

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

---

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

---

# ROBERT F. KENNEDY HUMAN RIGHTS UK LIMITED

## CONTENTS

---

	<b>Page</b>
Trustees' report	1 - 6
Independent examiner's report	7
Statement of financial activities	8
Balance sheet	9
Notes to the financial statements	10 - 17

---

# **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**

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
	Notes						
<b>Income from:</b>							
Donations	2	130,777	-	130,777	175,632	17,358	192,990
<b>Expenditure on:</b>							
Cost of raising funds	3	2,265	-	2,265	1,835	-	1,835
Charitable activities	4	178,658	-	178,658	193,973	-	193,973
<b>Total expenditure</b>		180,923	-	180,923	195,808	-	195,808
<b>Net expenditure for the year</b>							
<b>Net movement in funds</b>		(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
<b>Fund balances at 31 December 2023</b>		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 £	£
<b>Fixed assets</b>					
Tangible assets	10		781		236
<b>Current assets</b>					
Debtors	11	2,860		1,355	
Cash at bank and in hand		75,760		128,230	
		<u>78,620</u>		<u>129,585</u>	
<b>Creditors: amounts falling due within one year</b>	12	<u>(3,866)</u>		<u>(4,140)</u>	
<b>Net current assets</b>			<u>74,754</u>		<u>125,445</u>
<b>Total assets less current liabilities</b>			<u><u>75,535</u></u>		<u><u>125,681</u></u>
<b>The funds of the charity</b>					
Restricted income funds	14	17,358		17,358	
Unrestricted funds	15	58,177		108,323	
		<u>75,535</u>		<u>125,681</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 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 £
<b>Fundraising and publicity</b>		
Other fundraising costs	2,265	1,835

### 4 Expenditure on charitable activities

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

<b>Governance costs comprise:</b>	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>

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

# 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>
<b>Previous year:</b>	<b>At 1 January 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>At 31 December 2022</b>
	£	£	£	£
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).