

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

England & Wales · Charity number 1181744

Details

Other names	Kennedy Human Rights Centre UK, RFK HUMAN RIGHTS UK, ROBERT F. KENNEDY HUMAN RIGHTS UK
Status	Registered
Legal form	Charitable company
Company number	11397556
Registered	2019-01-24
Register	View on the Charity Commission register

Contact

Address	Beavis Morgan Llp 82 St. John Street London EC1M 4JN
Phone	02075492940
Email	hello@rfkhumanrights.uk
Website	www.rfkhumanrights.uk

Activities

Objects: TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) FOR THE PUBLIC BENEFIT THROUGHOUT ENGLAND AND WALES BY:(A)EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS INCLUDING BY WORKING WITH STUDENTS OF DIFFERENT AGES AND THEIR TEACHERS, DEVELOPING CURRICULA AND PROVIDING TEACHING TOOLS AND RESOURCES;(B)RAISING AWARENESS OF AND PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS INCLUDING BY CREATING PUBLIC PLATFORMS SUCH AS AN ANNUAL FESTIVAL OF HUMAN RIGHTS;(C)PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS.

Activities: To promote human rights (as set out in the universal declaration of human rights and subsequent United Nations conventions and declarations) for public benefit in England and Wales by: Educating the public and students of different ages about human rights; Raising awareness of and promoting public support

for human rights; Promoting respect for human rights among individuals and corporations.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£119,197	£153,161	-	-
2023-12-31	£130,777	£180,923	-	-
2022-12-31	£192,990	£195,808	-	-
2021-12-31	£473,569	£526,799	-	-
2020-12-31	£338,097	£290,443	-	-

Trustees

Name	Role	Appointed
PAUL JOHN LINDLEY OBE	Chair	2018-06-05
ANDREW WINCEL		2018-06-20
Dr MARK ELLIS BS/JD/PHD		2018-06-20
ERIC DANA LEVINE		2018-06-20
KERRY KENNEDY		2018-06-20
Nizam Uddin		2020-05-26
Patricia McCall Ogle		2018-06-20
Peter Thompson		2020-04-20
Stella Louise Smith		2019-12-13

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

England & Wales - Charity number 1181744

Accounts

Charity registration number 1181744 (England and Wales)

Company registration number 11397556

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Lindley K Kennedy Dr M Ellis S Smith P Gheorghiu (Appointed 10 July 2024) Miss V Cangiano (Appointed 22 October 2024)
Charity number	1181744
Company number	11397556
Registered office	82 St Johns Street London EC1M 4JN
Independent examiner	Anthony Epton Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

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ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The Robert F. Kennedy Human Rights UK Limited exists to promote human rights for the public benefit throughout England and Wales. The charity's objectives, as set out in its Articles of Association, are to:

1. Educate the public about human rights by working with students and teachers, developing curricula, and providing teaching tools and resources.
2. Raise awareness of and promote public support for human rights by creating public platforms such as a festival of human rights.
3. Promote respect for human rights among individuals and corporations.

The charity's programs are educational, creative, and aim to inspire, educate, and empower young people to become Ripples of Hope in their communities and around the world.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Activities

During the reporting period, RFK Human Rights UK Limited continued to advance its charitable objectives of promoting human rights education for the public benefit throughout England and Wales. The charity's activities centred around the delivery and expansion of its flagship "Speak Truth to Power" programme, which provides comprehensive human rights education resources to schools and communities.

Educational Programme Development

The charity significantly expanded its educational offerings by developing new content for Key Stages 1 and 2, ensuring age-appropriate human rights education across primary school years. In response to contemporary challenges facing young people, new programme modules were created addressing violence against women and girls, and online misogyny, demonstrating the charity's commitment to addressing current social issues through a human rights lens.

A comprehensive teacher training portal was established, featuring six training videos to support educators in starting to deliver human rights education effectively. These resources were designed to align with existing literacy and oracy curriculum requirements, facilitating seamless integration into school programmes.

Community Engagement and Public Education

The charity strengthened its community presence through strategic partnerships with public institutions. A newly developed partnership Greater Manchester Libraries network resulted in Human Rights Day exhibitions across 3 library branches, extending the charity's reach to diverse community audiences. These exhibitions featured interactive elements, including soap boxes, placards, and poster displays, many of which libraries requested to maintain into 2025.

Community workshops were developed, including creative placard-making sessions for school children, where participants explored human rights themes and developed advocacy skills. The charity also participated in community events such as the Fun Palaces initiative at Longsight Library and Learning Centre, alongside organisations including Save the Children and the National Football Museum.

Digital Platform Development

Substantial investment was made in digital infrastructure to enhance programme delivery. The charity's School Zone platform was expanded and refined, incorporating automated email systems for improved subscriber engagement. A comprehensive brand toolkit was developed to ensure consistent visual identity across all communications and materials.

The charity's website underwent significant enhancement, with new content management systems enabling more effective distribution of educational resources. Social media engagement was strengthened through the production of articles responding to current events from a human rights perspective, including pieces on the Olympic Games' political neutrality and the erosion of women's rights in Afghanistan.

Publications and Resource Development

The charity published the "Illustrated Universal Declaration of Human Rights," a groundbreaking educational resource combining artistic interpretation with human rights education. This publication was distributed free of charge to schools and community organisations, demonstrating the charity's commitment to accessible education.

Building on this success, the charity developed proposals for a second publication focusing on the UN Convention on the Rights of the Child, designed to engage 22 different artists in illustrating the 45 articles addressing children's rights.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Partnership Development and Geographic Expansion

Strategic partnerships were established and renewed to extend the charity's geographic reach. A partnership with the South East Wales Education Achievement Service was explored, with possible plans for a pilot programme launching in January 2025, including consideration of Welsh language translations, all discussed.

The charity renewed its partnership with the Comino Foundation North West branch and continued to facilitate school engagement days.

Public Benefit

The decisions and actions of individuals collectively shape our society's reality. Human rights serve as a crucial framework, encapsulating people's fundamental rights and interests for the public benefit. Our programs raise awareness of human rights and foster a culture where individuals and organizations actively work to make these rights a reality. This work has a clear public benefit, offering immediate and tangible benefits to individuals and, as the public comprises individuals, also ensuring a collective benefit from secured human rights.

Moreover, the wider community benefits from the perception that everyone's fundamental rights are being protected, even if this benefit is less tangible. This perception justifies treating the promotion of human rights as a charitable purpose. The trustees of Robert F. Kennedy Human Rights UK are aware of the Charity Commission guidance on public benefit and consistently prioritize it in all aspects of the charity's work.

Achievements and Performance

The reporting period demonstrated significant growth and impact across all areas of the charity's operations, with measurable increases in engagement, reach, and educational delivery.

Educational Impact and School Engagement

The charity achieved a 10% increase in School Zone account creation during the fourth quarter, providing up to 3,000 additional pupils with access to human rights education resources. High school sign-ups increased by 13.3%, whilst primary school engagement grew by 4%, indicating strong demand across all educational levels.

Workshop programmes demonstrated exceptional community interest, with all 50 available places for placard-making workshops filled within hours of announcement. These sessions directly resulted in two new schools, representing approximately 2,000 students, joining the Speak Truth to Power programme, with three additional teachers engaging with the online portal.

Notably, the charity achieved its first community organisation sign-up through a Church of England institution, demonstrating new avenues of interest beyond traditional educational settings.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2024**

Digital Engagement and Reach

The charity's digital presence showed substantial growth across multiple platforms. Website views increased by 47%, whilst online article engagement surged by 179%, indicating growing public interest in the charity's human rights content and commentary.

Email marketing campaigns achieved exceptional performance with a 48.8% open rate and 19.5% click-through rate, significantly above industry standards. The charity experienced audience growth on video-based platforms, particularly YouTube and TikTok, demonstrating effective adaptation to contemporary digital engagement preferences.

Resource Distribution and Accessibility

The charity distributed 250 copies of the "Illustrated Universal Declaration of Human Rights" free of charge to schools and community organisations throughout the country. This distribution strategy ensured wide accessibility to high-quality human rights education materials regardless of recipients' financial capacity.

Financial Development and Sustainability

The charity submitted substantial grant applications totalling between £30,000 and £100,000 to three major foundations: the Maurice Hatter Foundation, Esmeé Fairbairn Foundation, and Reaching Communities Partnership Fund. These applications support the charity's strategic objective of creating animated video content around human rights and children's rights.

Sponsorship agreements were secured with Amazon EU for book printing and Amazon Smile for Human Rights Day activities, demonstrating successful corporate partnership development and diversified funding approaches.

Innovation and Adaptation

The charity demonstrated significant innovation in programme delivery, adapting traditional educational methods to contemporary formats. The development of video-based content, interactive exhibitions, and digital platforms showed effective response to changing educational needs and preferences.

Future planning included the development of a podcast series titled "Speak Truth to Power," designed to engage wider audiences through interviews with human rights activists, lawyers, and young change-makers, indicating continued innovation in communication strategies.

The charity's achievements during the reporting period demonstrate substantial progress in advancing human rights education, with measurable increases in reach, engagement, and impact across educational and community settings throughout the United Kingdom.

Financial review

The trustees remain committed to conducting a bi-annual financial audit, ensuring transparency and accountability in managing the charity's finances.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Reserve policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. As the charity is still in its development phase and because of the irregular nature of the spending, the charity aims to achieve this target of reserve level in next 1-2 years.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The key priority for the charity - in risk mitigation as an early stage charity - is the development of sustainable and varied sources of income over the next two to three years and implementing a model of delivery that can be adjusted to the resources available.

We have continued to reduce or delay all outgoings to the minimum for continued operation. Spending towards speculative revenue generation has been halted (e.g. we have paused working with a consultancy to produce applications to funding bodies until we know the funding bodies are resuming making grants).

Any new spend towards programmes, beyond the existing consultancy agreements, can only be committed to once we know additional funding or income is confirmed.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The charity is a private company limited by guarantee without share capital.

The charity is governed by its Articles of Association and an Affiliate Agreement with its affiliate organisation, Robert F. Kennedy Human Rights based in the USA.

The trustees were appointed to cover a range of skills and areas of guidance and expertise including; Education, Human Rights, Charity & Fundraising, Development, Communications and the Business & Investment Community.

Further details around recruitment and appointment: all potential new trustees are identified by the Board (working to principles and requirements for good and equitable governance and diversity), interviewed by multiple Board members and due diligence is conducted before a recommendation is put to the full Board to vote on. All trustees are join with full sight of our Role of the Trustee policy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Lindley	
K Kennedy	
Dr M Ellis	
P McCall	(Resigned 20 February 2024)
A Wincel	(Resigned 5 April 2024)
P Thompson	(Resigned 7 July 2025)
S Smith	
P Gheorghiu	(Appointed 10 July 2024)
Miss V Cangiano	(Appointed 22 October 2024)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2024*

The trustees' report was approved by the Board of Trustees.



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Dr M Ellis

Trustee

Dated: 12 September 2025

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

I report to the trustees on my examination of the financial statements of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

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 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.



Anthony Epton BA FCA CTA

Goldwins Limited
75 Maygrove Road
West Hampstead
London
NW6 2EG

Dated: 3 October 2025

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	2	119,197	-	119,197	130,777	-	130,777
Total income		119,197	-	119,197	130,777	-	130,777
Expenditure on:							
Raising funds	3	-	-	-	2,265	-	2,265
Charitable activities	4	153,161	-	153,161	178,658	-	178,658
Total expenditure		153,161	-	153,161	180,923	-	180,923
Net expenditure and movement in funds		(33,964)	-	(33,964)	(50,146)	-	(50,146)
Reconciliation of funds:							
Fund balances at 1 January 2024		58,177	17,358	75,535	108,323	17,358	125,681
Fund balances at 31 December 2024		24,213	17,358	41,571	58,177	17,358	75,535

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

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	10		421		781
Current assets					
Debtors	11	2,651		2,860	
Cash at bank and in hand		42,838		75,760	
		45,489		78,620	
Creditors: amounts falling due within one year	12	(4,339)		(3,866)	
Net current assets			41,150		74,754
Total assets less current liabilities			41,571		75,535
The funds of the charity					
Restricted income funds			17,358		17,358
Unrestricted funds	14		24,213		58,177
			41,571		75,535

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The director acknowledges his responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 12 September 2025.



Dr M Ellis
Trustee

Company registration number 11397556 (England and Wales)

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED is a private company limited by guarantee incorporated in England and Wales. The registered office is 82 St Johns Street, London, EC1M 4JN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.5 Expenditure

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 of the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities 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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% SL
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

2 Donations

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Donations and gifts	119,197	130,777

3 Expenditure on raising funds

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Fundraising and publicity		
Other fundraising costs	-	2,265

4 Expenditure on charitable activities

	2024	2023
	£	£
Direct costs		
Staff costs	81,315	79,489
Depreciation and impairment	360	534
	81,675	80,023
Share of support and governance costs (see note 5)		
Support	54,786	87,968
Governance	16,700	10,667
	153,161	178,658
Analysis by fund		
Unrestricted funds	153,161	178,658

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

5 Support costs allocated to activities

	2024 £	2023 £
Advertising & Marketing	728	216
Consultancy	33,880	61,998
Office running costs	4,554	2,316
Travelling costs	13,850	14,907
Other costs	1,774	8,531
Governance costs	16,700	10,667
	<u>71,486</u>	<u>98,635</u>

Governance costs comprise:	2024 £	2023 £
Independent examination	3,200	2,800
Accountancy and bookkeeping	13,500	7,867
	<u>16,700</u>	<u>10,667</u>

6 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,666	2,800
Depreciation of owned tangible fixed assets	360	534
	<u></u>	<u></u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Total	<u>1</u>	<u>1</u>

Employment costs	2024 £	2023 £
Wages and salaries	75,790	74,169
Social security costs	4,204	3,999
Other pension costs	1,321	1,321

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

8 Employees

(Continued)

81,315	79,489
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The total employee benefits of the key management personnel were £81,315 (2023: £79,489).

The charity trustees were not paid or received any other benefits from employment with the Company in the year (2023: Nil). Neither were they reimbursed expenses during the year (2023: Nil). No charity trustee received payment for professional or other services supplied to the charity (2023: Nil).

The number of employees whose annual remuneration was £60,000 or more were:

	2024 Number	2023 Number
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-

9 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects.

10 Tangible fixed assets

	Computers £
Cost	
At 1 January 2024	1,786
At 31 December 2024	1,786
Depreciation and impairment	
At 1 January 2024	1,005
Depreciation charged in the year	360
At 31 December 2024	1,365
Carrying amount	
At 31 December 2024	421
At 31 December 2023	781

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

11 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	2,651	777
Prepayments and accrued income	-	2,083
	<u>2,651</u>	<u>2,860</u>

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	1,152	1,020
Other creditors	3,187	2,846
	<u>4,339</u>	<u>3,866</u>

13 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	1,321	1,321
	<u>1,321</u>	<u>1,321</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

14 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024 £	Incoming resources £	Resources expended £	At 31 December 2024 £
General funds	<u>58,177</u>	<u>119,197</u>	<u>(153,161)</u>	<u>24,213</u>
Previous year:	At 1 January 2023 £	Incoming resources £	Resources expended £	At 31 December 2023 £
General funds	<u>108,323</u>	<u>130,777</u>	<u>(180,923)</u>	<u>58,177</u>

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

15 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	421	-	421
Current assets/(liabilities)	23,792	17,358	41,150
	<u>24,213</u>	<u>17,358</u>	<u>41,571</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	781	-	781
Current assets/(liabilities)	57,396	17,358	74,754
	<u>58,177</u>	<u>17,358</u>	<u>75,535</u>

16 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

England & Wales - Charity number 1181744

Accounts

Charity registration number 1181744

Company registration number 11397556 (England and Wales)

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Lindley K Kennedy Dr M Ellis P Thompson S Smith P Gheorghiu (Appointed 1 July 2024)
Charity number	1181744
Company number	11397556
Registered office	82 St Johns Street London EC1M 4JN
Independent examiner	Anthony Epton Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

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ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their annual report and financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The Robert F. Kennedy Human Rights UK Limited exists to promote human rights for the public benefit throughout England and Wales. The charity's objectives, as set out in its Articles of Association, are to:

1. Educate the public about human rights by working with students and teachers, developing curricula, and providing teaching tools and resources.
2. Raise awareness of and promote public support for human rights by creating public platforms such as a festival of human rights.
3. Promote respect for human rights among individuals and corporations.

The charity's programs are educational, creative, and aim to inspire, educate, and empower young people to become Ripples of Hope in their communities and around the world.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Activities

Speak Truth To Power Updates

Over the Summer Term, we contracted a previous STTP School Headteacher, a consultant, to review all current resources.

The consultant determined that the STTP resources in their current format were not fit for purpose due to having too many objectives, an unclear purpose, and overly complicated lesson plans. They also reinforced an issue we had already identified: some resources were age-inappropriate, and links and resources were unreliable or not standardised. However, the consultant highlighted that the strengths of the current resources lay in the fact that a large body of the work had already been completed and just needed synthesising. The core of the resources was solid but required streamlining to be fit for purpose. The Rights Reimagined and Movements for Change modules were noted as having the potential to be particularly strong with minimal adjustments.

Following this evaluation, the consultant was commissioned to begin rewriting these resources, and in July 2023, they handed over the first set of revised resources. These included topics such as Votes for Women, Movements That Make a Difference, and Creating Positive Change. The new resources were built around the Oracy Principles of Reading and Listening, making them far more integratable into the standard curriculum, while also meeting Ofsted requirements. The links and resources cited were now reputable, age-appropriate, and classroom-friendly. These resources were scheduled for rollout to STTP schools from September 2023.

Our next steps with the consultant included the creation of a simplified, effective onboarding process for new STTP schools, set to launch in the new academic year. This process would include short online training videos, accessible to lead educators via our website at any time.

This overhaul of the onboarding process aligned with our plans to host a Meet & Greet day for both current and interested STTP schools. This event was scheduled for October 2023 at Sacred Heart Primary School, one of our STTP Hub schools. The afternoon was planned to feature an introduction (or reintroduction) to RFK UK by CEO Nichola Watson, shared experiences of the STTP programme by current teacher Bernie Furey of Sacred Heart Primary School, explanations of the newly designed resources by the consultant, and a public speaking/confidence-building session from our colleagues at Loudspeaker. We aimed to invite prospective schools interested in joining the STTP programme and to re-engage any existing STTP schools that had become less active due to other commitments. This event provided an ideal opportunity to relaunch and reenergise the STTP programme.

Redesigning the Updated Resources

Following the review, it was concluded that the design of the current STTP resources was also not fit for purpose. The current designs, which used the branding from the Ripples of Hope Festival, were too complicated for teachers to use in the classroom. We, therefore, decided to update the design and layout to align with RFKHRUK branding and to streamline the content for ease of use by teachers. The redesigned resources would include unit overviews, lesson plans, and PowerPoint templates, all of which could easily be adapted by teachers. The aim was to create informative and visually appealing resources that both teachers and students would respond well to. Ella took the lead on designing these documents, which were planned for release in September on our new online school zone.

Website

We were actively updating our current website using available tools on Wix. During the board meeting, Nichola briefly outlined the shift in direction for the site. Our education page now offered free resources, including case studies, downloadable materials, and sign-up forms. The festival page displayed highlights from the Ripples of Hope Festival, including embedded videos of talks and performances.

Additionally, we had been preparing our school zone for the new academic year. The new school zone featured a profile page, active programmes and resources, a feedback page, forums, and an upload area for sharing content from sessions. A newsletter would be sent to our school network in September, informing them of the changes and explaining how to access new content and engage with other educators on the forums.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2023*

Alongside the school zone, we had been developing content for a new blog, covering topics such as "Climate Change as a Human Rights Issue," "The Intersection of Human Rights and Business," and "The Evolution of Activism." This content would help direct our audience to longer-form material on our website.

Further updates to the site included adding a privacy and cookie policy, improving accessibility by adding alt text to all images, and enhancing SEO through better URL indexing and enabling tags and accelerated mobile pages on blog posts to improve searchability.

We also explored opportunities to improve our team's coding skills by applying to join a coding and web design course.

Social Media

We developed a new content strategy for the period from September to December, establishing ten content pillars, including Educational Resources, Human Rights Heroes, and Historical Context and Movements. Our content schedule covered key themes such as Back to School, Black History Month, and Human Rights Day.

Upcoming projects and events would provide further content. These included the launch of the new school zone, the 75th anniversary of the Universal Declaration of Human Rights, and the Human Rights Tattoo event. We aimed to interview several activists under 30 participating in the event.

As part of our strategy, we planned to adopt a video-first approach to increase reach and engagement, directing our audience to longer-form content on our website.

Strengthening Relationships across Greater Manchester

In June 2023, we met with Greater Manchester Mayor Andy Burnham to discuss the evolution of our work since the Ripples of Hope Festival and our expanding outreach to schools in the region. Andy suggested two GMCA-funded campaigns that could benefit from increased youth engagement, which aligned with our work.

We met with the team for the "Is This OK" campaign, which aims to raise awareness of gender-based violence and behaviours that make girls and women feel unsafe. We submitted a bid in July 2023 to develop a gender-based violence programme for young people in schools across the region.

We also engaged with the "I am Greater" campaign, which addresses youth knife crime and violence. We initiated a relationship with SICK! Productions, a core delivery partner of the campaign, and discussed future collaboration opportunities.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2023**

Publishing the 30 Illustrated Articles of Human Rights

We commissioned artist Emma Evans to create an illustrated version of the Universal Declaration of Human Rights. This project resulted in a children's book and a series of 30 posters and digital assets for distribution to our school network.

Our plans for distributing this work included a school release in September, a community release at the Human Rights Tattoo event in September, and an artist launch event in October/November. Additionally, from December 1st to 30th, we planned to release an illustrated article a day to celebrate the 75th anniversary of the UDHR, with supporting content for each topic.

We also aimed to secure ISBN and barcode numbers to expand our reach through independent bookstores and educational institutions.

Other Events

In September 2023, we partnered with Contact in Manchester to support the Human Rights Tattoo, an international social practice art event. At the event, we also launched Emma Evans' illustrated collection of the Universal Declaration of Human Rights.

We are planning additional events, including a book launch and a larger showcase later in the year to coincide with Human Rights Day

Public Benefit

The decisions and actions of individuals collectively shape our society's reality. Human rights serve as a crucial framework, encapsulating people's fundamental rights and interests for the public benefit. Our programs raise awareness of human rights and foster a culture where individuals and organizations actively work to make these rights a reality. This work has a clear public benefit, offering immediate and tangible benefits to individuals and, as the public comprises individuals, also ensuring a collective benefit from secured human rights.

Moreover, the wider community benefits from the perception that everyone's fundamental rights are being protected, even if this benefit is less tangible. This perception justifies treating the promotion of human rights as a charitable purpose. The trustees of Robert F. Kennedy Human Rights UK are aware of the Charity Commission guidance on public benefit and consistently prioritize it in all aspects of the charity's work.

Achievements and Performance

The organisation has achieved various milestones and initiatives throughout the year, including:

- Completed the School zoon to allow any school to join the programme free of charge
- Completed interactive resources for teachers and students to work with Human Rights education
- Commissioned the Illustrated Articles of Human Rights and distributed to schools & libraries.
- Established Hub Schools to aid in the growth and expansion of the Speak Truth To Power program nationally.
- Completed the animated video "What are Huma Rights" by the voices and performances of children.
- Increased engaged schools from 16 to 35

Financial review

The trustees remain committed to conducting a bi-annual financial audit, ensuring transparency and accountability in managing the charity's finances.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

Reserve policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. As the charity is still in its development phase and because of the irregular nature of the spending, the charity aims to achieve this target of reserve level in next 1-2 years.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The key priority for the charity - in risk mitigation as an early stage charity - is the development of sustainable and varied sources of income over the next two to three years and implementing a model of delivery that can be adjusted to the resources available.

We have continued to reduce or delay all outgoings to the minimum for continued operation. Spending towards speculative revenue generation has been halted (e.g. we have paused working with a consultancy to produce applications to funding bodies until we know the funding bodies are resuming making grants).

Any new spend towards programmes, beyond the existing consultancy agreements, can only be committed to once we know additional funding or income is confirmed.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The charity is a private company limited by guarantee without share capital.

The charity is governed by its Articles of Association and an Affiliate Agreement with its affiliate organisation, Robert F. Kennedy Human Rights based in the USA.

The trustees were appointed to cover a range of skills and areas of guidance and expertise including; Education, Human Rights, Charity & Fundraising, Development, Communications and the Business & Investment Community.

Further details around recruitment and appointment: all potential new trustees are identified by the Board (working to principles and requirements for good and equitable governance and diversity), interviewed by multiple Board members and due diligence is conducted before a recommendation is put to the full Board to vote on. All trustees are join with full sight of our Role of the Trustee policy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Lindley

K Kennedy

Dr M Ellis

P McCall

(Resigned 20 February 2024)

A Wincel

(Resigned 5 April 2024)

N Uddin

(Resigned 28 June 2023)

P Thompson

S Smith

P Gheorghiu

(Appointed 1 July 2024)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The trustees' report was approved by the Board of Trustees.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

.....
P Lindley

Trustee

Dated: 1.10.24



.....
Dr M Ellis

Trustee

Dated: 1.10.24



ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

I report to the trustees on my examination of the financial statements of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED (the charity) for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Anthony Epton BA FCA CTA FCIE

Goldwins Limited
75 Maygrove Road
West Hampstead
London
NW6 2EG

Dated:

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Income from:							
Donations	2	130,777	-	130,777	175,632	17,358	192,990
Expenditure on:							
Cost of raising funds	3	2,265	-	2,265	1,835	-	1,835
Charitable activities	4	178,658	-	178,658	193,973	-	193,973
Total expenditure		180,923	-	180,923	195,808	-	195,808
Net expenditure for the year							
Net movement in funds		(50,146)	-	(50,146)	(20,176)	17,358	(2,818)
Fund balances at 1 January 2023		108,323	17,358	125,681	128,499	-	128,499
Fund balances at 31 December 2023		58,177	17,358	75,535	108,323	17,358	125,681

The statement of financial activities includes all gains and losses recognised in the year.

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	10		781		236
Current assets					
Debtors	11	2,860		1,355	
Cash at bank and in hand		75,760		128,230	
		78,620		129,585	
Creditors: amounts falling due within one year	12	(3,866)		(4,140)	
Net current assets			74,754		125,445
Total assets less current liabilities			75,535		125,681
The funds of the charity					
Restricted income funds	14		17,358		17,358
Unrestricted funds	15		58,177		108,323
			75,535		125,681

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

The director acknowledges his responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on



P Lindley
Trustee



Dr M Ellis
Trustee

Company registration number 11397556 (England and Wales)

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Charity information

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED is a private company limited by guarantee incorporated in England and Wales. The registered office is 82 St Johns Street, London, EC1M 4JN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

1.5 Expenditure

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 of the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities 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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% SL
-----------	--------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

2 Donations

	Unrestricted funds	Unrestricted funds	Restricted funds	Total funds
	2023 £	2022 £	2022 £	2022 £
Donations and gifts	130,777	175,632	17,358	192,990

3 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising and publicity		
Other fundraising costs	2,265	1,835

4 Expenditure on charitable activities

	2023 £	2022 £
Direct costs		
Staff costs	79,489	88,702
Depreciation and impairment	534	238
	80,023	88,940
Share of support and governance costs (see note 5)		
Support	87,968	94,747
Governance	10,667	10,286
	178,658	193,973
Analysis by fund		
Unrestricted funds	178,658	193,973

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

5 Support costs allocated to activities

	2023 £	2022 £
Advertising & Marketing	216	7,700
Consultancy	61,998	71,536
Office running costs	2,316	3,467
Travelling costs	14,907	10,818
Other costs	8,531	1,226
Governance costs	10,667	10,286
	<u>98,635</u>	<u>105,033</u>

Governance costs comprise:	2023 £	2022 £
Independent examination	2,800	2,333
Legal and professional	-	1,037
Accountancy and bookkeeping	7,867	6,916
	<u>10,667</u>	<u>10,286</u>

6 Net movement in funds

	2023 £	2022 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,333	2,333
Depreciation of owned tangible fixed assets	534	238
	<u>2,867</u>	<u>2,571</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Total	<u>1</u>	<u>1</u>

Employment costs	2023 £	2022 £
Wages and salaries	74,169	83,475
Social security costs	3,999	3,392

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

8 Employees (Continued)

Other pension costs	1,321	1,835
	<u>79,489</u>	<u>88,702</u>

The total employee benefits of the key management personnel were £79,489 (2022: £71,264).

The charity trustees were not paid or received any other benefits from employment with the Company in the year (2022: Nil). Neither were they reimbursed expenses during the year (2022: Nil). No charity trustee received payment for professional or other services supplied to the charity (2022: Nil).

The number of employees whose annual remuneration was £60,000 or more were:

	2023 Number	2022 Number
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-
	<u>1</u>	<u>-</u>

9 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects.

10 Tangible fixed assets

	Computers £
Cost	
At 1 January 2023	707
Business combinations	1,079
	<u>1,786</u>
At 31 December 2023	1,786
Depreciation and impairment	
At 1 January 2023	471
Depreciation charged in the year	534
	<u>1,005</u>
At 31 December 2023	1,005
Carrying amount	
At 31 December 2023	781
	<u>781</u>
At 31 December 2022	236
	<u>236</u>

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

11 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Other debtors	777	1,355
Prepayments and accrued income	2,083	-
	<u>2,860</u>	<u>1,355</u>

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	1,020	1,036
Other creditors	2,846	3,104
	<u>3,866</u>	<u>4,140</u>

13 Retirement benefit schemes

	2023	2022
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>1,321</u>	<u>1,835</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

14 Restricted funds

Restricted funds represent unused balances on donations and grants received from Arts Council.

	Balance at 1 January 2023	Movement in funds				Balance at 31 December 2023
		Income	Expenditure	Transfers	Gains and losses	
	£	£	£	£	£	£
Arts Council	17,358	-	-	-	-	17,358

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	108,323	130,777	(180,923)	58,177
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 January 2022	Incoming resources	Resources expended	At 31 December 2022
	£	£	£	£
General funds	128,499	175,632	(195,808)	108,323
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

16 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2023 are represented by:						
Tangible assets	781	-	781	236	-	236
Current assets/(liabilities)	57,396	17,358	74,754	108,087	17,358	125,445
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	58,177	17,358	75,535	108,323	17,358	125,681
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

17 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

England & Wales - Charity number 1181744

Accounts

Charity registration number 1181744

Company registration number 11397556 (England and Wales)

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Lindley K Kennedy Dr M Ellis P McCall A Wincel P Thompson S Smith
Charity number	1181744
Company number	11397556
Registered office	82 St Johns Street London Buckinghamshire EC1M 4JN
Independent examiner	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

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ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their annual report and financial statements for the year ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The Robert F. Kennedy Human Rights UK Limited exists to promote human rights for the public benefit throughout England and Wales. The charity's objectives, as set out in its Articles of Association, are to:

1. Educate the public about human rights by working with students and teachers, developing curricula, and providing teaching tools and resources.
2. Raise awareness of and promote public support for human rights by creating public platforms such as a festival of human rights.
3. Promote respect for human rights among individuals and corporations.

The charity's programs are educational, creative, and aim to inspire, educate, and empower young people to become Ripples of Hope in their communities and around the world.

Activities

During the year, the Robert F. Kennedy Human Rights UK Limited has undertaken the following activities:

Speak Truth to Power Education Programme:

The Speak Truth to Power education programme is firmly rooted in the lives and realities of students, promoting human skills that underpin human rights. The program consists of four inter-connected strands:

1. **Mindsets for Change:** A learning outcome framework that equips young people with fundamental qualities and human skills to believe in human rights, act on human rights, and develop resilience, confidence, and agency.
4. **Classroom Resources:** The creation of three programs with resources designed to root human rights firmly in the lives of students, covering local struggles for human rights, human rights leaders, and ways people come together to drive change.
5. **Teacher Training:** Developing and delivering teacher training on human rights, introducing teachers to resources and how they can be deployed, covering power & privilege and creating safe spaces for difficult discussions.
6. **Connection to Ripples of Hope:** Partnering with human rights activists to share what it means to make human rights a reality, allowing pupils to meet and talk to people from their communities and beyond who have driven change.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Human Rights Day:

In celebration of Human Rights Day 2022, limited edition packs were created for Speak Truth to Power schools. These packs included a Human Rights Day booklet, Human Rights Hero certificates, Movement for Change playing cards, disposable cameras, and Speak Truth to Power badges.

RFK Video Campaigns:

Several promotional videos were produced to demonstrate the organisation's mission, work, and impact. These videos will be featured on the website and social media channels, with plans for paid advertising campaigns to maximize online reach and engagement.

1. RFK Overview https://drive.google.com/drive/u/0/folders/18nk-Ec2PE8jTXGqsSY_ZXhjPTOG8Zii1
2. Case Study – Overview <https://drive.google.com/file/d/1niOXxQmTzfPWRT371qSxMTligMNMlvN/view?usp=sharing>
3. Case Study - Teachers Perspective <https://drive.google.com/file/d/1xAU3ljOq8MVZOPbUaV1BMjwKhc7-hWJf/view?usp=sharing>
4. Case Study - Students Perspective <https://drive.google.com/file/d/1qj2Yv5itVToA7GDnVNcinDxIFnriPIXi/view?usp=sharing>
5. Case Study - Speaker's Perspective https://drive.google.com/file/d/1yrZ8_wAdB9zcoX50yBDrKW1utoKO4Ncs/view?usp=sharing

Social Media:

The organization has maintained an active presence on social media platforms, including Instagram and Twitter, commenting on national and UN awareness days, breaking news stories, and engaging with a socially conscious audience.

Website:

While the new website is under development, the current website has been updated to align with brand guidelines, communicate the organisation's work clearly, and increase mailing list sign-ups.

Speak Truth to Power School Hub Feedback:

User navigation and interface of the schools Zone have been tested with newly established School Hubs and their Lead Educators. Feedback is being collected to improve the experience.

Public Benefit

The decisions and actions of individuals collectively shape our society's reality. Human rights serve as a crucial framework, encapsulating people's fundamental rights and interests for the public benefit. Our programs raise awareness of human rights and foster a culture where individuals and organizations actively work to make these rights a reality. This work has a clear public benefit, offering immediate and tangible benefits to individuals and, as the public comprises individuals, also ensuring a collective benefit from secured human rights.

Moreover, the wider community benefits from the perception that everyone's fundamental rights are being protected, even if this benefit is less tangible. This perception justifies treating the promotion of human rights as a charitable purpose. The trustees of Robert F. Kennedy Human Rights UK are aware of the Charity Commission guidance on public benefit and consistently prioritize it in all aspects of the charity's work.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and Performance

The organisation has achieved various milestones and initiatives throughout the year, including:

- Developing and refining the website wireframes to create a new website with a schools Zone area.
- Producing videos showcasing the organization's mission and impact, along with case study videos for schools.
- Maintaining a strong social media presence, commenting on important human rights topics and engaging with followers.
- Establishing Hub Schools to aid in the growth and expansion of the Speak Truth to Power program nationally.
- Offering speaker finding services and exploring the development of a Human Rights podcast.
- Working on co-produced animated videos exploring the basics of human rights.
- Hosting workshops and events to celebrate Human Rights Day and engage students in the Speak Truth to Power program.

Financial review

The trustees remain committed to conducting a bi-annual financial audit, ensuring transparency and accountability in managing the charity's finances.

Reserve policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. As the charity is still in its development phase and because of the irregular nature of the spending, the charity aims to achieve this target of reserve level in next 1-2 years.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The key priority for the charity - in risk mitigation as an early stage charity - is the development of sustainable and varied sources of income over the next two to three years and implementing a model of delivery that can be adjusted to the resources available.

We believe that the COVID-19 pandemic has only accelerated the urgency and need for our work. We have adjusted the scale and trajectory of our programmes to take into consideration the potential revenue implications of COVID-19 and to ensure we work closely with our partner schools to meet their needs throughout the pandemic.

We have continued to reduce or delay all outgoings to the minimum for continued operation. Spending towards speculative revenue generation has been halted (e.g. we have paused working with a consultancy to produce applications to funding bodies until we know the funding bodies are resuming making grants).

Any new spend towards programmes, beyond the existing consultancy agreements, can only be committed to once we know additional funding or income is confirmed.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

The charity is a private company limited by guarantee without share capital.

The charity is governed by its Articles of Association and an Affiliate Agreement with its affiliate organisation, Robert F. Kennedy Human Rights based in the USA.

The trustees were appointed to cover a range of skills and areas of guidance and expertise including; Education, Human Rights, Charity & Fundraising, Development, Communications and the Business & Investment Community.

Further details around recruitment and appointment: all potential new trustees are identified by the Board (working to principles and requirements for good and equitable governance and diversity), interviewed by multiple Board members and due diligence is conducted before a recommendation is put to the full Board to vote on. All trustees are join with full sight of our Role of the Trustee policy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Lindley

K Kennedy

E Levine

(Resigned 22 February 2022)

Dr M Ellis

P McCall

H Patel

(Resigned 31 December 2022)

A Wincel

N Uddin

(Resigned 28 February 2023)

P Thompson

S Smith

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The trustees' report was approved by the Board of Trustees.

P Lindley

Trustee

Dated: 1 August 2023

Dr M Ellis

Trustee

Dated: 1 August 2023

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

I report to the trustees on my examination of the financial statements of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED (the charity) for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Anthony Epton BA FCA CTA FCIE

Goldwins Limited
75 Maygrove Road
West Hampstead
London
NW6 2EG

Dated: 23 August 2023

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
	Notes						
Income from:							
Donations	2	175,632	17,358	192,990	362,438	47,855	410,293
Charitable activities	3	-	-	-	63,276	-	63,276
Total income		<u>175,632</u>	<u>17,358</u>	<u>192,990</u>	<u>425,714</u>	<u>47,855</u>	<u>473,569</u>
Expenditure on:							
Cost of raising funds	4	1,835	-	1,835	612	-	612
Charitable activities	5	193,973	-	193,973	387,946	138,241	526,187
Total expenditure		<u>195,808</u>	<u>-</u>	<u>195,808</u>	<u>388,558</u>	<u>138,241</u>	<u>526,799</u>
Net (expenditure)/income for the year							
Net movement in funds		(20,176)	17,358	(2,818)	37,156	(90,386)	(53,230)
Fund balances at 1 January 2022		<u>128,499</u>	<u>-</u>	<u>128,499</u>	<u>91,343</u>	<u>90,386</u>	<u>181,729</u>
Fund balances at 31 December 2022		<u><u>108,323</u></u>	<u><u>17,358</u></u>	<u><u>125,681</u></u>	<u><u>128,499</u></u>	<u><u>-</u></u>	<u><u>128,499</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	11		236		474
Current assets					
Debtors	12	1,355		21,096	
Cash at bank and in hand		128,230		115,582	
		<u>129,585</u>		<u>136,678</u>	
Creditors: amounts falling due within one year	13	<u>(4,140)</u>		<u>(8,653)</u>	
Net current assets			125,445		128,025
Total assets less current liabilities			<u>125,681</u>		<u>128,499</u>
Income funds					
Restricted funds	14	17,358		-	
Unrestricted funds		108,323		128,499	
		<u>125,681</u>		<u>128,499</u>	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 1 August 2023

P Lindley
Trustee

Dr M Ellis
Trustee

Company registration number 11397556

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED is a private company limited by guarantee incorporated in England and Wales. The registered office is 82 St Johns Street, London, Buckinghamshire, EC1M 4JN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.5 Expenditure

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 of the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities 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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% SL
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

2 Donations

	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Donations and gifts	175,632	17,358	192,990	362,438	47,855	410,293

3 Charitable activities

	2022 £	2021 £
Conference income	-	63,276

4 Cost of raising funds

	Unrestricted funds	Unrestricted funds
	2022 £	2021 £
<u>Fundraising and publicity</u>		
Other fundraising costs	1,835	612
	1,835	612

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

5 Charitable activities

	2022 £	2021 £
Staff costs	88,702	124,436
Depreciation and impairment	238	233
Direct project costs	-	290,835
	<u>88,940</u>	<u>415,504</u>
Share of support costs (see note 6)	94,747	104,057
Share of governance costs (see note 6)	10,286	6,626
	<u>193,973</u>	<u>526,187</u>
Analysis by fund		
Unrestricted funds	193,973	387,946
Restricted funds	-	138,241
	<u>-</u>	<u>138,241</u>

6 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Advertising & Marketing	7,700	-	7,700	54,262	-	54,262
Consultancy	71,536	-	71,536	-	-	-
Office running costs	3,467	-	3,467	18,365	-	18,365
Travelling costs	10,818	-	10,818	31,060	-	31,060
Other costs	1,226	-	1,226	370	-	370
Audit fees	-	2,333	2,333	-	2,500	2,500
Legal and professional	-	1,037	1,037	-	3,199	3,199
Accountancy and bookkeeping	-	6,916	6,916	-	927	927
	<u>94,747</u>	<u>10,286</u>	<u>105,033</u>	<u>104,057</u>	<u>6,626</u>	<u>110,683</u>
Analysed between Charitable activities	<u>94,747</u>	<u>10,286</u>	<u>105,033</u>	<u>104,057</u>	<u>6,626</u>	<u>110,683</u>

Governance costs includes payments to the auditors of £2,333 (2021- £2,500 for audit fees) for independent examination.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

7 Net movement in funds	2022	2021
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	2,333	2,500
Depreciation of owned tangible fixed assets	238	233
	<u> </u>	<u> </u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Total	1	1
	<u> </u>	<u> </u>
Employment costs	2022	2021
	£	£
Wages and salaries	83,475	110,053
Social security costs	3,392	12,433
Other pension costs	1,835	1,950
	<u> </u>	<u> </u>
	88,702	124,436
	<u> </u>	<u> </u>

The total employee benefits of the key management personnel were £71,264 (2021: £72,620).

The charity trustees were not paid or received any other benefits from employment with the Company in the year (2021: Nil). Neither were they reimbursed expenses during the year (2021: Nil). No charity trustee received payment for professional or other services supplied to the charity (2021: Nil).

The number of employees whose annual remuneration was £60,000 or more were:

	2022	2021
	Number	Number
£60,000 - £69,999	1	-
£80,000 - £89,999	-	1
	<u> </u>	<u> </u>

10 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

11 Tangible fixed assets

	Computers £
Cost	
At 1 January 2022	707
At 31 December 2022	707
Depreciation and impairment	
At 1 January 2022	233
Depreciation charged in the year	238
At 31 December 2022	471
Carrying amount	
At 31 December 2022	236
At 31 December 2021	474

12 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	-	15,413
Other debtors	1,355	5,683
	1,355	21,096

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,036	4,427
Accruals and deferred income	3,104	4,226
	4,140	8,653

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

14 Restricted funds

Restricted funds represent unused balances on donations and grants received from Arts Council.

	Balance at 1 January 2021	Income	Expenditure	Balance at 1 January 2022	Movement in funds				Balance at 31 December 2022
					Income	Expenditure	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£	£	£	£
Schools Wellbeing Project	90,386	-	(90,386)	-	-	-	-	-	-
Poetic Declaration 2021	-	47,855	(47,855)	-	-	-	-	-	-
Arts Council	-	-	-	-	17,358	-	-	-	17,358
	<u>90,386</u>	<u>47,855</u>	<u>(138,241)</u>	<u>-</u>	<u>17,358</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>17,358</u>

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

15 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:						
Tangible assets	236	-	236	474	-	474
Current assets/(liabilities)	108,087	17,358	125,445	128,025	-	128,025
	<u>108,323</u>	<u>17,358</u>	<u>125,681</u>	<u>128,499</u>	<u>-</u>	<u>128,499</u>

16 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

England & Wales - Charity number 1181744

Accounts

Charity registration number 1181744

Company registration number 11397556 (England and Wales)

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Lindley K Kennedy Dr M Ellis P McCall H Patel A Wincel N Uddin P Thompson S Smith
Charity number	1181744
Company number	11397556
Registered office	Office 21 275 Deansgate Manchester M3 4EL
Auditor	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG

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ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees present their annual report and financial statements for the year ended 31 December 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The purposes of the charity, as set out in its Articles of Association:

The charity's purpose or objects are to promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) for the public benefit throughout England and Wales by:

1. (a) educating the public about human rights including by working with students of different ages and their teachers, developing curricula and providing teaching tools and resources;
2. (b) raising awareness of and promoting public support for human rights including by creating public platforms such as a festival of human rights; and
3. (c) promoting respect for human rights among individuals and corporations.

Robert F. Kennedy Human Rights UK exists to inspire and empower young people to make decisions and take actions every day that will help make human rights a reality for all – to become Ripples of Hope in their communities and across the world.

Our programmes are educational, creative and social impact platforms that tell a local story of human rights to inspire and build long-term cultural change.

During the year our Executive Director resigned and the Trustees ran an open and comprehensive process of recruitment to find a successor. Our new Executive Director took her post in September 2021 after a smooth handover.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Activities

Speak Truth To Power Education Programme:

If our young people are to build a more just and tolerant world, they need to be empowered with the mindsets, attitudes, skills and knowledge to take action. *Speak Truth To Power* is our human rights education programme that is firmly located in the lives and reality of students – and above all speaks to the human skills that underpin human rights, which empower us to overcome our divisions; reject hatred for compassion; move from despair to hope; and take the actions that can make human rights reality for all in society.

Our education programme is built on the success of our affiliate, Robert F. Kennedy Human Rights (US), whose Speak Truth To Power education programme has been taught in more than 12 countries around the world over the last decade. Inspired by their work and informed by their experience of human rights education in different global contexts, we have developed a transformative new human rights programme tailored to the UK context and the English curriculum in particular.

Working with educationalists, child psychologists, artists, human rights experts and activists, we have created a flexible programme that can be deeply embedded in the work of schools. It has been carefully designed to offer a profound and personal experience to pupils with a lasting impact.

It currently consists of four inter-connected strands:

1. **Mindsets for Change** is our learning outcome framework. These are the fundamental qualities and human skills that young people need in order to believe in human rights; act on human rights; and develop resilience, confidence and agency in a fast-moving world.
2. **Classroom Resources** – We have created three programmes with enough resources for at least 6 hours each that can be taught across different subjects and in different formats. Our resources each root human rights firmly in the lives of students, covering local struggles for human rights, human rights leaders, and how people come together to drive change. Each programme works to develop the Mindsets for Change in students and is designed to be experiential and creative – taking students from developing their understanding of themselves, all the way to developing their agency in the world.
3. **Teacher Training** – we have developed and delivered teacher training on Human Rights, which introduces teachers to the resources and how they can be deployed. Training also covers power & privilege, how to create safe spaces for difficult discussions, and how to provide support for individuals affected.
4. **Connection to Ripples of Hope** – we connect our partner schools with human rights activists who can go to the school and share what it means to make human rights a reality. In practice, this means pupils meeting and talking to people from their own communities and beyond who have driven change and supported projects that make human rights a reality.

We work with partner schools on a multi-year engagement to develop specific activations that mean human rights become a regular, repeated and sustained part of every student's learning.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2021*

The Ripples of Hope Festival:

The Ripples of Hope Festival celebrated the power of people to make human rights a reality for all. It took place in Greater Manchester from the 15th - 19th September 2021, The Ripples of Hope Festival is a new, unique festival for all of us to:

- Think about the challenges we face as communities and as humanity;
- Celebrate the power of people to make change; and
- Explore how we can - together - take action to make human rights a reality in our communities and across the world.

Supported by Manchester City Council, we brought together the arts, business, communities, activists, NGOs and the public to tell a new local and actionable story about human rights - one that is rooted in communities and the everyday.

We worked closely with the people of Greater Manchester to create the Festival. Together, we held 'Gatherings' - workshops - with hundreds of people to ensure the Festival covered the issues that matter; shared the stories that should be heard; and was truly of Manchester and could be shared across the world.

Curated by Jude Kelly CBE, the Festival consisted of a range of cultural, artistic and human rights related formats and content, from workshops and creative collaborations to debates and artistic performances.

The Festival created a space for collaboration and learning as well as a platform for celebration and commitment to the cause of making human rights reality.

Our vision is to build the Festival to be an international events platform by 2025.

The Ripples of Hope Business & Investment Summit:

An annual leadership development summit for senior decision-makers from the business & investment communities to consider their role, and that of their organisation, in creating a more human world in a time of unrelenting disruption.

The future is uncertain. Yet we know that, if humanity is to succeed, we need to create a world in which everyone can thrive. 'Business as usual' is no longer enough - if we are to create a future that truly serves humanity, human rights must be a dynamic in business that goes beyond compliance: they must be at the heart of organisational leadership, strategy and culture. And so, working with development experts Leaders' Quest, we have developed this summit as a unique space for senior decision-makers to understand how they and their organisations can make human rights a reality.

After two postponements due to the COVID pandemic the summit took place at HOME Mcr on 15 September 2021 as the first event opening the inaugural Ripples of Hope Festival.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) ***FOR THE YEAR ENDED 31 DECEMBER 2021***

PUBLIC BENEFIT

The reality of our society is created by people's decisions and actions, together and individually. Human rights is the best articulation and codification of people's basic interests and fundamental rights - the public benefit - that humanity has ever found.

Our programmes work for the public benefit by raising awareness of human rights and promoting a culture in which people and organisations make decisions and take actions that make human rights a reality.

As such, there is a clear public benefit in the work that we undertake. In respect to individuals the benefit of secure human rights is immediate and tangible. As 'the public' is a collection of individuals there is also therefore a collective benefit of secured human rights. However, with regards to the wider community, there is also a less tangible but no less significant benefit that arises from the perception that the fundamental rights of all members of the community are being protected. This perception provides sufficient benefit to the community in that it justifies treating the promotion of human rights as a charitable purpose in its own right.

The trustees of Robert F. Kennedy Human Rights UK are aware of the Charity Commission guidance on public benefit and consistently seek to ensure this is at the forefront of all of the charity's work.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

ACHIEVEMENTS AND PERFORMANCE

Speak Truth To Power Education Programme.

Now in its third/fourth year, a requirement for a clearer structure of onboarding and delivery of STTP is emerging. At the start of 2022, all STTP schools and lead educators were contacted for honest feedback on their journey so far.

Following this feedback, we are reassessing the way in which teachers can access both training and resources, as well as developing a more effective way for schools to communicate their work with Robert F. Kennedy Human Rights UK, each other and the wider communities. Resource development for both Primary and Secondary is also being reviewed to ensure what is being created is appropriate for use.

- What has previously been a 'drip-fed' process to resources will change to ensure that teachers can access all resources at any time via a new online portal.
- The method of teacher training is also being reviewed, with a more time-flexible approach being adopted. Lengthy, fixed schedule, online training sessions will be swapped for smaller bitesize training resources and videos so that lead educators can access these via the portal at a time that is most suitable for them.
- An STTP newsletter is also being developed, to encourage participating schools to share more of their work with both the organisation and each other. A set of Social Media resources are also being developed for schools to access.
- Partnerships development with key participating schools to give them 'Hub School' status. They will be an example of best practice to other schools having their hub lead on the continued development of Human Rights education.
- In line with the Robert F. Kennedy Human Rights US (and Affiliates) Speak Truth To Power programme, we want to work towards not just Human Rights education within schools, but the adoption of a Human Rights culture within both schools, and the wider communities.

Greater Manchester Poetic Declaration of Human Rights (GMPDHR) - In conjunction with Curious Minds, an organization that brings art and culture to children and young people, in 2021 we launched the inaugural Greater Manchester Poetic Declaration of Human Rights competition. Children and young people from across the region were encouraged to choose one of the 30 Human Rights declarations, and interpret that into their own poetic work. We received submissions from 14 different schools, including Primary, Secondary and SEN, totalling over 250 unique entries. A panel of judges, including prominent regional Human Rights activists, then selected 30 poems, one per declaration, to make up the first GMPDHR that was then published both online, and printed versions were sent to all participating schools.

The GMPDHR was due to launch and be celebrated at a specially curated schools event at Home in Manchester City Centre on 10th Dec (World Human Rights Day) however due to changing Covid-19 circumstances, this in-person event had to be cancelled, and the event programme was converted into a 1 hour 'plug and play' piece of digital content that schools could watch in-house. Event packs were produced and sent through the post to each school to support this digital content.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2021**

Ripples of Hope Festival

Having postponed the Festival twice due to the COVID pandemic the Festival finally took place at HOME Mcr from 15-19th September 2021. The Festival, had to be re-shaped in light of the pandemic and moved from being a solely in-person event to hybrid, with both in person events and events streamed live online.

FEATURE EVENTS INCLUDED:

Soul Journey to Truth Exhibition (17th May – 6th June 2021)

Ripples of Hope Schools Day

Feasts of Hope which took place across Greater Manchester

In Conversation with Hillary Rodham Clinton

PEN HG Wells Lecture: Elif Shafak

Poetic Universal Declaration of Human Rights Poetic Galas – curated & hosted by Simon Armitage CBE. Poetry contributed a creative thread throughout the entire Festival

Creative Installations & Performances

WEEKEND TO INSPIRE THEMES:

Dignity & Justice (Including sessions with Baroness Helena Kennedy, Amelia Gentleman, David Tovey, Daniel Gorman)

Equity & Equality (Including sessions with Gary Younge, Mandu Reid, Peter Tatchell, Ruth Daniel)

Activism & Participation (including sessions with Ahdaf Soueif, Emmanuel Jal)

Arts & Culture (including sessions with Esme Ward)

Environment & the Planet (Including sessions with Sir Tim Smit, Kailash Satyarthi, Paul Lindley OBE)

SUPPORTERS & SPONSORS INCLUDED:

Manchester City Council

HOME Mcr

Greater Manchester Combined Authority

Arts Council England

Belong

Equilibrium Foundation

Northwest Leadership Business Team

Marshalls

Porter Novelli

Roland Dransfield

www.ripplesofhopefestival.org

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

Ripples of Hope Business & Investment Summit

2021 saw our second Ripples of Hope Business & Investment Summit take place in September 2021:

75 senior business decision-makers came together to begin to build a community committed to creating a better world, through an immersive day:

- THE FUTURE WE WANT - opening plenary with Q&A
- A REGENERATIVE FUTURE - workshops facilitated by Volans
 - Why regeneration is a timely concept – what it means and why it matters
 - Evidence that purposeful, regenerative strategies will thrive in the 2020s
 - From baby steps to big ambitions – how companies can start their regenerative journeys.
- YOUR NEXT STEP TO A REGENERATIVE FUTURE
 - How you engage, direct and motivate your people. Facilitated by Volans
 - How you build relationships with the community you exist within. Facilitated by Belong - The Cohesion & Integration Network
 - How you build a mutually beneficial ecosystem with your customers, partners and suppliers. Facilitated by SomethingMoreNear

Delegates heard from incredible speakers, including:

- Mac Macartney
- Kenny Imafadon
- Amy Clarke
- Shalni Arora
- Charmain Love
- Fenella Gray
- Paul Polman
- Kerry Kennedy
- Dermot McDonogh

www.ripplesofhopefestival.org/2021summit

Financial review

The trustees are committed to undertaking a financial audit annually, regardless of whether turnover thresholds are met to make this a requirement from the Charities Commission.

The financial statements for the year show an income of £473,569 (2020: £338,097) for the year ended 31 December 2021. After expenditure of £526,799 (2020: £290,443) there was a deficit of £53,230 (2020: surplus of £47,654).

All funds held at the year end are unrestricted. As a result of the funds received during the year, the unrestricted reserves balance as at the year end was £128,499 (2020: £91,343) and restricted fund balance at the year end was £Nil (2020: £90,386). The trustees aim to sustain the level of reserves in line with its policy stated below.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Reserve policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. As the charity is still in its development phase and because of the irregular nature of the spending, the charity aims to achieve this target of reserve level in next 1-2 years.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The key priority for the charity - in risk mitigation as an early stage charity - is the development of sustainable and varied sources of income over the next two to three years and implementing a model of delivery that can be adjusted to the resources available.

We believe that the COVID-19 pandemic has only accelerated the urgency and need for our work. We have adjusted the scale and trajectory of our programmes to take into consideration the potential revenue implications of COVID-19 and to ensure we work closely with our partner schools to meet their needs throughout the pandemic

We have continued to reduce or delay all outgoings to the minimum for continued operation. Spending towards speculative revenue generation has been halted (e.g. we have paused working with a consultancy to produce applications to funding bodies until we know the funding bodies are resuming making grants).

Any new spend towards programmes, beyond the existing consultancy agreements, can only be committed to once we know additional funding or income is confirmed.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The charity is a private company limited by guarantee without share capital.

The charity is governed by its Articles of Association and an Affiliate Agreement with its affiliate organisation, Robert F. Kennedy Human Rights based in the USA.

The trustees were appointed to cover a range of skills and areas of guidance and expertise including; Education, Human Rights, Charity & Fundraising, Development, Communications and the Business & Investment Community.

Further details around recruitment and appointment: all potential new trustees are identified by the Board (working to principles and requirements for good and equitable governance and diversity), interviewed by multiple Board members and due diligence is conducted before a recommendation is put to the full Board to vote on. All trustees are join with full sight of our Role of the Trustee policy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Lindley

K Kennedy

E Levine

(Resigned 22 February 2022)

Dr M Ellis

P McCall

H Patel

A Wincel

N Uddin

P Thompson

S Smith

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2021*

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Auditor

In accordance with the company's articles, a resolution proposing that Goldwins Limited be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

P Lindley

Trustee

Dated: 28 July 2022

H Patel

Trustee

Dated: 28 July 2022

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees, who are also the directors of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- 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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate 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 Companies Act 2006. 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.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

Opinion

We have audited the financial statements of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activities, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton (Senior Statutory Auditor)

for and on behalf of Goldwins Limited

28 July 2022

Chartered Accountants

Statutory Auditor

75 Maygrove Road

West Hampstead

London

NW6 2EG

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
	Notes						
Income from:							
Donations	2	362,438	47,855	410,293	183,119	145,276	328,395
Charitable activities	3	63,276	-	63,276	-	9,702	9,702
Total income		425,714	47,855	473,569	183,119	154,978	338,097
Expenditure on:							
Cost of raising funds	4	612	-	612	-	5,262	5,262
Charitable activities	5	387,946	138,241	526,187	162,747	122,434	285,181
Total expenditure		388,558	138,241	526,799	162,747	127,696	290,443
Transfers between funds		-	-	-	42,000	(42,000)	-
Net income/(expenditure) for the year							
Net movement in funds		37,156	(90,386)	(53,230)	62,372	(14,718)	47,654
Fund balances at 1 January 2021		91,343	90,386	181,729	28,971	105,104	134,075
Fund balances at 31 December 2021		128,499	-	128,499	91,343	90,386	181,729

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	10		474		-
Current assets					
Debtors	11	21,096		31,668	
Cash at bank and in hand		115,582		160,275	
		<u>136,678</u>		<u>191,943</u>	
Creditors: amounts falling due within one year	12	<u>(8,653)</u>		<u>(10,214)</u>	
Net current assets			128,025		181,729
Total assets less current liabilities			<u>128,499</u>		<u>181,729</u>
Income funds					
Restricted funds	13		-		90,386
Unrestricted funds			128,499		91,343
			<u>128,499</u>		<u>181,729</u>

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 28 July 2022

P Lindley
Trustee

H Patel
Trustee

Company registration number 11397556

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

Charity information

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED is a private company limited by guarantee incorporated in England and Wales. The registered office is Office 21, 275 Deansgate, Manchester, M3 4EL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

(Continued)

1.5 Expenditure

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 of the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities 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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% SL
-----------	--------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

2 Donations

	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
Donations and gifts	362,438	47,855	410,293	183,119	145,276	328,395

3 Charitable activities

	2021 £	2020 £
Conference income	63,276	9,702

4 Cost of raising funds

	Unrestricted funds	Restricted funds
	2021 £	2020 £
<u>Fundraising and publicity</u>		
Other fundraising costs	612	5,262
	612	5,262

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

5 Charitable activities

	2021 £	2020 £
Staff costs	124,436	88,731
Depreciation and impairment	233	-
Direct project costs	290,835	170,397
	<u>415,504</u>	<u>259,128</u>
Share of support costs (see note 6)	104,057	22,469
Share of governance costs (see note 6)	6,626	3,584
	<u>526,187</u>	<u>285,181</u>
Analysis by fund		
Unrestricted funds	387,946	162,747
Restricted funds	138,241	122,434
	<u>526,187</u>	<u>285,181</u>

6 Support costs

	Support costs £	Governance costs £	2021 £	Support costs £	Governance costs £	2020 £
Advertising & Marketing	54,262	-	54,262	9,773	-	9,773
Office running costs	18,365	-	18,365	6,792	-	6,792
Travelling costs	31,060	-	31,060	5,780	-	5,780
Other costs	370	-	370	124	-	124
Audit fees	-	2,500	2,500	-	2,350	2,350
Legal and professional	-	3,199	3,199	-	-	-
Accountancy and bookkeeping	-	927	927	-	1,234	1,234
	<u>104,057</u>	<u>6,626</u>	<u>110,683</u>	<u>22,469</u>	<u>3,584</u>	<u>26,053</u>
Analysed between Charitable activities	<u>104,057</u>	<u>6,626</u>	<u>110,683</u>	<u>22,469</u>	<u>3,584</u>	<u>26,053</u>

Governance costs includes payments to the auditors of £2,500 (2020- £2,350) for audit fees.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

7	Net movement in funds	2021	2020
		£	£
	Net movement in funds is stated after charging/(crediting)		
	Fees payable to the company's auditor for the audit of the company's financial statements	2,500	2,350
	Depreciation of owned tangible fixed assets	233	-
		<u>2,733</u>	<u>2,350</u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
	3	1
	<u>3</u>	<u>1</u>

Employment costs

	2021	2020
	£	£
Wages and salaries	110,053	81,355
Social security costs	12,433	6,062
Other pension costs	1,950	1,314
	<u>124,436</u>	<u>88,731</u>

The total employee benefits of the key management personnel were £72,620 (2020: £88,731).

The charity trustees were not paid or received any other benefits from employment with the Company in the year (2019: Nil). Neither were they reimbursed expenses during the year (2020: Nil). No charity trustee received payment for professional or other services supplied to the charity (2020: Nil).

The number of employees whose annual remuneration was £60,000 or more were:

	2021	2020
	Number	Number
£60,000 - £69,999	1	-
£80,000 - £89,999	-	1
	<u>1</u>	<u>1</u>

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

10 Tangible fixed assets

	Computers £
Cost	
Additions	707
At 31 December 2021	707
Depreciation and impairment	
Depreciation charged in the year	233
At 31 December 2021	233
Carrying amount	
At 31 December 2021	474

11 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	15,413	28,000
Other debtors	5,683	3,668
	21,096	31,668

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	4,427	7,855
Accruals and deferred income	4,226	2,359
	8,653	10,214

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

13 Restricted funds

Restricted funds represent unused balances on donations and grants held on trust for Festival 2021 and Poetic Declaration 2021.

	Balance at 1 January 2020	Movement in funds		Balance at 1 January 2021	Income	Expenditure	Transfers	Revaluations, gains and losses	Balance at 31 December 2021
		Transfers	Revaluations, gains and losses						
	£	£	£	£	£	£	£	£	£
Festival 2021	90,386	-	-	-	-	(90,386)	-	-	-
Poetic Declaration 2021	-	-	-	-	47,855	(47,855)	-	-	-
	<u>90,386</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>47,855</u>	<u>(138,241)</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u><u>90,386</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>47,855</u></u>	<u><u>(138,241)</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

14 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 December 2021 are represented by:						
Tangible assets	474	-	474	-	-	-
Current assets/ (liabilities)	128,025	-	128,025	91,343	90,386	181,729
	<u>128,499</u>	<u>-</u>	<u>128,499</u>	<u>91,343</u>	<u>90,386</u>	<u>181,729</u>

15 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

England & Wales - Charity number 1181744

Accounts

Charity Registration No. 1181744

Company Registration No. 11397556 (England and Wales)

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P Lindley	
	K Kennedy	
	E Levine	
	Dr M Ellis	
	P McCall	
	H Patel	
	A Wincel	
	N Uddin	(Appointed 26 May 2020)
	P Thompson	(Appointed 20 April 2020)
	S Smith	
Charity number	1181744	
Company number	11397556	
Registered office	Office 21 275 Deansgate Manchester M3 4EL	
Auditor	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG	

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

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ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees present their report and financial statements for the year ended 31 December 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note note01 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The purposes of the charity, as set out in its Articles of Association:

The charity's purpose or objects are to promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) for the public benefit throughout England and Wales by:

1. (a) educating the public about human rights including by working with students of different ages and their teachers, developing curricula and providing teaching tools and resources;
2. (b) raising awareness of and promoting public support for human rights including by creating public platforms such as a festival of human rights; and
3. (c) promoting respect for human rights among individuals and corporations.

Robert F. Kennedy Human Rights UK exists to inspire and empower people to make decisions and take actions every day that will help make human rights a reality for all – to become Ripples of Hope in their communities and across the world.

Our programmes are educational, creative and social impact platforms that tell a local story of human rights to inspire and build long-term cultural change.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

Activities

Speak Truth To Power Education Programme:

If our young people are to build a more just and tolerant world, they need to be empowered with the mindsets, attitudes, skills and knowledge to take action. *Speak Truth To Power* is our human rights education programme that is firmly located in the lives and reality of students – and above all speaks to the human skills that underpin human rights, which empower us to overcome our divisions; reject hatred for compassion; move from despair to hope; and take the actions that can make human rights reality for all in society.

Our education programme is built on the success of our affiliate, Robert F. Kennedy Human Rights (US), whose Speak Truth To Power education programme has been taught in more than 12 countries around the world over the last decade. Inspired by their work and informed by their experience of human rights education in different global contexts, from Canada to Cambodia, we have developed a transformative new human rights programme tailored to the UK context and the English curriculum in particular.

Working with educationalists, child psychologists, artists, human rights experts and activists, we have created a flexible programme that can be deeply embedded in the work of schools. It has been carefully designed to offer a profound and personal experience to pupils with a lasting impact.

It currently consists of four inter-connected strands:

1. **Mindsets for Change** is our learning outcome framework. These are the fundamental qualities and human skills that young people need in order to believe in human rights; act on human rights; and develop resilience, confidence and agency in a fast-moving world.
2. **Classroom Resources** – We have created three programmes with enough resources for at least 6 hours each that can be taught across different subjects and in different formats. Our resources each root human rights firmly in the lives of students, covering local struggles for human rights, human rights leaders, and how people come together to drive change. Each programme works to develop the Mindsets for Change in students and is designed to be experiential and creative – taking students from developing their understanding of themselves, all the way to developing their agency in the world.
3. **Teacher Training** – we have developed and delivered teacher training on Human Rights, which introduces teachers to the resources and how they can be deployed. Training also covers power & privilege, how to create safe spaces for difficult discussions, and how to provide support for individuals affected.
4. **Connection to Ripples of Hope** – we connect our partner schools with human rights activists who can go to the school and share what it means to make human rights a reality. In practice, this means pupils meeting and talking to people from their own communities and beyond who have driven change and supported projects that make human rights a reality.

We work with partner schools on a multi-year engagement to develop specific activations that mean human rights become a regular, repeated and sustained part of every student's learning.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

The Ripples of Hope Festival:

The Ripples of Hope Festival celebrates the power of people to make human rights a reality for all. Planned to take place in Greater Manchester from the 15th – 19th September 2021, The Ripples of Hope Festival is a new, unique festival for all of us to:

- Think about the challenges we face as communities and as humanity;
- Celebrate the power of people to make change; and
- Explore how we can – together – take action to make human rights a reality in our communities and across the world.

Supported by Manchester City Council, we are bringing together the arts, business, communities, activists, NGOs and the public to tell a new local and actionable story about human rights - one that is rooted in communities and the everyday.

We are working closely with the people of Greater Manchester to create the Festival. Together, we've held 'Gatherings' – workshops – with hundreds of people to ensure the Festival covers the issues that matter; shares the stories that should be heard; and is truly of Manchester and to be shared across the world. The Ripples of Hope Festival was launched on the 30 January 2020 with a live event at HOME Mcr.

Curated by Jude Kelly CBE, the Festival will consist of a range of cultural, artistic and human rights related formats and content, from workshops and creative collaborations to debates, awards and concerts. The Festival will be a space for collaboration and learning as well as a platform for celebration and commitment to the cause of making human rights reality. Our vision is to build the Festival to be an international events platform by 2025.

The Ripples of Hope Business & Investment Summit:

An annual leadership development summit – the first of which was held on the 30 January 2020 – for senior decision-makers from the business & investment communities to consider their role, and that of their organisation, in creating a more human world in a time of unrelenting disruption.

The future is uncertain. Yet we know that, if humanity is to succeed, we need to create a world in which everyone can thrive. 'Business as usual' is no longer enough – if we are to create a future that truly serves humanity, human rights must be a dynamic in business that goes beyond compliance: they must be at the heart of organisational leadership, strategy and culture. And so, working with development experts Leaders' Quest, we have developed this summit as a unique space for senior decision-makers to understand how they and their organisations can make human rights a reality.

The next summit will take place on 15 September 2021.

PUBLIC BENEFIT

The reality of our society is created by people's decisions and actions, together and individually. Human rights is the best articulation and codification of people's basic interests and fundamental rights - the public benefit - that humanity has ever found.

Our programmes work for the public benefit by raising awareness of human rights and promoting a culture in which people and organisations make decisions and take actions that make human rights a reality.

As such, there is a clear public benefit in the work that we undertake. In respect to individuals the benefit of secure human rights is immediate and tangible. As 'the public' is a collection of individuals there is also therefore a collective benefit of secured human rights. However, with regards to the wider community, there is also a less tangible but no less significant benefit that arises from the perception that the fundamental rights of all members of the community are being protected. This perception provides sufficient benefit to the community in that it justifies treating the promotion of human rights as a charitable purpose in its own right.

The trustees of Robert F. Kennedy Human Rights UK are aware of the Charity Commission guidance on public benefit and consistently seek to ensure this is at the forefront of all of the charity's work.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

ACHIEVEMENTS AND PERFORMANCE

Speak Truth To Power Education Programme.

2020 was the second year of Speak Truth To Power, in which we:

- Developed the content of the programme working with teachers, educationalists, human rights activists, artists and psychologists, including
 - 2 Classroom Resources – Breakthrough Conversations & Rights Reimagined
 - Developed card game *Movements for Change*
 - 3 Leadership in Action training programmes
 - Updated lessons plans and resources for improved usability.
 - Recorded interviews with human rights activists.
- Recruited and engaged 8 schools as Learning Partners, with four across Greater London and four across Greater Manchester.
- Delivered teacher training to teachers across 8 Learning Partner schools across Greater Manchester.
- Worked with our partners to develop individual implementation plans, leading to a trajectory of at least 5,000 students receiving 6+ hours of human rights education in 2019-2020 school year.
- Learning Partner school, Falinge Park High School, published in a schools' network journal, 'Schools, Students And Teacher Network' (SSAT), the impact of Speak Truth To Power in their school. The Headteacher cited Speak Truth To Power as a significant factor in reducing incidents of violent behaviour by 50% year on year.
- In partnership with the North West Creative Consortium, designed and delivered a schools photography and poetry project speaking to the question of What Does It Mean To Be Human. Winning entries will be featured at the Ripples of Hope festival.

The programme has been very positively received by teachers and schools and is a powerful foundation to build on in the future.

The Ripples of Hope Festival

2020 was predominantly a planning year for The Ripples of Hope Festival, as we responded and re-shaped the Festival in light of the COVID pandemic.

We launched the Festival with an event with speakers including Falinge Park Headteacher Janice Allen, Mines Advisory Group CEO Jane Cocking; Gina Miller; and former Prime Minister of Denmark Helle Thorning-Schmidt, as well as Rwandan Genocide Survivor Illuminée Nganemariya and former Hamilton cast member Sifiso Mazibuko.

We secured further partners and sponsors, continued to hold online Gatherings and engage speakers. Working with partners, we ultimately postponed the Festival to the 15-19 September 2021.

www.ripplesofhopefestival.org

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

Ripples of Hope Business & Investment Summit

2020 saw our first Ripples of Hope Business & Investment Summit take place in January 2020:

115 senior business decision-makers came together to begin to build a community committed to creating a better world, through an immersive day:

- AN UNCERTAIN FUTURE – opening plenary with Q&A
- REIMAGINING THE FUTURE – workshops facilitated by Leaders' Quest
 - Making our environment clean & sustainable
 - Creating a fair & inclusive economy
 - Fostering a healthy & safe society
- LEADERSHIP FOR THE FUTURE – workshops facilitated by Leaders' Quest
 - Alive at Work
 - Breakthrough Conversations
 - Peak Performance

Delegates heard from incredible speakers, including:

- Eric Collins (founder, ImpactX Capital)
- John Elkington (Founder, Volans)
- Lord Michael Hastings
- Gina Miller (founder, SCM Direct)
- Kim Polman (founder, Reboot the Future)
- Ian Stuart (CEO, HSBC UK)
- Helle Thorning-Schmidt (Prime Minister, Denmark 2011-15)

The Summit received exceptional feedback, including:

"The quality of speakers, calibre of attendees and the value of the workshops made this one of the most insightful and productive conferences I have attended. The workshop session provoked a strong understanding of my current role, motivations and future."

www.ripplesofhopefestival.org/2021summit

Financial review

The trustees are committed to undertaking a financial audit annually, regardless of whether turnover thresholds are met to make this a requirement from the Charities Commission.

The financial statements for the year show an income of £338,097 (2019: £325,191) for the year ended 31 December 2020. After expenditure of £290,443 (2019: £209,834) there was a surplus of £47,654 (2019: £115,357).

All funds held at the year end are unrestricted, except for those funds specifically donated and restricted for the Festival. As a result of the funds received during the year, the unrestricted reserves balance as at the year end was £91,343 (2019: £28,971) and restricted fund balance at the year end was £90,386 (2019: £105,104). The trustees aim to sustain the level of reserves in line with its policy stated below.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

Reserve policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. As the charity is still in its development phase and because of the irregular nature of the spending, the charity aims to achieve this target of reserve level in next 1-2 years.

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The key priority for the charity - in risk mitigation as an early stage charity - is the development of sustainable and varied sources of income over the next two to three years and implementing a model of delivery that can be adjusted to the resources available.

We believe that the COVID-19 pandemic has only accelerated the urgency and need for our work. We have adjusted the scale and trajectory of our programmes to take into consideration the potential revenue implications of COVID-19 and to ensure we work closely with our partner schools to meet their needs throughout the pandemic

We have continued to reduce or delay all outgoings to the minimum for continued operation. Spending towards speculative revenue generation has been halted (e.g. we have paused working with a consultancy to produce applications to funding bodies until we know the funding bodies are resuming making grants).

Any new spend towards programmes, beyond the existing consultancy agreements, can only be committed to once we know additional funding or income is confirmed.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The charity is a private company limited by guarantee without share capital.

The charity is governed by its Articles of Association and an Affiliate Agreement with its affiliate organisation, Robert F. Kennedy Human Rights based in the USA.

The trustees were appointed to cover a range of skills and areas of guidance and expertise including; Education, Human Rights, Charity & Fundraising, Development, Communications and the Business & Investment Community.

Further details around recruitment and appointment: all potential new trustees are identified by the Board (working to principles and requirements for good and equitable governance and diversity), interviewed by multiple Board members and due diligence is conducted before a recommendation is put to the full Board to vote on. All trustees are join with full sight of our Role of the Trustee policy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P Lindley

Professor P Gillies

(Resigned 14 March 2020)

K Kennedy

E Levine

Dr M Ellis

P McCall

H Patel

A Wincel

N Uddin

(Appointed 26 May 2020)

P Thompson

(Appointed 20 April 2020)

S Smith

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

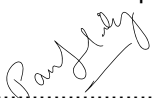
Auditor

In accordance with the company's articles, a resolution proposing that Goldwins Limited be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.



.....
P Lindley

Trustee

04/08/2021

Dated:



.....
H Patel

Trustee

04/08/2021

Dated:.....

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees, who are also the directors of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- 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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate 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 Companies Act 2006. 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.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

Opinion

We have audited the financial statements of ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED (the 'charity') for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of Goldwins Limited

8 August 2021

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Chartered Accountants
Statutory Auditor

75 Maygrove Road
West Hampstead
London
NW6 2EG

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
	Notes						
<u>Income from:</u>							
Donations	2	183,119	145,276	328,395	104,949	175,000	279,949
Charitable activities	3	-	9,702	9,702	688	44,554	45,242
Total income		<u>183,119</u>	<u>154,978</u>	<u>338,097</u>	<u>105,637</u>	<u>219,554</u>	<u>325,191</u>
<u>Expenditure on:</u>							
Cost of raising funds	4	-	5,262	5,262	573	400	973
Charitable activities	5	162,747	122,434	285,181	124,811	84,050	208,861
Total expenditure		<u>162,747</u>	<u>127,696</u>	<u>290,443</u>	<u>125,384</u>	<u>84,450</u>	<u>209,834</u>
Net income before transfers		20,372	27,282	47,654	(19,747)	135,104	115,357
Transfers between funds		42,000	(42,000)	-	30,000	(30,000)	-
Net income/(expenditure) for the year							
Net movement in funds		62,372	(14,718)	47,654	10,253	105,104	115,357
Fund balances at 1 January 2020		<u>28,971</u>	<u>105,104</u>	<u>134,075</u>	<u>18,718</u>	<u>-</u>	<u>18,718</u>
Fund balances at 31 December 2020		<u><u>91,343</u></u>	<u><u>90,386</u></u>	<u><u>181,729</u></u>	<u><u>28,971</u></u>	<u><u>105,104</u></u>	<u><u>134,075</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	2020 £	£	2019 £	£
Current assets					
Debtors	10	31,668		37,506	
Cash at bank and in hand		160,275		130,529	
		<u>191,943</u>		<u>168,035</u>	
Creditors: amounts falling due within one year	11	<u>(10,214)</u>		<u>(33,960)</u>	
Net current assets			181,729		134,075
Income funds					
Restricted funds	12		90,386		105,104
Unrestricted funds			91,343		28,971
			<u>181,729</u>		<u>134,075</u>

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 04/08/2021



P Lindley
Trustee



H Patel
Trustee

Company Registration No. 11397556

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

Charity information

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED is a private company limited by guarantee incorporated in England and Wales. The registered office is Office 21, 275 Deansgate, Manchester, M3 4EL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

(Continued)

1.5 Expenditure

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 of the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities 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.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.8 Employee benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations

	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	2020 £	2020 £	2020 £	2019 £	2019 £	2019 £
Donations and gifts	183,119	145,276	328,395	104,949	175,000	279,949

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

3 Charitable activities

	2020 £	2019 £
Conference income	9,702	45,242
Analysis by fund		
Unrestricted funds	-	688
Restricted funds	9,702	44,554

4 Cost of raising funds

	Restricted funds	Unrestricted funds	Restricted funds	Total
	2020 £	2019 £	2019 £	2019 £
<u>Fundraising and publicity</u>	5,262	573	400	973
Other fundraising costs	5,262	573	400	973

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

5 Charitable activities

	2020 £	2019 £
Staff costs	88,731	37,656
Direct project costs	170,397	145,234
	<u>259,128</u>	<u>182,890</u>
Share of support costs (see note 6)	22,469	23,320
Share of governance costs (see note 6)	3,584	2,651
	<u>285,181</u>	<u>208,861</u>
Analysis by fund		
Unrestricted funds	162,747	124,811
Restricted funds	122,434	84,050
	<u>285,181</u>	<u>208,861</u>

6 Support costs

	Support costs £	Governance costs £	2020 £	Support costs £	Governance costs £	2019 £
Advertising & Marketing	9,773	-	9,773	11,608	-	11,608
Office running costs	6,792	-	6,792	1,105	-	1,105
Travelling costs	5,780	-	5,780	9,866	-	9,866
Other costs	124	-	124	741	-	741
Audit fees	-	2,350	2,350	-	1,930	1,930
Accountancy and bookkeeping	-	1,234	1,234	-	721	721
	<u>22,469</u>	<u>3,584</u>	<u>26,053</u>	<u>23,320</u>	<u>2,651</u>	<u>25,971</u>
Analysed between						
Charitable activities	<u>22,469</u>	<u>3,584</u>	<u>26,053</u>	<u>23,320</u>	<u>2,651</u>	<u>25,971</u>

Governance costs includes payments to the auditors of £2,350 (2019- £2,100) for audit fees.

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

7	Net movement in funds	2020	2019
		£	£
	Net movement in funds is stated after charging/(crediting)		
	Fees payable to the company's auditor for the audit of the company's financial statements	2,350	1,930
		<u> </u>	<u> </u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2020	2019
	Number	Number
	1	1
	<u> </u>	<u> </u>

Employment costs

	2020	2019
	£	£
Wages and salaries	81,355	35,417
Social security costs	6,062	1,391
Other pension costs	1,314	848
	<u> </u>	<u> </u>
	88,731	37,656
	<u> </u>	<u> </u>

The total employee benefits of the key management personnel were £88,731 (2019: £37,656).

The charity trustees were not paid or received any other benefits from employment with the Company in the year (2019: Nil). Neither were they reimbursed expenses during the year (2019: Nil). No charity trustee received payment for professional or other services supplied to the charity (2019: Nil).

The number of employees whose annual remuneration was £60,000 or more were:

	2020	2019
	Number	Number
£80,000 - £89,999	1	-
	<u> </u>	<u> </u>

ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

10 Debtors

	2020 £	2019 £
Amounts falling due within one year:		
Trade debtors	28,000	30,202
Other debtors	3,668	7,304
	<u>31,668</u>	<u>37,506</u>

11 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	7,855	31,610
Accruals and deferred income	2,359	2,350
	<u>10,214</u>	<u>33,960</u>

12 Restricted funds

Restricted funds represent unused balances on donations and grants held on trust for Festival 2021.

	Balance at 1 January 2020 £	Movement in funds			Balance at 31 December 2020 £
		Income £	Expenditure £	Transfers £	
Festival 2021	105,104	154,978	(127,696)	(42,000)	90,386

13 Analysis of net assets between funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Fund balances at 31 December 2020 are represented by:						
Current assets/ (liabilities)	91,343	90,386	181,729	31,291	102,784	134,075
	<u>91,343</u>	<u>90,386</u>	<u>181,729</u>	<u>31,291</u>	<u>102,784</u>	<u>134,075</u>

14 Related party transactions

There were no disclosable related party transactions during the year (2019 - none).