

Belong – The Cohesion and Integration Network

Report and financial statements
For the year ended 31 March 2024

Belong - The Cohesion and Integration Network

Reference and administrative information

for the year ended 31 March 2024

Charity number 1180761

Registered office and operational address

The Cohesion and Integration Network,
Beehive Mill,
Jersey Street,
Ancoats.
Manchester
M4 6JG

The charity is also known as 'Belong – The Cohesion and Integration Network'

Trustees

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

Shalni Arora	Co-Chair
Miriam Juan-Torres Gonzalez	Co-Chair
Garth Dallas	
Michelle Larence	
Reeya Harish Gadhvana	
Robert French	
Robin Tuddenham	
Fiona Callister	

Key management personnel

Jo Broadwood (left January 2024) Chief Executive Officer
Mike Waite (from January 2024) Chief Executive Officer

Bankers

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

Independent Examiners

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

Belong - The Cohesion and Integration Network

Trustees' annual report

for the year ended 31 March 2024

The trustees present their report and the unaudited financial statements for the year ended 31st March 2024. 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 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

- 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

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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.

Achievements and performance

The charity's main achievements in the year to end March 2024 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.

This year has seen significant challenges to cohesion in the UK: the ongoing cost of living pressures for many people; the impact in our communities of conflicts overseas; and the increasingly severe pressures on the resources of local government and other agencies providing services in neighbourhoods and communities.

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More than ever, it's important to promote evidence-based, 'what works' approaches to social cohesion, and for effective approaches to develop expertise and support those working to address, avert and resolve community tensions and to promote good relations.

Leadership

Belong was saddened by the departure of Broadwood, who had lead Belong since 2019 and who left in January to join the youth and conflict charity Leap Confronting Conflict. The trustees were extremely grateful to Mike Waite for agreeing to act as interim CEO whilst a permanent replacement was secured.

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 mem
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:

- Power of Sport
- Local Government
- Shared Ground

Research

Belong has delivered research and evaluation expertise to the following projects
Power of Connection, Bradford for Everyone integration Area Programme 2018-2022, Changemakers in Turbulent Times, Spirit of 2012 Archive Research, The Khan Review.

Influencing Policy and Practice

Belong has directly influenced policy and contributed to new and positive thinking. This has included guidance on the challenges for local government leaders in responding to tensions arising from the Israel and Gaza conflict and inputted directly to government policy by contributing a key background paper to The Khan Review: Threats to Social Cohesion and Democratic Resilience. We've also worked with leaders in business, voluntary groups, charities, local authorities and housing associations to ensure that cohesion forms an integral part of their organisation's activities.

Beneficiaries of our services

Belong's toolkits, training, workshops and resources support leadership and share best practice in social cohesion for our members and wider organisations. This has included the Power of Connection Toolkit which was created using funding from The Department of Culture, Media and Sport and developed in partnership with The Conservation Volunteers, St Johns Ambulance and the Royal Voluntary Service. We have also carried out consultancy work for members looking to develop, implement and evaluate their social cohesion work. This has included Manchester City Council, Calderdale Council and Brabners.

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Financial review

Belong – The Cohesion and Integration Network generated financial commitments of £210,577 in total towards core costs and delivery of products and projects during 2023-2024.

The total amount of restricted funds carried forward to 2024/2025 totalled £51,854 of which the majority comprised funds towards the Power of Connection toolkit. All restricted funds carried forward from 2022/23 were fully utilized within the year.

Expenditure

Expenditure at end March 2024 totalled **£366,181** (cf. £308,632 in 2022/23). Of this £242,585 (cf. £167,090 in 2022/2023) was spent on salaries for the core team which by the end of the period comprised 3 full time and 4 part time members of staff. Fund balances at the year end.

Belong – The Cohesion and Integration Network recorded a reserves balance of £127,849, of which £51,854 was restricted funds, with the remaining amount of £75,995 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.

Plans for the future

Whilst Belong will continue to convene partner organisations, practitioners and policymakers to improve social cohesion, there is growing demand for direct support to local authorities that Belong is well placed to support. The organisation will focus its resources on supporting local leaders to develop and deliver cohesion strategies that meet the needs of their communities, using this work to inform national research and policy development, building tried and tested methods use in recent projects including with Manchester City Council and Calderdale Council.

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

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Trustees' annual report

for the year ended 31 March 2024

for re-appointment by an ordinary resolution at the next annual general meeting. Trustees are appointed for a period of three years.

There were no re-appointments during the period covered by this report.

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.

Related parties and relationships with other organisations

Prior to taking up the position of Acting Chief Executive Officer, Mike Waite had been working as a contractor for the Belong Network and had been paid through his company 'Process North'. The total payments made to Mike Waite (including expenses) was £10,849

Remuneration policy for key management personnel

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 £65,976

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.

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 are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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Trustees' annual report

for the year ended 31 March 2024

The trustees' annual report has been approved by the trustees on 25/11/2024 and signed on their behalf by

Shalni Arora

Co-Chair, Belong – The Cohesion and Integration Network

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 2024 which are set out on pages 9 to 24.

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.

Jennifer Daniel FCCA DChA

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

Date 23/12/2024

The Cohesion and Integration Network
Statement of Financial Activities
for the period ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	-	-	-	-	-
Charitable activities:	3	60,001	150,576	210,577	482,441
Total income		60,001	150,576	210,577	482,441
Expenditure on:					
Raising funds	4	149	-	149	2,880
Charitable activities:	5	332,167	33,865	366,032	305,752
Total expenditure		332,316	33,865	366,181	308,632
Net income/(expenditure) for the year	7	(272,315)	116,711	(155,604)	173,809
Transfer between funds		98,231	(98,231)	-	-
Net movement in funds for the year		(174,084)	18,480	(155,604)	173,809
Reconciliation of funds					
Total funds brought forward		250,079	33,374	283,453	109,644
Total funds carried forward		75,995	51,854	127,849	283,453

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 2024

	Note	2024	2023
		£	£
Current assets			
Debtors	11	39,310	22,615
Cash at bank and in hand	12	122,025	297,727
Total current assets		161,335	320,342
Liabilities			
Creditors: amounts falling due in less than one year	13	(33,486)	(36,889)
Net current assets		127,849	283,453
Total assets less current liabilities		127,849	283,453
Net assets		127,849	283,453
Funds of the charity:			
Restricted income funds	15	51,854	33,374
Unrestricted income funds	16	75,995	250,079
Total charity funds		127,849	283,453

The notes on pages 12 to 24 form part of these accounts.

Approved by the trustees on 25/ 11/ 2024 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 2024

	Note	2024 £	2023 £
Cash provided by/(used in) operating activities	18	(175,702)	170,550
Cash and cash equivalents at the beginning of the year		297,727	127,177
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year		122,025	297,727
		<hr/>	<hr/>

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024

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 2024 (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 2024 (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 2024 (continued)

3 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Calderdale MBC	-	20,858	20,858
Spirit of 2012	-	26,300	26,300
Shared Ground	-	11,800	11,800
Manchester City Council	-	4,160	4,160
Institute of Physics	-	57,968	57,968
Plan for Peace	-	10,000	10,000
Membership Income	56,070	-	56,070
Product Development Income	-	2,000	2,000
Conference Income	2,131	-	2,131
Other income	1,800	17,490	19,290
Total	60,001	150,576	210,577
Previous 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
Total	353,097	129,344	482,441

4 Cost of raising funds

	2024 £	2023 £
Fundraiser's fees	149	2,880
	149	2,880

All expenditure on cost of raising funds is unrestricted.

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (continued)

5 Analysis of expenditure on charitable activities

Current reporting period	Total 2024 £	Total 2023 £
Staff costs	279,970	182,021
Office costs & IT	16,183	12,711
HR & Recruitment	-	3,298
Research & Content Development	16,759	4,865
Events & Training	-	150
Conference Costs	4,733	9,819
Consultancy Fees	1,530	5,190
Project costs	44,243	78,860
Website Development costs	-	1,205
Governance costs (see note 6)	2,034	6,973
Support costs (see note 6)	580	660
	<hr/>	<hr/>
	366,032	305,752
	<hr/> <hr/>	<hr/> <hr/>
	2024 £	2023 £
Restricted expenditure	33,865	98,981
Unrestricted expenditure	332,167	206,771
	<hr/>	<hr/>
	366,032	305,752
	<hr/> <hr/>	<hr/> <hr/>

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (continued)

6 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	<i>Total 2024</i> £
Payroll Fees		580	-	580
Trustee expenses	Governance	-	308	308
Accountancy services	Governance	-	1,726	1,726
Trustee Recruitment	Governance	-	-	-
		<hr/>	<hr/>	<hr/>
		580	2,034	2,614
		<hr/>	<hr/>	<hr/>
Previous reporting period	Basis of apportionment	<i>Support</i> £	<i>Governance</i> £	<i>Total 2023</i> £
Payroll Fees	Floor area	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/>

7 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2024 £	2023 £
Examiner's remuneration - accountancy fees	1,188	1,188
Examiner's remuneration - payroll bureau fees	483	550
Independent examiner's fees	324	324
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The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (continued)

8 Staff costs

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	242,585	167,090
Social security costs	19,690	11,704
Pension costs	4,305	3,227
Other Staff Costs	13,390	-
	<hr/>	<hr/>
	279,970	182,021
	<hr/>	<hr/>

No employee has employee benefits in excess of £60,000 (2023: one).

The average number of staff employed during the period was 7 (2023: 6).

The average full time equivalent number of staff employed during the period was 5.25 (2023: 4.08).

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 £77,226 (2023: £72,704).

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (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 (2023: Nil).

3 (2023: 4) members of the management committee received travel and subsistence expenses during the year of £308 (2023: £599).

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

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 (2023: 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

	2024 £	2023 £
Grants receivable	26,300	22,615
Trade debtors	13,010	-
	<hr/>	<hr/>
	39,310	22,615
	<hr/> <hr/>	<hr/> <hr/>

12 Cash at bank and in hand

	2024 £	2023 £
Cash at bank and on hand	122,025	297,727
	<hr/>	<hr/>
	122,025	297,727
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The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (continued)

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	1,120	-
Other creditors and accruals	3,089	32,585
Deferred income	25,000	-
Taxation and social security costs	4,277	4,304
	<hr/>	<hr/>
	33,486	36,889
	<hr/> <hr/>	<hr/> <hr/>

14 Deferred income

	2024 £	2023 £
Deferred grant brought forward	-	12,600
Income received	25,000	-
Released to income from charitable activities	-	(12,600)
	<hr/>	<hr/>
Deferred income carried forward	25,000	-
	<hr/> <hr/>	<hr/> <hr/>

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (continued)

15 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Calderdale Consultancy	-	20,858	(624)	(20,234)	-
Power of Connection (DCMS)	29,946	4,000	(3,399)	(30,547)	-
Spirit of 2012	-	26,300	(440)	-	25,860
Shared Ground	-	13,800	(2,000)	-	11,800
Institute of Physics	(5,649)	57,968	(25,152)	(27,167)	-
Manchester City Cc	-	4,160	-	(4,160)	-
Plan 4 Peace	2,954	10,000	(2,250)	-	10,704
Beyond 25 Project	-	3,490	-	-	3,490
DLUHC SC Measurement Rapid Review	6,123	10,000	-	(16,123)	-
Total	33,374	150,576	(33,865)	(98,231)	51,854
Previous 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

The Cohesion and Integration Network

Notes to the accounts for the period ended 31 March 2024 (continued)

Calderdale Consultancy – Belong were commissioned to work with Calderdale council to refresh their Cohesion Strategy, which had been launched in 2017. The new strategy e account of how bonding, bridging, and linking social capital and inter and intra group community relations have been impacted by the events of the last four years.

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

Spirit of 2012 – Spirit of 2012 (Spirit) has collected a wealth of evidence about UK events, both large and small, and the delivery mechanisms for those events of arts and culture, sport and physical activity, and volunteering, and how they have been used to create impact for people and for places across the UK. The project with Belong aims to disseminate best practice to a range of different audiences on designing, delivering and evaluating events that positively impact social connection and social cohesion.

Shared Ground – Shared Ground is a programme of interactive and practical sessions for local government officers, councilors and people from partner organisations who find themselves on the frontline of managing various types of tension and conflict that arise within communities and neighborhoods.

The £11,800 project with DLUHC was to provide training for a number of staff using the existing Shared Ground project materials.

Manchester City Council – In 2023/24 financial year, Belong has a £25k membership from Manchester City Council which covered a range of support provided to the council in relation to social cohesion.

In addition to the membership, Belong received £4,160 to complete 2 workshops to an audience of staff / teachers to help understand specific issues in a specific geographical area.

Beyond 25 Project – This was a project to attend virtual meetings and draft and submit a findings paper

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Notes to the accounts for the period ended 31 March 2024 (continued)

16 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund	250,079	60,001	(332,316)	98,231	75,995
	<u>250,079</u>	<u>60,001</u>	<u>(332,316)</u>	<u>98,231</u>	<u>75,995</u>
	<u><u>250,079</u></u>	<u><u>60,001</u></u>	<u><u>(332,316)</u></u>	<u><u>98,231</u></u>	<u><u>75,995</u></u>
Previous 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>
	<u><u>106,633</u></u>	<u><u>353,097</u></u>	<u><u>(209,651)</u></u>	<u><u>-</u></u>	<u><u>250,079</u></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 2024 (continued)

17 Analysis of net assets between funds

Current Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Other net current assets/(liabilities)	75,995	-	51,854	127,849
Total	75,995	-	51,854	127,849
Previous Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Other net current assets/(liabilities)	250,079	-	33,374	283,453
Total	250,079	-	-	283,453

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

	2024 £	2023 £
Net income/(expenditure) for the year	(155,604)	173,809
Adjustments for:		
Decrease/(increase) in debtors	(16,695)	(22,615)
Increase/(decrease) in creditors	(3,403)	19,356
Net cash provided by/(used in) operating	(175,702)	170,550