and leadership:

In 2023 we are going to focus on growing leadership, skills and capacity in four sectors:

- Volunteering – via the Power of Connection toolkit, working with our partners and stakeholders we will build capacity and skills across the volunteering sector for social cohesion and inclusion.
- Sport – via our Power of Sport Community of Practice and via the Power of Sport toolkit working with our partners and stakeholders we will build capacity and skills across the sports sector for social cohesion outcomes.
- Local government and local services – via our members in Belong's Local Government Network we will increase membership and develop, test and market a range of products to support local areas achieve their social cohesion outcomes
- Business – building on the publication of Everybody's Business we will develop stronger links and engagement with business, building awareness, understanding and skills for the potential of business to improve local social cohesion and integration

Providing resources, toolkits, evidence of what works and inspiration

- We will continue to focus on product and project development as a means of strengthening engagement with existing members and establishing relationships with others.
- We will deliver a programme of inspiring and engaging events including a flagship autumn conference
- We will 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)
- We will maintain an up to date and current resource library of toolkits
- We will continue to add to the evidence base for this work through developing and carrying out research.
- We will continue to share evidence-based research and knowledge on effective cohesion strategies and how to maintain cohesion in times of crisis and build community resilience

Influence, Advocate and Mobilise

- 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.

Develop Belong's capacity to deliver excellence

- 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 launch a new improved Belong website to increase engagement, brand awareness and user experience with the overall aim of increasing membership and revenue.
- To put in place key infrastructure to support membership management and engagement, and improve finance, operational and HR systems.
- 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. Its 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 new trustees were appointed on 7th September 2022:

Fiona Callister

Garth Dallas

Robert French

Reeya Gudhvana

There were no re-appointments during the period covered by this report. The board of trustees met 5 times over the course of the year.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 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 10/24/2023 and signed on their behalf by

Name: Shalni Arora

Title: Co-chair of the Belong board of Trustees

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 2023 which are set out on pages 11 to 25.

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

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 the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

Jennifer Daniel FCCA DChA

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

Date 24 November 2023

The Cohesion and Integration Network
Statement of Financial Activities
for the period ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	-	-	-	-	-
	3				
Charitable activities:		353,097	129,344	482,441	228,102
		<hr/>	<hr/>	<hr/>	<hr/>
Total income		353,097	129,344	482,441	228,102
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
Raising funds	4	2,880	-	2,880	450
	5				
Charitable activities:		206,771	98,981	305,752	248,182
		<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		209,651	98,981	308,632	248,632
		<hr/>	<hr/>	<hr/>	<hr/>
Net income/(expenditure) before net gains/(losses) on investments		143,446	30,363	173,809	(20,530)
		<hr/>	<hr/>	<hr/>	<hr/>
Net income/(expenditure) for the year	7	143,446	30,363	173,809	(20,530)
Transfer between funds		-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds for the year		143,446	30,363	173,809	(20,530)
		<hr/>	<hr/>	<hr/>	<hr/>
Reconciliation of funds					
Total funds brought forward		106,633	3,011	109,644	130,174
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		250,079	33,374	283,453	109,644
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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 2023

	Note	2023	2022
		£	£
Current assets			
Debtors	11	22,615	-
Cash at bank and in hand	12	297,727	127,177
Total current assets		320,342	127,177
Liabilities			
Creditors: amounts falling due in less than one year	13	(36,889)	(17,533)
Net current assets		283,453	109,644
Total assets less current liabilities		283,453	109,644
Net assets		283,453	109,644
Funds of the charity:			
Restricted income funds	15	33,374	3,011
Unrestricted income funds	16	250,079	106,633
Total charity funds		283,453	109,644

The notes on pages 15 to 26 form part of these accounts.

Approved by the trustees on 24/10/2023 and signed on their behalf by:

Shani Arora (Co-chair)

The Cohesion and Integration Network
Statement of Cash Flows
for the period ending 31 March 2023

	Note	2023 £	2022 £
Cash provided by/(used in) operating activities	18	170,550	(4,170)
Cash and cash equivalents at the beginning of the year		127,177	131,347
Cash and cash equivalents at the end of the year		297,727	127,177

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023

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.

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (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 2023 (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.

2 Legal status of the charity

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

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

3 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2023 £
B&M Retail	300,000	-	300,000
DCMS	-	80,000	80,000
Nuffield Foundation (University of Kent)	-	10,000	10,000
Institute of Physics	-	18,266	18,266
Plan for Peace	-	5,000	5,000
Bradford City Council	12,600	2,880	15,480
Membership Income	36,382	-	36,382
Product Development Income	-	5,200	5,200
Conference Income	2,676	-	2,676
Other income	1,439	7,998	9,437
	<hr/>	<hr/>	<hr/>
Total	353,097	129,344	482,441
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Previous reporting period	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2022</i> £
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/>

4 Cost of raising funds

	2023 £	2022 £
Fundraiser's fees	2,880	450
	<hr/>	<hr/>
	2,880	450
	<hr/> <hr/>	<hr/> <hr/>

All expenditure on cost of raising funds is unrestricted.

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

5 Analysis of expenditure on charitable activities

Current reporting period	Total 2023 £	Total 2022 £
Staff costs	182,021	168,146
Office costs & IT	12,711	6,659
HR & Recruitment	3,298	502
Research & Content Development	4,865	19,700
Events & Training	150	-
Conference Costs	9,819	-
Consultancy Fees	5,190	1,650
Project costs	78,860	48,066
Website Development costs	1,205	1,435
Governance costs (see note 6)	6,973	1,560
Support costs (see note 6)	660	464
	<hr/>	<hr/>
	305,752	248,182
	<hr/>	<hr/>
	2023 £	2022 £
Restricted expenditure	98,981	132,542
Unrestricted expenditure	206,771	115,640
	<hr/>	<hr/>
	305,752	248,182
	<hr/>	<hr/>

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Notes to the accounts for the period ended 31 March 2023 (continued)

6 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2023 £
Payroll Fees		660	-	660
Trustee expenses	Governance	-	599	599
Accountancy services	Governance	-	1,814	1,814
Trustee Recruitment	Governance	-	4,560	4,560
		<hr/>	<hr/>	<hr/>
		660	6,973	7,633
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Previous reporting period	Basis of apportionment	Support £	Governance £	Total 2022 £
Payroll Fees	Floor area	464	-	464
Accountancy services	Governance	-	1,560	1,560
		<hr/>	<hr/>	<hr/>
		464	1,560	2,024
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2023 £	2022 £
Examiner's remuneration - accountancy fees	1,188	1,000
Examiner's remuneration - payroll bureau fees	550	387
Independent examiner's fees	324	300
	<hr/> <hr/>	<hr/> <hr/>

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

8 Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	167,090	153,633
Social security costs	11,704	11,280
Pension costs	3,227	3,233
	<hr/>	<hr/>
	182,021	168,146
	<hr/> <hr/>	<hr/> <hr/>

One employee has employee benefits in excess of £60,000 (2022: one).

The average number of staff employed during the period was 6 (2022: 5).

The average full time equivalent number of staff employed during the period was 4.08 (2022: 4.04).

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 £72,704 (2022: £69,518).

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

9 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration during the year (2022: Nil).

4 (2022: none) members of the management committee received travel and subsistence expenses during the year of £599 (2022: £nil).

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

In 2022/23, the charity received two unrestricted grants of £150,000 each from B&M Retail.

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 (2022: nil).

10 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.

11 Debtors

	2023 £	2022 £
Grants receivable	22,615	-
	<hr/>	<hr/>
	22,615	-
	<hr/> <hr/>	<hr/> <hr/>

12 Cash at bank and in hand

	2023 £	2022 £
Cash at bank and on hand	297,727	127,177
	<hr/>	<hr/>
	297,727	127,177
	<hr/> <hr/>	<hr/> <hr/>

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors and accruals	32,585	1,560
Deferred income	-	12,600
Taxation and social security costs	4,304	3,373
	<hr/>	<hr/>
	36,889	17,533
	<hr/> <hr/>	<hr/> <hr/>

14 Deferred income

	2023 £	2022 £
Deferred grant brought forward	12,600	-
Income received	-	45,000
Released to income from charitable activities	(12,600)	(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

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

15 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Nuffield Foundation	-	10,000	(10,000)	-	-
Power of Connection (DCMS)	-	80,000	(50,054)	-	29,946
Bradford Evaluation Project	-	5,200	(5,200)	-	-
Bradford Equalities Project	-	2,880	(2,880)	-	-
Institute of Physics	2,111	18,266	(26,026)	-	(5,649)
Kirklees Project	900	-	(900)	-	-
Plan for Peace	-	5,000	(2,046)	-	2,954
DLUHC SC Measurement Rapid Review	-	7,998	(1,875)	-	6,123
Total	3,011	129,344	(98,981)	-	33,374
Previous reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Activity 1					
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

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

Nuffield Foundation - grants towards the Beyond Us and Them project

Power of Connection (DCMS) - grant towards the Power of Connection toolkit

Plan for Peace - towards an evaluation of Plan for Peace's programme

DLUHC SC Measurement Rapid Review - towards a review of social cohesion measurement frameworks for the Independent Advisor to the Prime Minister on Social Cohesion and Community Resilience

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

Kirklees Project - towards development and delivery of strategy design workshops

Bradford Evaluation Project - towards the completion of an evaluation of Bradford Councils's Integration Area Programme

Bradford Equalities Project - for development work with Bradford Council

16 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
General fund	106,633	353,097	(209,651)	-	250,079
	<u>106,633</u>	<u>353,097</u>	<u>(209,651)</u>	<u>-</u>	<u>250,079</u>

Previous 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>

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

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2023 (continued)

17 Analysis of net assets between funds

Current Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Other net current assets/(liabilities)	250,079	-	33,374	283,453
Total	250,079	-	33,374	283,453
Previous Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Other net current assets/(liabilities)	106,633	-	3,011	109,644
Total	106,633	-	-	109,644

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

	2023 £	2022 £
Net income/(expenditure) for the year	173,809	(20,530)
Adjustments for:		
Decrease/(increase) in debtors	(22,615)	387
Increase/(decrease) in creditors	19,356	15,973
Net cash provided by/(used in) operating	170,550	(4,170)