

SOLUTIONS NOT SIDES

England & Wales · Charity number 1183651

Details

Status Registered

Legal form CIO

Registered 2019-05-30

Register [View on the Charity Commission register](#)

Contact

Address Solutions Not Sides
Haskell House
152 West End Lane
London
NW6 1SD

Phone 02075845941

Email team@sns.space

Website www.sns.space

Activities

Objects: (1) THE OBJECT OF THE CIO IS THE ADVANCEMENT OF EDUCATION, IN PARTICULAR BUT WITHOUT LIMITATION:(A) OF YOUNG PEOPLE AND PEOPLE WHO WORK WITH YOUNG PEOPLE, PREDOMINANTLY IN THE UK;(B) THROUGH FACILITATING DIALOGUE WITH REGARDS TO DIVERSE NARRATIVES ON THE SUBJECT OF THE ISRAELI-PALESTINIAN CONFLICT AND ITS RESOLUTION; AND(C) THROUGH TEACHING CONFLICT RESOLUTION SKILLS.

Activities: The object of the CIO is the advancement of education, in particular but without limitation:(a) of young people and people who work with young people, predominantly in the UK;(b) through facilitating dialogue with regards to diverse narratives on the subject of the Israeli-Palestinian conflict and its resolution; and(c) through teaching conflict resolution skills.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£593,097	£540,532	£164,751	7
2023-08-31	£367,264	£356,703	-	-
2022-08-31	£261,000	£311,000	-	-
2021-08-31	£389,696	£328,694	-	-
2020-08-31	£398,711	£308,555	-	-

Trustees

Name	Role	Appointed
Richard Grahame	Chair	2022-01-25
Helen McCord		2024-10-10
Raahim Zafar		2024-10-25
Steven Lewis		2025-09-23

SOLUTIONS NOT SIDES

England & Wales - Charity number 1183651

Accounts



ANNUAL REPORT

2023-24

Trustees' annual report and financial statements
for the year ending 31 August 2024

“Of course there are differing opinions and views - it’s human nature. But the solution isn’t about differences, it’s about working together despite them.”

- Youth Education Programme participant

Contents



For the year ended 31 August 2024

1 Reference and Administrative Information

3 Who We Are

4 Vision, Mission, Aim and Values

5 What We Do

9 Chair and Executive Director's Introductory Statement

10 Our Beneficiaries

12 Activities

14 Impact

18 Press and Social Media

19 Challenges

20 Plan for 2024-25

23 Independent Examiner's Report

25 Statement of Financial Activities (incorporating an income and expenditure account)

26 Balance Sheet

27 Notes to the Financial Statements

Annual
teachers'
conference



Solutions Not Sides

Reference and Administrative Information

For the period ended August 31 2024

Charity number:
1183651

Country of registration:
England & Wales

Registered office and operational address:
Haskell House
152 West End Lane
LONDON
NW6 1SD

Independent Examiner:
Jonathan Orchard
Sayer Vincent LLP Chartered Accountants 110 Golden Lane
LONDON
EC1Y 0TG

The trustees are pleased to present their annual report together with the financial statements of the CIO for the year beginning 1 September 2023 and ending 31 August 2024.

The financial statements comply with the Charities Act 2011, the Solutions Not Sides constitution, 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 2015).

Structure, governance and management

Solutions Not Sides is a Charitable Incorporated Organisation governed by its Constitution dated 30 May 2019 and it is registered with the Charity Commission of England and Wales.

All trustees give their time voluntarily and receive no benefits from the charity.

Appointment of trustees

There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

There is no maximum number of Trustees that may be appointed to the CIO.

Current trustees are as follows:

Rich Grahame

William Grant-Brook

Raahim Zafar

Helen McCord

As set out in the Constitution, apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.



Who We Are

Solutions Not Sides (SNS) is an education charity on the issue of Israel-Palestine in the UK. We provide workshops and resources that promote life skills such as social and emotional learning, respectful disagreement, critical thinking and active citizenship. Participants report an increase in knowledge, ability to navigate diverse realities, and motivation for democratic engagement.



We exist because our society in Britain is becoming increasingly polarised and divided. This endangers our community cohesion, our democracy, and is resulting in elevated levels of racism. The Israeli-Palestinian conflict is one of the most polarising issues that affect us today, and our communities are importing the conflict, leading to a huge spike in both antisemitism and Islamophobia. Teachers and leaders across our country are struggling to handle people's responses to the issue and the divisions it is causing in our education and community institutions. Confidence and resilience are needed to tackle racism and enable safe and brave spaces for discussions and learning about Israel-Palestine.

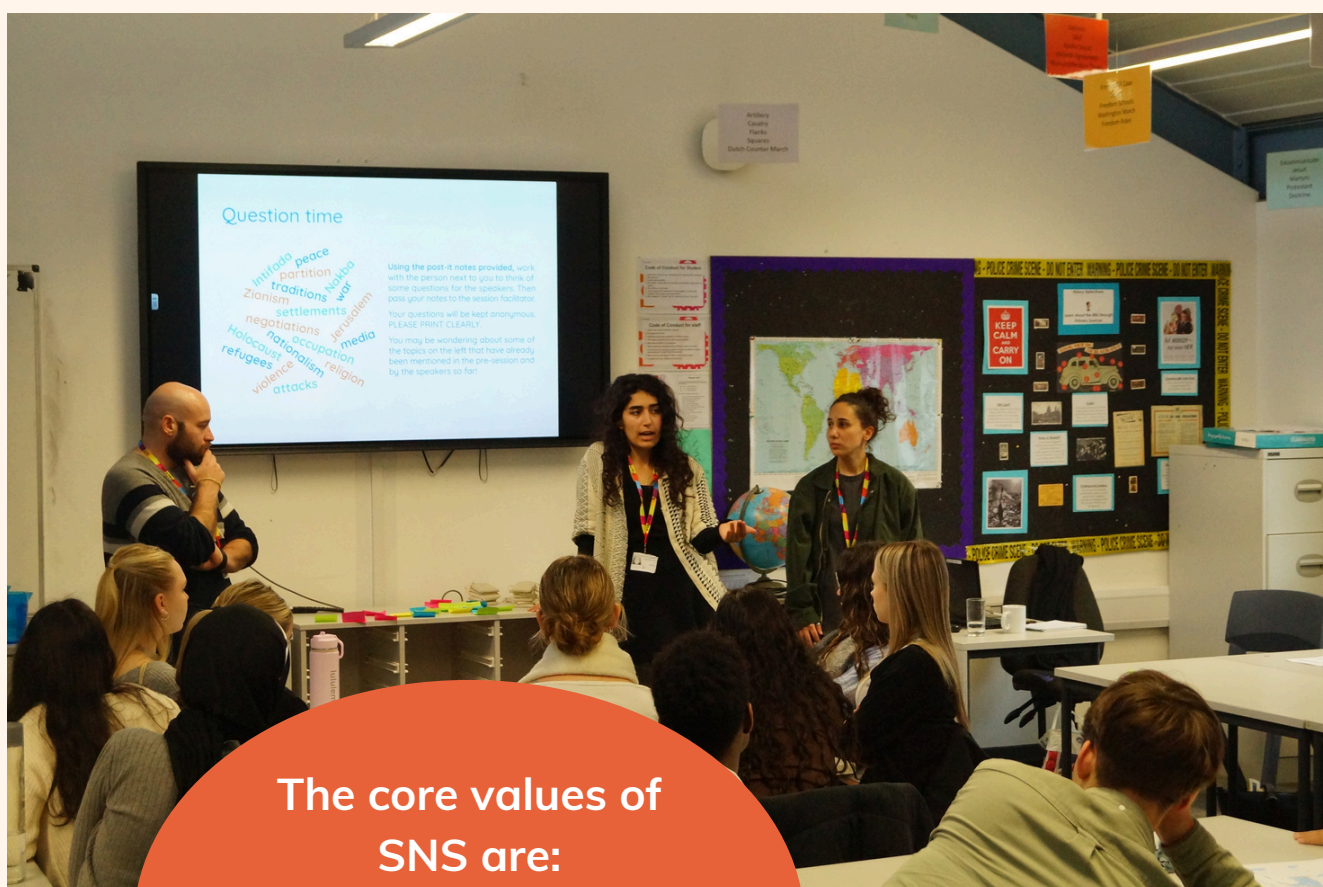


Vision, Mission, Aim and Values

Vision: Contribute to building a fair and compassionate society in Britain where we are proud of our diversity, disagree well, and protect one another from harm.

Mission: Strengthen understanding and community cohesion around the issue of the Israeli-Palestinian conflict and its impact in the UK, particularly regarding polarisation and levels of antisemitism and Islamophobia.

Aim: Deliver conflict resolution education to British youth and empower leaders to foster dialogue and tackle racism in schools, colleges and communities across the UK.



The core values of SNS are:

1. Non-violence
2. Equality for all
3. Rejection of hate

What We Do



We deliver programmes in two main areas: **Olive Branch Education** for schools, community youth groups and colleges, and **Student Leadership Programmes** as follow-up opportunities for our participants.

Olive Branch Education



The **Olive Branch Youth Education Programme** for secondary school pupils is based around three E's:

- **Exploration:** Understanding historical narratives from Israeli and Palestinian perspectives (1 hour)
- **Empathy:** Learning about the effects of the conflict on Palestinian and Israeli people through personal stories (1 hour)
- **Empowerment:** Undertaking a solutions-focused discussion with Israeli and Palestinian speakers using human needs theory, conflict resolution and critical thinking (1 hour)

Teacher and community leader training sessions on recognising and tackling antisemitism and Islamophobia are also offered to schools, colleges and community groups to provide wrap-around support for the Olive Branch Programme.

What We Do cont...

Olive Branch Award



Our Olive Branch Award supports schools and community groups to achieve institutional transformation, becoming safe and empowered spaces to talk and learn about Palestine-Israel. Schools and community groups can join and collect leaves for their Olive Branch by booking the Youth Education Programme sessions and undertaking additional opportunities for teachers, community leaders and young people. It is a holistic approach for the institution to embed key life skills and a culture of learning, listening, and reflection on Israel-Palestine over a three-year period, achieving full SNS accreditation at the end.

In addition, it supports teachers and the Senior Leadership Team in having challenging conversations, and increasing quality teaching and learning about difficult topics across the board.



What We Do cont...

Student Leadership Programmes



SNS' Student Leadership Programmes are our Bridge Builders Programme (BBP), and our Olive Branch Student Leadership Conference.

The BBP is a residential student leadership course bringing together a diverse group of 20 young people aged 16-19 for five days in preparation for joining a university campus. The aim of the programme is to explore three key questions:

- What impact does Palestine-Israel have on campus and community relations?
- What is the role of student leaders in fostering good relations on campus and in communities?
- What is the role of student leaders in reducing tensions on campus and in communities?

The Student Leadership Conference aims to enable students who have already participated in the Olive Branch Education Programme to explore more fully the empowerment aim of our work, both in supporting the work of peacebuilders in Israel-Palestine and in becoming active citizens in their own communities for peace and justice.

We have also begun running annual, one-week **study trips** to Northern Ireland for alumni aged 18+ from across all of our programmes, to deepen their learning and understanding of conflict resolution through an immersive experience with practitioners working in peace building there.

The Olive Branch Award Journey

These are just some of the ways that Olive Branch Award schools can collect their leaves over the first three years. More leaves will be released each year.

Become Hub School

12

11

A Charter of Values

Bonus Empathy Session

10

A Mural or School Display

9

8

DIY leaves

7

Priority Places at Annual Student Leadership Programmes

School Led Reflection Process

6

Cambridge Networking & Training Event

5

Student-led Research Projects

4



Additional Leaves!

- Exclusive Zoom calls with our Palestinian and Israeli speakers
- Referring another school
- Bespoke advice
- Mentoring another school
- Student committee

1 SNS Session Per Year

1

Staff Training

2

Networking Meeting

3

Chair and Executive Director's Introductory Statement



2023-24 was simultaneously the most emotionally challenging and the most successful year in our history. The team were deeply impacted by the horrendous violence we witnessed in our news feeds this year and also learned about firsthand from our Israeli and Palestinian speakers. We put extra mental health and wellbeing support measures in place for our team members and speakers, and in a way, getting through this year together has brought us all closer and made us appreciate our brave and compassionate community all the more.

We far exceeded all of our metrics targets for the year and supported many thousands of people across the UK to navigate the awful escalation in racism and polarisation that we witnessed during the course of the year. This included an unexpected expansion of our Bridge Builders Leadership Training for adults, and a pilot study trip to Northern Ireland to empower our alumni and our speakers. Our reach and impact through our online resources even became international, as people contacted us from across the globe enquiring about our work.

As ever, the most inspirational aspect for us this year was the young people in Britain and the Palestinian and Israeli peace builders that we work with. In our school sessions, teenagers demonstrated far better than many of the adults in wider society the ability to grapple with and openly discuss the tough issues, deep pain, anger, and sense of loss that they were feeling in a respectful yet direct way. Ultimately, they focused on how they would do things differently when their turn for leadership came, and they gained a comprehensive understanding of the situation that enabled them to think for themselves how they want to approach this issue and become a change maker to create a more just and peaceful world for everyone.

-

Rich Grahame, Chair of Trustees

Sharon Booth, Founder & Executive Director



Bridge
Builders'
Programme
2024



Our Beneficiaries

The priority areas in which we seek to work are:

First priority:

- o London region (inc. Hertfordshire)
- o West Midlands
- o Lancashire
- o Yorkshire
- o Glasgow and Edinburgh

Second priority:

- o Swansea, Cardiff, Newport and Bristol
- o East Midlands
- o Belfast



The rationale for our priority areas is:

These are the areas of the UK where antisemitism and Islamophobia principally occur connected with the Israeli-Palestinian conflict. Belfast has tensions around this issue more related to the Northern Ireland conflict rather than antisemitism or Islamophobia. However, we also work across the country wherever we are invited. There are around 2,000 secondary schools across these priority areas.

Sources for areas of the UK with highest levels of antisemitism and Islamophobia (first priority):

[The CST](#)

[UK Parliament](#)

[Tell MAMA](#)

[Home Office](#)



Our Beneficiaries cont...

Schools and community groups use our service because:

- o It fulfils some of their curriculum objectives, particularly in RS, History, Citizenship, PHSE, Politics (schools)
- o It helps reduce social tensions around this issue
- o It brings valuable life-lessons and life-coping skills for their young people
- o It empowers their young people towards further educational and career opportunities

Our typical priority school or community group can be:

- o Jewish, Christian or Muslim (communities and schools)
- o State or independent (most schools)
- o Has a lively interest in the issue of the Israeli-Palestinian conflict
- o Be experiencing inter/intra communal tensions and polarisation around this issue
- o Be struggling with prejudiced views towards Jews/Muslims/Israelis/Palestinians because of political positions and conspiracy theories around his issue
- o Be struggling with interfaith dialogue because of this issue





Our Activities

Total metrics for the year:

"My most significant takeaway is that I have the impression that the majority of Israelis and Palestinians want the same thing - a solution that accommodates everyone's needs and one that is peaceful." - Student from Wiltshire, March 2024

Objective by Aug 2024	Performance against objective	Percentage of participant target achieved
9,000 participants in school sessions	176 sessions, 11,265 participants	125%
300 participants in adult training sessions	59 sessions, 2,008 participants	669%
2 Student Leadership Programmes (SLPs), 30 participants	2 SLPs, 31 participants	103%
25 Olive Branch Schools in total (15 new schools)	30 new schools signed up to the Olive Branch Award scheme making a total of 40 schools (102 'leaves' gained in total across all schools)	160%

Our Activities cont...

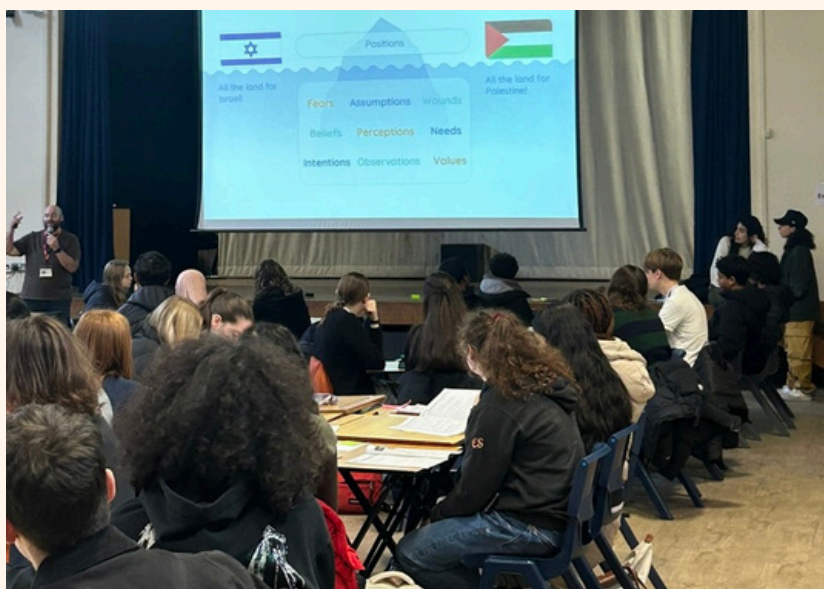


The Autumn 2023 term was shaped by the aftermath of the October 7 attacks in Israel and the Gaza invasion, posing challenges for our Palestinian and Israeli speakers. In response, we launched a crisis strategy, including 11 weekly teacher briefings, increasing school tours from 12 to 17, removing the cap on Olive Branch Award sign-ups, and expanding adult training. Our teaching pack featuring Rage, Revenge & Repair gained 3,000 views.

We delivered 80 school sessions, reaching 6,000 students, and trained 849 adults. Demand surged for our workshops, and our hate speech guide went viral with 60,000 likes. We partnered with Education Support for a mental health webinar and collaborated with organisations like the Anti-Bullying Alliance and Barnardo's. Our work was featured in The Guardian and The New York Times.

By Spring 2024, we hit our 9,000-student target early, expanded adult training to 1,500 participants, and provided antisemitism and Islamophobia training for the BBC, National Theatre, and NUS. The term marked our 100th tour, participation in UNESCO conferences, and a Together for Humanity webinar.

In summer, we ran six weeks of live speaker tours. By the end of the year, we had engaged 11,000 students—25% above target. Adult training saw the biggest growth, reaching 2,000 participants (target: 300). We hosted two Student Leadership Programmes, a Northern Ireland study programme, and the Bridge Builders Programme. The Olive Branch Award grew to 40 schools (60% above target) with 102 leaves. Our teachers' conference in Cambridge brought together British, Israeli, and Palestinian educators to share best practices.



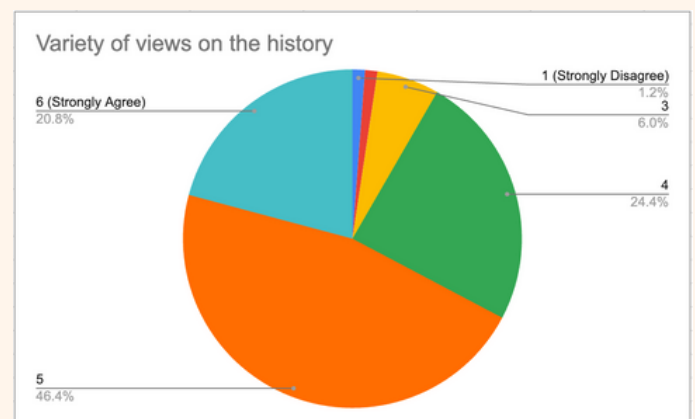
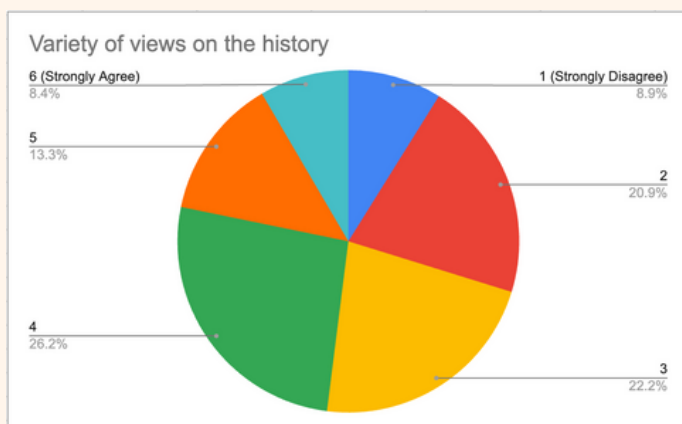
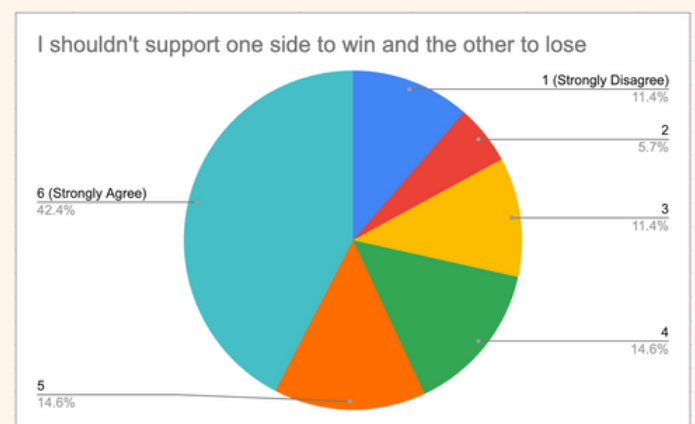
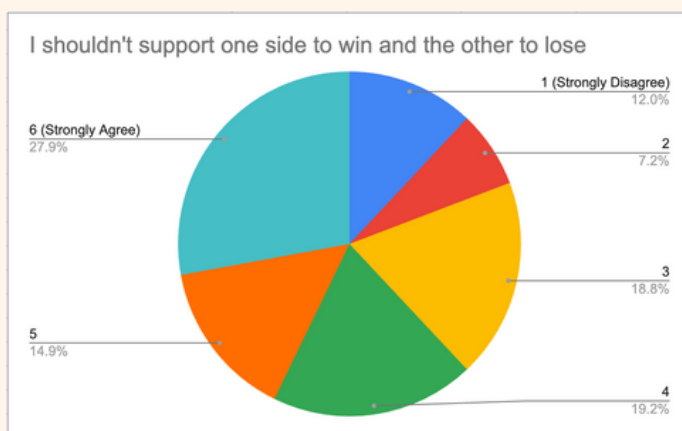
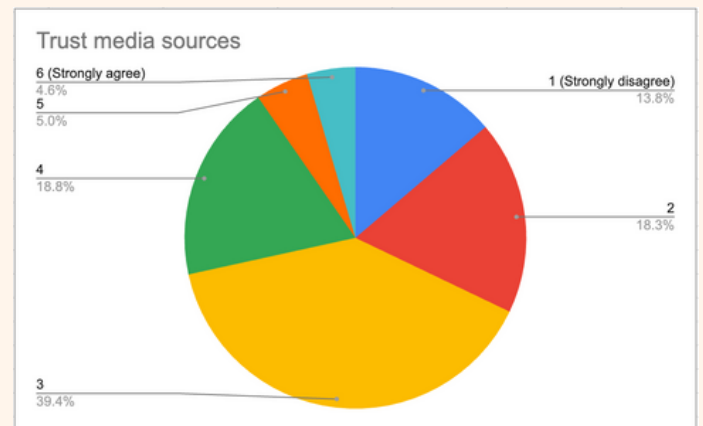
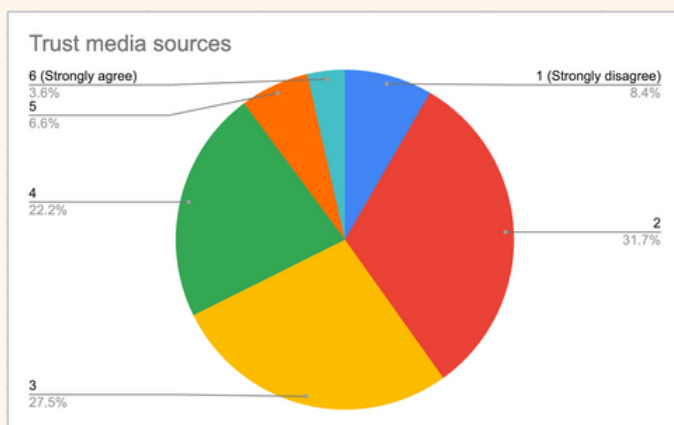


Our Impact - Quantitative

The following charts are a comparative study conducted this year that shows the difference between students' responses to the same question before and after the programme. The questions were designed to survey media literacy, support for a solutions-focused approach, and the ability to embrace diverse historical narratives.

Before

After





Our Impact - Qualitative

Based on qualitative student feedback, our impact evaluation falls into three main categories: exploration, empathy and empowerment.

Exploration outcomes are:

- Understanding diverse perspectives (without having to agree with or reconcile them)
- Becoming more open-minded to others' views
- Being able to approach media sources critically

“[People] can support Palestine, but remember to not blame Israel for all of the conflict [and] they can support Israel, but remember to not blame Palestine for all of the conflict.”

“People have different experiences and often produce sources from different perspectives. Therefore it is important to read a variety of sources from different people.”

Empathy outcomes are:

- Accepting the humanity of both sides
- Rejecting violence
- Rejecting hatred towards Jews, Muslims, Palestinians and Israelis

“It has opened me up to different views and understanding that we need to support both sides so they can both achieve victory rather than hoping for the downfall of someone else.”

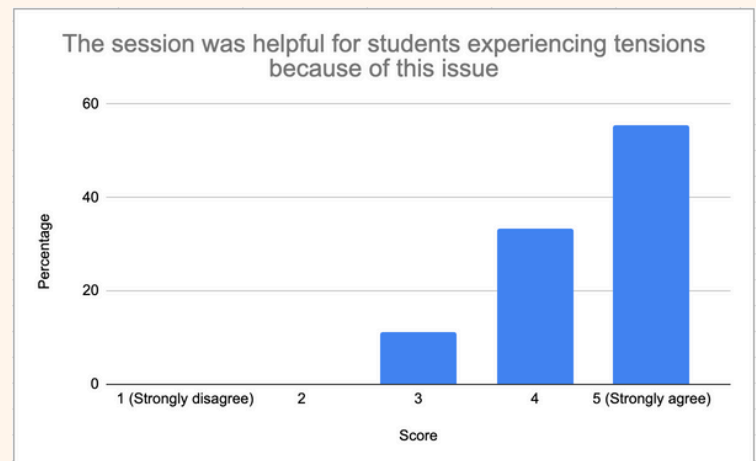
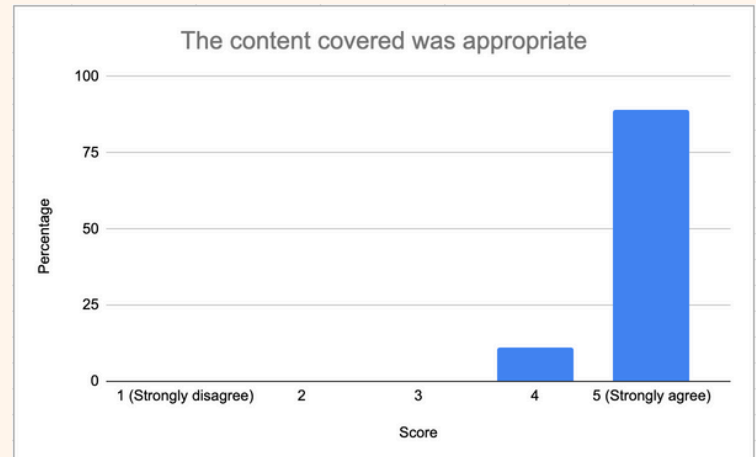
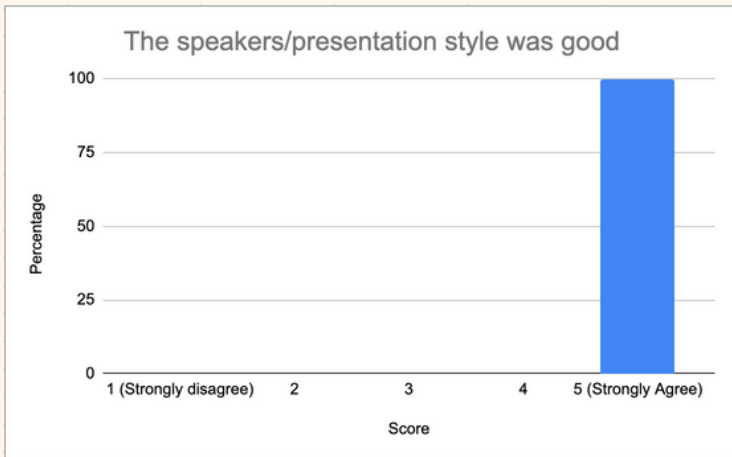
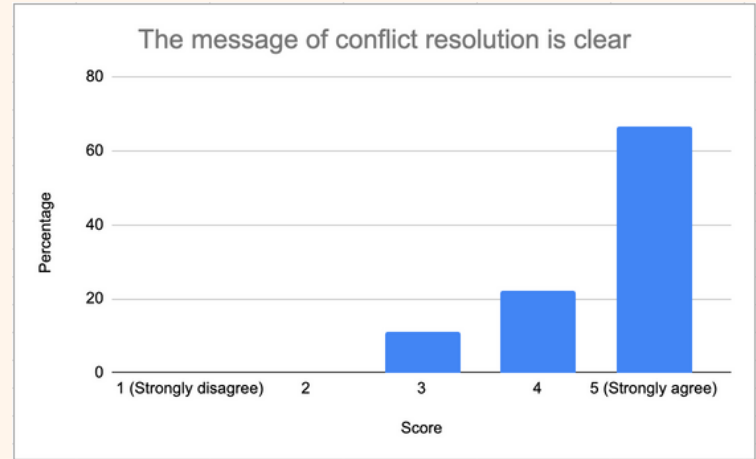
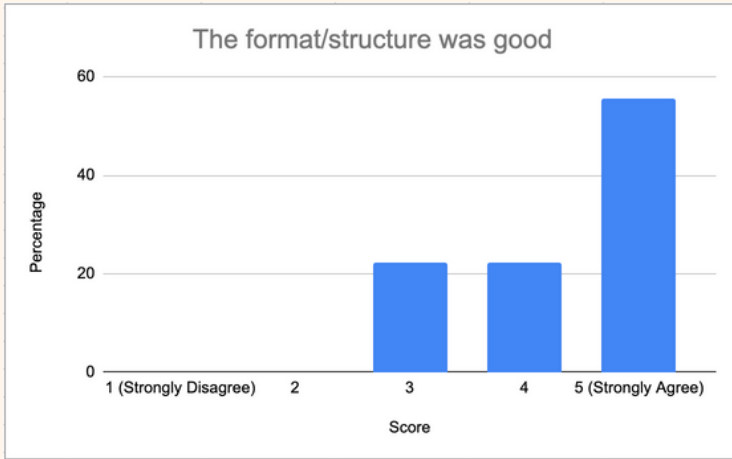
Empowerment outcomes are:

- Adopting a non-zero-sum, solutions-focused attitude
- Motivation to be politically active
- Awareness of dialogue and peace efforts

Teacher feedback:



The graphs below shows teacher responses this year to a questionnaire with questions graded from 1-5:



“[The speakers] were both absolutely amazing. Very eloquent, I loved the photos in their talks as it really helped humanise the experience. I also hugely admired their attitudes to answering any question the students asked in a sensitive and well-informed way. I feel hugely privileged to have met them both as did our other staff and students involved.” - Teacher from Nottingham

Teacher quotes



“The best public speakers in a school environment I have had the fortune to engage.”

“This was the third time I have worked with SNS, and once again, I was captivated by the positive impact on students. After meeting (the speakers), I felt strongly aligned with their values around humanity, shared empathy, and peace-building.”

“The session had a huge impact. I have already spoken to students who said it was refreshing to hear both sides and to see people from both sides who want peace and to also be able to express their view.”

“Students told me that they were glad to have the opportunity to take part, and it felt that it was filling a need that they had to discuss the issue in a safe and open environment.”

“(The students) were keen to share what they had learned and how they think the conflict could be resolved with staff afterwards.”

“Pupils have been able to see that Israelis and Palestinians can work together”

Please click [here](#) for a case study of one of our schools this year.

Achieving a wider reach



Social Media Expansion and Press Appearances

Our social media following almost doubled this academic year, with a total of 23,000 followers by the end of the year on our main platform, Instagram. As well as the New York Times mention, we were also featured in various articles and blogs in the press.

"Just wanted to say that this blog has been having a big impact – it's our most popular this year so far and I've been told by multiple principals that they've been using your resources as a result. It even came up on an Ofsted inspection last week!" - Sixth Form Colleges Association

Schools Week - Exposure to the Israel-Hamas war is harming young people	29th July 2024	https://schoolsweek.co.uk/exposure-to-israel-hamas-war-is-harming-young-people/
Educate Against Hate blog	10.10.23	How to speak about the news, ongoing conflicts and hold discussions on difficult topics with students - Educate Against Hate
Educate Against Hate newsletter	09.02.24	Welcome to this month's Educate Against Hate newsletter (education.gov.uk)
Schools Should Be Podcast	30.01.24	https://open.spotify.com/episode/1wRQtlCq8c9LCdyY9UCTsP?si=JqrmPhmSQ6K0zlykya1TYQ
The Faculty of Intensive Care Medicine	24.01.24	https://www.ficm.ac.uk/wellbeing/middle-east-crisis-resources
Educate Against Hate	no date listed	https://www.educateagainsthate.com/resources/solutions-not-sides-resources-for-discussing-israel-and-palestine-in-schools/
Balfour Project	no date listed	https://balfourproject.org/education-resources/
Diverse Educators	17.01.24	https://www.diverseeducators.co.uk/doing-nothing-is-not-an-option/
Stop The War Coalition	19.01.24	https://www.stopwar.org.uk/article/neu-backs-standwithgaza-day-of-action-on-7th-feb/
Human Rights Watch	16.01.24	https://www.hrw.org/news/2024/01/16/how-can-europe-make-human-rights-jews-count
The New York Times	13.10.23	https://www.nytimes.com/2023/10/13/learning/teaching-about-the-israel-hamas-war.html
Bristol Community Learning	09.11.23	https://communitylearningwest.net/2023/11/09/solutions-not-sides/
The Guardian	05.11.23	https://www.theguardian.com/education/2023/nov/05/schools-in-england-block-lessons-on-middle-east-over-fears-of-bias-claims#:~:text=Solution%20Not%20Sides%20%5BSNS%5D%2C.of%20aying%20the%20wrong%20thing.
Bradford Schools Online	12.10.23	https://bso.bradford.gov.uk/news/22364-israel--palestine-conflict---guidance-and-resources-for-schools
Facing History and Ourselves United Kingdom	11.10.23	https://www.facinghistory.org/en-gb/resource-library/processing-violence-israel-gaza-west-bank
Positive.News	19.10.23	https://www.positive.news/world/groups-working-for-israel-palestine-peace/
Services for Education	20.10.23	https://www.servicesforeducation.co.uk/blog/schools/israel-palestine/
Leeds for Learning	16.10.23	https://www.leedsforlearning.co.uk/Article/149524
University College of Osteopathy	no date listed	https://www.uco.ac.uk/news/support-students-and-staff-affected-events-israel-and-palestine
Mumsnet	13.10.23	https://www.mumsnet.com/talk/_chat/4919216-jewish-charities-in-uk
Universities UK	02.11.23	https://www.universitiesuk.ac.uk/latest/news/uuk-statements-and-resources-related
Anti Bullying Alliance	10.10.23	https://anti-bullyingalliance.org.uk/aba-our-work/news-opinion/resources-schools-re-events-israel-and-palestine
Bromley Education Matters	no date listed	https://www.bromleyeducationmatters.uk/Page/15522
KELSI	10.10.23	https://www.kelsi.org.uk/news-and-events/news/primary/how-the-escalation-in-violence-in-israel-and-the-occupied-palestinian-territories-may-impact-students



What Challenged Us?

The continuing challenge over the next months and years will be to build sustained relationships with schools who are new to our work. There has been variation in the degree of involvement among Olive Branch Award (OBA) schools, with some teachers being greatly active in the programme and others less so.

With the increase in sessions, collecting and recording feedback from students has presented a logistical challenge. We are considering ways to streamline the feedback process, particularly by looking at ways of collecting feedback through electronic rather than physical forms.

More broadly, navigating the current climate of heightened polarisation on both ends of the political spectrum will continue to put pressure on the team and the work, but there are some signs of schools becoming more confident and taking a firmer stance to counter disinformation, which is good.



Display board at an OBA school



Our Plan for 2024-25

1. Reach 1,000 more young people than last year
2. Expand the Olive Branch Award by 15 more schools
3. Launch new guides and resources for teachers and community leaders

The Youth Education Programme: We are planning at least 20, one-week tours for the next academic year, which will mean reaching approximately 12,000 young people during the year.

The Olive Branch Award: This will be expanded, and 15 more schools brought on board this academic year, making a total of 55 schools.

Various 'leaves' within the 'Olive Branch' model will continue to include:

- Student-led learning resources for personal research projects (can be used in school or at home)
- Priority places at our Student Leadership Programmes
- Creating a mural/display board in school
- Teacher training
- Teacher conference
- Adopting the charter of values
- Bonus empathy lesson using our flagship film 'Rage, Revenge & Repair'
- DIY leaves





Our Plan for 2024-25 cont...

Teacher and community leader Training: We will continue to offer adult training sessions to teachers and community leaders, and participate in thinking and planning exercises and conferences with various partner organisations about how to address divisions and tensions around this issue more widely in society.

Student Leadership Programmes: We will deliver our usual Bridge Builders Programme and our Northern Ireland study trip, as well as designing proposals for a new Future Diplomats programme for university-age students to be piloted in 2025-26.

Empathy Leaders:

This is the name we will be giving our group of regular Palestinian and Israeli speakers, to whom we will be offering additional training opportunities in 2024-25, including joining the Northern Ireland study trip.

Website Development: We are planning a brand refresh and an overhaul of our website, including development of a **Learning Library** where we will be expanding our online resources for educators and community leaders.



Bridge Builders
Programme
2024

Financial commentary

For the year to 31 August 2024, Solutions Not Sides secured income of £593,000, £525,000 of which came from grants and donations. Expenditure in the year was £540,000 resulting in an overall surplus for the year of £53,000. Unrestricted funds at the end of the year were £165,000 which the trustees consider is sufficient to provide financial security into the current financial year and beyond.

Statement of responsibilities of the trustees

The charity trustees must comply with the requirements of the Charities Act with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns.

The statements of account, reports and returns must be sent to the Commission, regardless of the income of the CIO, within 10 months of the financial year end.

The charity trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

These accounts have been prepared in accordance with the requirements of the Charities Act.

The trustees' annual report has been approved by the trustees on 19 June 2025 and signed on their behalf by



Rich Grahame
Chairperson

Independent examiner's report

To the members of Solutions Not Sides

Solutions Not Sides for the year ended 31 August 2024.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011 ('the 2011 Act').

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1 Accounting records were not kept in respect of the charity as required by section 130 of the Act; or

2 The accounts do not accord with those records; or

3 The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name: Jonathan Orchard

The Institute of Chartered Accountants in England and Wales

Address: Sayer Vincent LLP, 110 Golden Lane, London, EC1Y 0TG

Date: 13 June 2025

Solutions Not Sides

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations and legacies	2	477,096	47,496	524,592	282,619	15,330	297,949
Charitable activities							
Session fees		68,805	-	68,805	69,316	-	69,316
Other income		-	-	-	-	-	-
Total income		545,901	47,496	593,397	351,934	15,330	367,264
Expenditure on:							
Raising funds	3	496	-	496	244	-	244
Charitable activities	3	485,373	47,496	532,869	303,645	45,330	348,975
Governance		7,167	-	7,167	7,484	-	7,484
Total expenditure		493,036	47,496	540,532	311,373	45,330	356,703
Net income / (expenditure) for year		52,865	-	52,865	40,561	(30,000)	10,561
Net movement in funds		52,865	-	52,865	40,561	(30,000)	10,561
Reconciliation of funds:							
Total funds brought forward		111,886	-	111,886	71,325	30,000	101,325
Total funds carried forward		164,751	-	164,751	111,886	-	111,886

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Solutions Not Sides

Balance sheet

As at 31 August 2024

	Note	£	2024 £	£	2023 £
Current assets:					
Debtors	8	19,042		30,160	
Cash at bank and in hand		163,704		97,307	
		<u>182,746</u>		<u>127,467</u>	
Liabilities:					
Creditors: amounts falling due within one year	9	(17,995)		(15,581)	
				<u></u>	
Net current assets			<u>164,751</u>		<u>111,886</u>
Total assets less current liabilities			<u>164,751</u>		<u>111,886</u>
Total net assets / (liabilities)			<u><u>164,751</u></u>		<u><u>111,886</u></u>
The funds of the charity:					
Unrestricted funds			164,751		111,886
Restricted funds			-		-
			<u></u>		<u></u>
Total charity funds			<u><u>164,751</u></u>		<u><u>111,886</u></u>

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 19 June 2025 and signed on their behalf by



[Rich Grahame \(Jun 20, 2025 06:29 GMT+10\)](#)

Rich Grahame
Chairperson

Solutions Not Sides

Notes to the financial statements

For the year to 31 August 2024

1 Accounting policies

a) Statutory information

Solutions Not Sides is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

The registered office address is The Vineyards, 36 Gloucester Avenue, London, NW1 7BB.

b) Basis of preparation

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

e) Income

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

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

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

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

g) Expenditure and irrecoverable VAT

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

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

Solutions Not Sides

Notes to the financial statements

For the year to 31 August 2024

1 Accounting policies (continued)

h) Debtors

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

i) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

j) 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.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Grants	415,190	47,496	462,686	216,006	15,330	231,336
Donations	61,906	-	61,906	66,613	-	66,613
Donated services	-	-	-	-	-	-
	477,096	47,496	524,592	282,619	15,330	297,949

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2024

3 Analysis of expenditure

	Charitable							
	Raising funds	Charitable activity	Governance costs	2024 Total	Raising funds	Charitable activity	Governance costs	2023 Total
	£	£	£	£				£
Staff costs	-	318,580	-	318,580	-	234,279	-	234,279
Direct project costs	-	186,895	-	186,895	-	86,273	-	86,273
Legal and Governance	-	-	2,726	2,726	-	-	7,484	7,484
Overheads	-	12,395	4,441	16,836	-	14,340	-	14,340
Fundraising	496	-	-	496	244	-	-	244
Other staff costs	-	13,949	-	13,949	-	14,082	-	14,082
Sundry	-	1,050	-	1,050	-	-	-	-
Total expenditure 2024	496	532,869	7,167	540,532	244	348,975	7,484	356,703

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2024

4 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Net salary	208,942	152,451
Tax and social security costs	93,839	69,637
Employer's contribution to defined contribution pension schemes	15,799	12,191
	<u>318,580</u>	<u>234,279</u>

No employee earned more than £60,000 during the year (2023: nil)

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity. Trustees claimed expenses of £5 in the year (2023: £95).

5 Related party transactions

There are no related party transactions to disclose for this financial year (2023: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Net income resources for year

This is stated after charging:

	2024 £	2023 £
Independent examination fees	2,000	2,000
Depreciation	-	-
	<u>2,000</u>	<u>2,000</u>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2024

8 Debtors

	2024 £	2023 £
Trade debtors	19,042	30,160
	<u>19,042</u>	<u>30,160</u>

9 Creditors: amounts falling due within one year

	2024 £	2023 £
Taxation and social security	7,553	13,181
Accruals	7,114	2,400
Other creditors	3,328	
	<u>17,995</u>	<u>15,581</u>

10 Movements in funds

	At 1 September 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 August 2024 £
Restricted funds:					
Youth Education Project	-	42,096	(42,096)	-	-
Bridge Builders Programme	-	5,400	(5,400)	-	-
Staff Development	-	-	-	-	-
Student Leadership Project	-	-	-	-	-
Total restricted funds	<u>-</u>	<u>47,496</u>	<u>(47,496)</u>	<u>-</u>	<u>-</u>
Unrestricted funds:					
General funds	111,886	545,901	(493,036)	-	164,751
Total unrestricted funds	<u>111,886</u>	<u>545,901</u>	<u>(493,036)</u>	<u>-</u>	<u>164,751</u>
Total funds	<u>111,886</u>	<u>593,397</u>	<u>(540,532)</u>	<u>-</u>	<u>164,751</u>

SOLUTIONS NOT SIDES

England & Wales - Charity number 1183651

Accounts

Charity number: 1183651

Solutions Not Sides

Report and financial statements
For the period ended 31 August 2023



Solutions Not Sides

Contents

For the year ended 31 August 2023

Reference and administrative information	1
Trustees' annual report	2
Independent examiner's report	23
Statement of financial activities (incorporating an income and expenditure account)	25
Balance sheet	26
Notes to the financial statements	27

Solutions Not Sides

Reference and administrative Information

For the period ended August 31 2023

Charity number	1183651
Country of registration	England & Wales
Registered office and operational address	Haskell House 152 West End Lane LONDON NW6 1SD
Independent Examiner	Jonathan Orchard Sayer Vincent LLP Chartered Accountants 110 Golden Lane LONDON EC1Y 0TG

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

The trustees are pleased to present their annual report together with the financial statements of the CIO for the year beginning 1 September 2022 and ending 31 August 2023.

The financial statements comply with the Charities Act 2011, the Solutions Not Sides constitution, 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 2015).

Structure, governance and management

Solutions Not Sides is a Charitable Incorporated Organisation governed by its Constitution dated 30 May 2019 and it is registered with the Charity Commission of England and Wales.

All trustees give their time voluntarily and receive no benefits from the charity.

Appointment of trustees

There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

There is no maximum number of Trustees that may be appointed to the CIO.

Current trustees are as follows:

Zahara Chowdhury

Greg Rack

William Grant-Brook

Rich Grahame

Rachel Lewis

As set out in the Constitution, apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

Activities Report

Objectives and activities

Our vision

To contribute towards a more compassionate, educated, fair and united society for all, reaching critical mass of one third of the next generation, in areas where tensions, polarisation and racism around this issue are most affecting our community cohesion, by the early 2030s.

Our mission

The Israel–Palestine conflict polarises British society. Our mission is to create safe spaces and provide life skills for British young people to make the difficult but vital conversations about Israel–Palestine not just possible but positive.

Our activities

Solutions Not Sides (SNS) is an education programme that exists to provide humanising encounters, diverse narratives and critical–thinking tools in order to empower young people with the knowledge, empathy and skills to promote dialogue and conflict resolution, and to challenge prejudice in the UK around Israel–Palestine. We focus on the voices and experiences of Palestinian & Israeli peace builders who come to the UK as speakers. The programme engages British youth at the opinion–forming stage of their development in secondary schools, ensuring that the students who most need this engagement receive it within the safe space of a structured educational environment. SNS also works in well–supported community youth group environments and supports teachers.

Our work is carried out through an innovative programme of training and workshops with the following resources:

- A three–part Youth Education Programme of educational sessions and resources for 13–18–year–olds (School years 9–13)
- Training and resources for their teachers and community leaders
- Leadership training opportunities for students aged 16–19
- The Olive Branch Award, a three year programme for teachers wanting to bring about a school–wide transformation in culture

Context

The narratives on this issue across a variety of community and political groups in the UK are very polarised. There is very little space for listening and understanding, and young people here in Britain are usually just exposed to a singular perspective.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

Palestinian and Israeli speakers address this in our programme and model breaking that cycle by demonstrating respectful disagreement but standing together on shared values.

The values framework that all our speakers sign up to and within which classroom discussions take place is: 1) non-violence; 2) equality for all; 3) rejection of hatred.

A peaceful solution is not possible when one side wins and the other side loses. We therefore facilitate students in considering how conflict can be de-escalated by seeking the best solution for everyone.

We work online, and face to face, using a variety of materials. These include face to face encounters with Israelis and Palestinians, videos, reading materials and group exercises to help students to gain a much deeper understanding, to gain new perspectives on the conflict, and greater hope that a solution can be found.

People

- SNS' staff, trustee and advisory boards work closely together and are a mixture of non-religious, Jewish, Muslim, and Christian backgrounds including Palestinian and Israeli Coordinators
- Over 100 Israeli and Palestinian young people have participated as classroom speakers in the SNS programme, and their voices are at the heart of SNS' work
- All the Palestinian and Israeli speakers in our programme are from civil society. They do not claim to speak for or represent their governments, entire societies or anything apart from themselves. They all agree on certain values or principles that can be found on the 'about' page of our website and their political views are diverse
- SNS has a highly skilled team, who have been trained to be impartial in the classroom as facilitators
- SNS also has a network of freelance facilitators from across the UK who run sessions online and in the classroom, supporting SNS in our goal of reaching more students
- SNS has an alumni network of over 140 British youth who have participated in our Bridge Builders Programme (BBP), formerly the Student Leadership Programme (SLP), and follow up activities.

SNS undertook the following activities in 2022-23:

- 114 sessions with Israeli and Palestinian speakers with 6533 participants (2021-22: 174 sessions with 8,651).
- 22 teacher/community training sessions with 407 participants (2021-22: 18 teacher sessions with 566 participants).
- 3 Student Leadership Programmes with 304 participants.
- Launched the Olive Branch Award with 10 pilot schools signed up

Overview of the year

The 2022–23 year saw SNS begin to transition back to a pre-Covid model of operating, returning to some in-person delivery alongside online sessions. As well as delivering Youth Education Programme workshops using a freelance facilitator model where speakers joined online, we ran three tours with live speakers, in London, Bradford and Birmingham. We ran our Bridge Builders Programme, a 5-day residential in Cambridge for 16–19 year-olds, in person for the first time since Covid. We saw a desire among many teachers and students for more in-person events after years of online learning during the pandemic, so reintroducing in-person events was a clear way of meeting these needs.

Another positive development was the expansion of our programmes. We ran our first ever Model United Nations summit in the summer, which was attended by 18 students in 6 teams and held in person in Lancaster across 3 days. The theme for this pilot event was "Israel–Palestine: a roadmap to peace". The event was organised to put students into a simulation where they represented different countries in the United Nations, faced with the challenge of creating lasting peace in the region. Student feedback showed that participants grew in their confidence when it came to public speaking, negotiation, and independent research.

We also piloted a Leadership Conference that linked students from schools in Manchester together. During the Leadership Conference, students from 4 schools who had participated in the Youth Education Programme met together for the in-person event, co-produced with teachers, practitioners and academics. The event saw students delve even deeper into the topic of Israel–Palestine and receive training on standing against antisemitism and Islamophobia. As one student commented "I found out much more about the conflict and things that you wouldn't normally find online."

We launched the pilot year for our Olive Branch Award with a target of 10 schools. This target was reached by the spring of 2023, with a further 3 schools signing up to join the programme in the following year. The three-year programme was introduced as a way of supporting schools in bringing about transformation in a sustained way, on the level of the whole school rather than in individual classrooms, and to build on the learning that takes places during the Youth Education Programme. It was deeply encouraging to see the ways in which schools that signed up participated in the programme; these included creating display boards and peace murals for their schools, and teachers attending the annual summer conference,

Youth Education Programme

The programme was designed to give all students the complete SNS content over three sessions – the first two sessions conducted by their teacher, with the third session involving discussion with the two speakers being led by an SNS facilitator and an introduction to

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

possible solutions. Feedback during this year showed how important it is to return to a model of delivering the sessions in person rather than on Zoom, in order to ameliorate the humanisation and empathy impact.

The number of students in sessions varied greatly across schools, with the most common group size being 30–60, although some sessions were smaller, and a not insignificant number had over 100 students attending in an assembly-style format. The Zoom model enabled schools to book simultaneous sessions, so two or three classes were able to partake in a session at the same time, each with a facilitator and a set of speakers. This enabled schools who wanted to bring us in for a whole year group to do so in a single day rather than across multiple days. We generally found that classroom-sized groups worked best and enabled for a good degree of interaction between students and the speakers and facilitator. We will continue to recommend smaller group sizes to schools when booking but recognise that some schools who wish to bring us in to work with a whole year group do not have capacity to do so across multiple sessions.

As part of our quality control process, we continue to evaluate our programme by seeking feedback from students and teachers; by using our leadership team to conduct observations of our school sessions and by annually submitting our programme to several individuals across three faith communities for feedback.

The structure of the Youth Education Programme is as follows:

- PART 1: EXPLORATION

1-hour session run by schoolteacher on the historical narratives using our film the 'Beginner's Guide to Israel–Palestine'

- PART 2: EMPATHY

1-hour session run by schoolteacher introducing the conflict resolution principle of the iceberg using the film 'Rage, Revenge & Repair', plus materials on understanding the experiences of Palestinians and Israelis and their needs.

- PART 3: EMPOWERMENT

1.5–2-hour session run by an SNS facilitator, and the Palestinian and Israeli speakers focused on answering student questions and having a solutions-focused discussion around pros and cons of one and two state solution options, plus other ideas for solutions.

Follow-up opportunities for students now include:

- Student-led learning resources for personal research projects (can be used in school or at home)
- Our residential Bridge Builders Programme (BBP)
- Our Youth Leadership Network (YLN) for alumni of the SLP (Now BBP)

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

Student Leadership Programmes

After being unable to run one of our Student Leadership Programme (SLP), the Bridge Builders Programme, in 2022, we were able to secure funding to run the programme again in 2023. It was the first time the event was run in-person since Covid-19 and was held across 5 days in August at the Woolf Institute in Cambridge. On top of this, we delivered, under the SLP umbrella, our first Model UN Summit, and an additional Leadership Conference in Manchester.

Teacher and community leader training sessions and resources

We continued to offer our 90 minute online adult training on the topic of 'Recognising and tackling antisemitism and Islamophobia in relation to Israel-Palestine.' This is popular as CPD for school teachers, council employees, and community leaders. We also continue to offer training to staff at partner organisations.

Olive Branch Award

This is a new initiative launched in July 2022 at our Cambridge Conference for teachers. The Olive Branch Award supports schools to become safe and empowered spaces to talk and learn about tough issues through focusing on four key skills: active listening, empathy, critical thinking, and social and emotional learning. Schools can join and collect leaves for their Olive Branch by participating in SNS sessions and exclusive new programmes for teachers and students. It is a holistic approach for the school to embed a culture of learning, listening, and reflection on Israel-Palestine over a three-year period, achieving full SNS accreditation at the end.

The 2023 Cambridge Conference, which we hosted in partnership with Retorika and Jerusalem Peacebuilders, was targeted specifically at Olive Branch schools and served as an opportunity for OBA teachers to meet in person, reflect on the year and receive training and advice for planning the year ahead. The conference was held across two days, with the first day dedicated to training with Retorika and Jerusalem Peacebuilders and the second to UK-specific workshops.

The target for 2022-23 for membership of the Olive Branch Award was 10 schools, which was met by the spring term with a further 3 school signing up for the next academic year. The target going into the 2023-24 academic year will be 25 members schools.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

Other Activity

We saw an expansion of our activities this year in collaboration with partner organisations, including:

- Participation in a Berlin conference with the 'European Network for Countering Antisemitism Through Education' (ENCATE)
- Participation in Empathy Action Month, Islamophobia Awareness Month, Interfaith Week and Mental Health Awareness Month
- Speaking at the Rising Global Peace Forum and the "Addressing Antisemitism in and through education in the United Kingdom: perspectives, policies and approaches" conference organised by Lord Mann, UNESCO, the OSCE Office for Democratic Institutions and Human Rights (ODIHR), and the UCL Centre for Holocaust Education
- Joined the Anti-Bullying Alliance
- Began work on teacher resources with the Department for Education's 'Educate Against Hate' platform
- AIESEC youth leadership conference (organised by our Student Leadership Programme alumni)

Measuring student impact

Written feedback

We routinely collect written feedback from students after meeting the speakers from Israel and Palestine. The structure of our surveys enables us to ascertain whether and to what extent our aims and our learning goals have been achieved. The surveys indicate whether the participants felt that the programme was a safe and apolitical space for discussion and whether learning about this topic took place.

The learning goals are as follows:

1. Understanding of diverse perspectives on the history of the conflict – showing they have understood more than one side/narrative
2. A non-partisan, solutions-focused attitude (not supporting one side to win against the other)
3. An acceptance of the shared humanity and equal human rights for all Israelis, Palestinians, Jews, Muslims, Christians etc., including an awareness that both sides' needs must be met
4. Awareness that people from different backgrounds and perspectives, even those on opposing sides of a geo-political conflict, can treat each other and dialogue together respectfully without aggression – and the hope that that engenders
5. A shift from enmity to empathy regarding the human suffering of those previously perceived to be the 'bad guys' in the conflict – indicating they were biased or partisan before and are no longer so
6. Awareness of and ability to make the distinction between the roles of political/violent

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

actors (governmental and grassroots), and the majority of ordinary citizens of Israel and Palestine

7. Awareness that violence will likely lead to continued conflict and suffering, not conflict resolution and expressing concern about the severity of the situation for the people affected
8. Awareness of and ability to critically assess bias about the conflict in mainstream and social media

Methodology for measuring impact:

The learning outcomes listed above are assessed through the feedback form that students complete at the close of the session.

Students also fill in a feedback form before completing the programme, to provide a point of comparison and a way to measure clear 'before' and 'after' shifts in attitude. Students are asked to reflect on the following statements/questions and to give a score between 1 (strongly disagree) and 5 (strongly agree) on the first 5:

Question 1: "I think that the Israeli–Palestinian conflict is an important international issue"

Question 2: "The Israeli–Palestinian conflict is an important issue for me, personally"

Question 3: "I feel comfortable to speak about my opinions on this issue"

Question 4: "I trust the media sources I read on this issue"

Question 5: "I think that one side or group is most to blame:

Question 6: "What are your general views on the issue at the moment? For example, what do you think are the main reasons for the conflict, what do you think are the key obstacles to peace etc.?"

The feedback that students complete after participating in the programme consist of the following questions. They are asked for a numerical score for questions 1–6, and there is space for written feedback for all questions:

Question 1: "I liked participating in the SNS programme."

Question 2: "I learned new things about Israel–Palestine that I didn't know before."

Question 3: "I feel more comfortable than I did before the programme to speak about my views on this issue."

Question 4: "I think the programme could be improved."

Question 5: "I think that one side or group is most to blame in this conflict."

Question 6: "I trust the media sources I read on this issue."

Question 7: "What effect, if any, has participating in this programme had on your views of conflict in general, and the Israeli–Palestinian conflict in particular?"

Question 8: "What, if any, is your understanding of Israeli nationalism (Zionism) and Palestinian Nationalism?"

Solutions Not Sides

Trustees' annual report

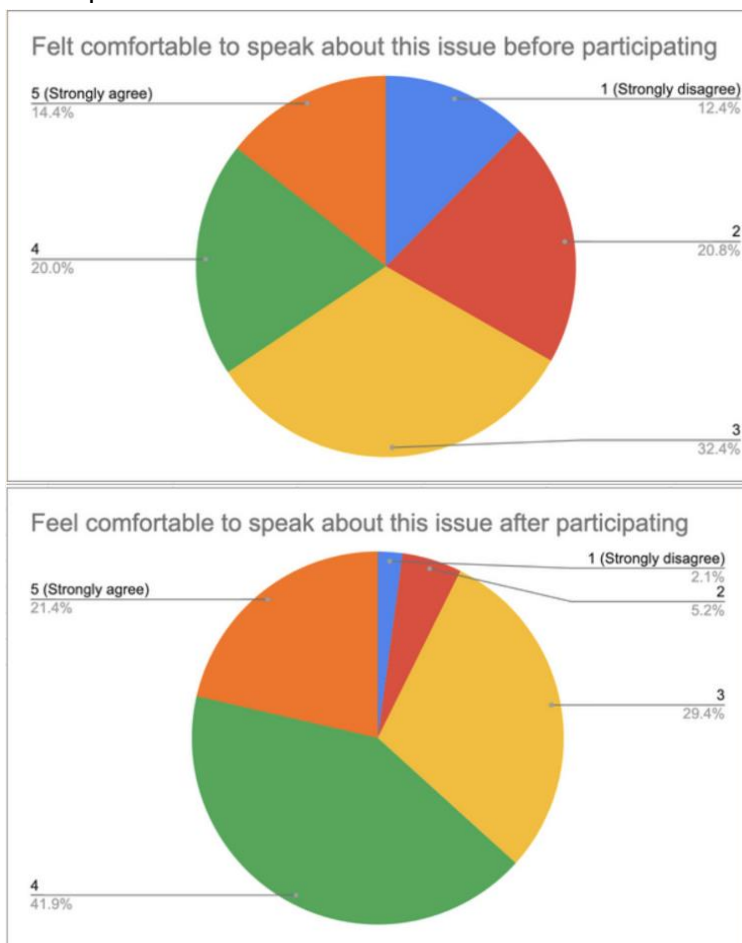
For the period ended August 31 2023

Question 9: “What is already being done, and what still needs to be done, for there to be justice and peace in Palestine–Israel?”

We conducted qualitative analysis of the participants’ answers to these questions. Beyond indicating on a numerical scale how much they agree or disagree with the first six questions, participants are not given guidance or options for their answers, nor are they asked to choose one of the responses or outcomes from our lists; all of the data provided by the participants comes from their unprompted written response that we then analyse and categorise to see how many times there is evidence of our response targets and learning goals in their answers. Many participants express more than one learning outcome.

Before and after

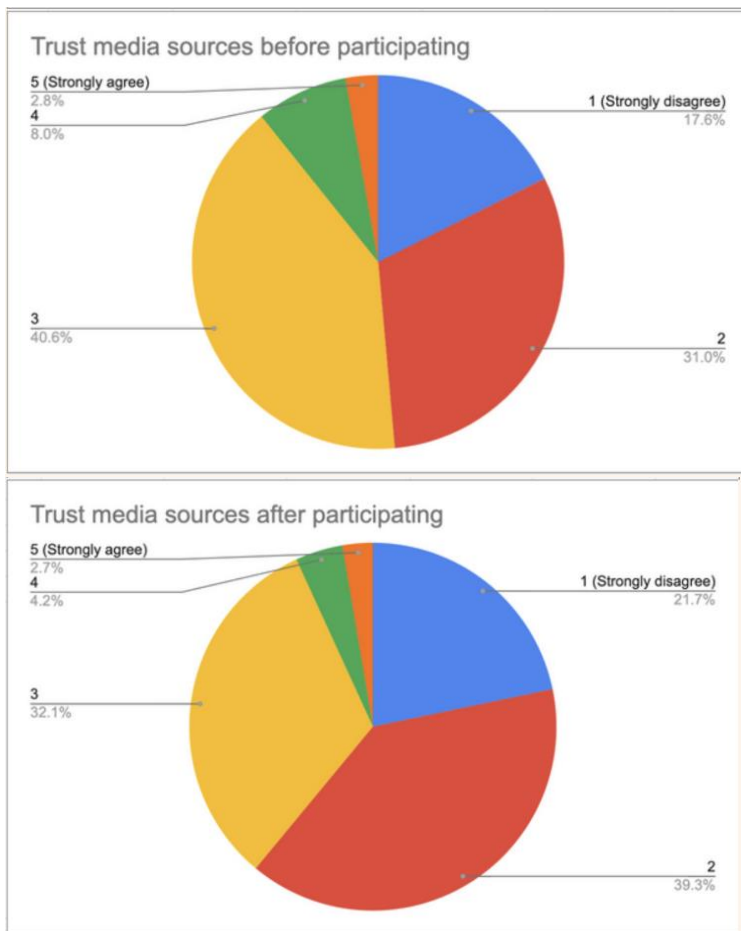
The numerical scores enable us to measure ‘before’ and ‘after’ outcomes. Below are the outcomes for the autumn term, looking at how confident students felt about speaking about this topic and their trust in media sources related to the topic:



Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023



Analysis: Many wrote before participating that they were worried about offending people, saying the wrong thing, or being shut down; after participation we see a trend in the percentage who feel confident in speaking about the topic rising. Likewise, we see students become more critical of media sources on the topic after participating in the programme.

What students said:

- *"I have been made aware of bias and would think about it more when facing sources."*
- *"I want to spread awareness among other people so we can all fight together to establish peace."*

Written feedback

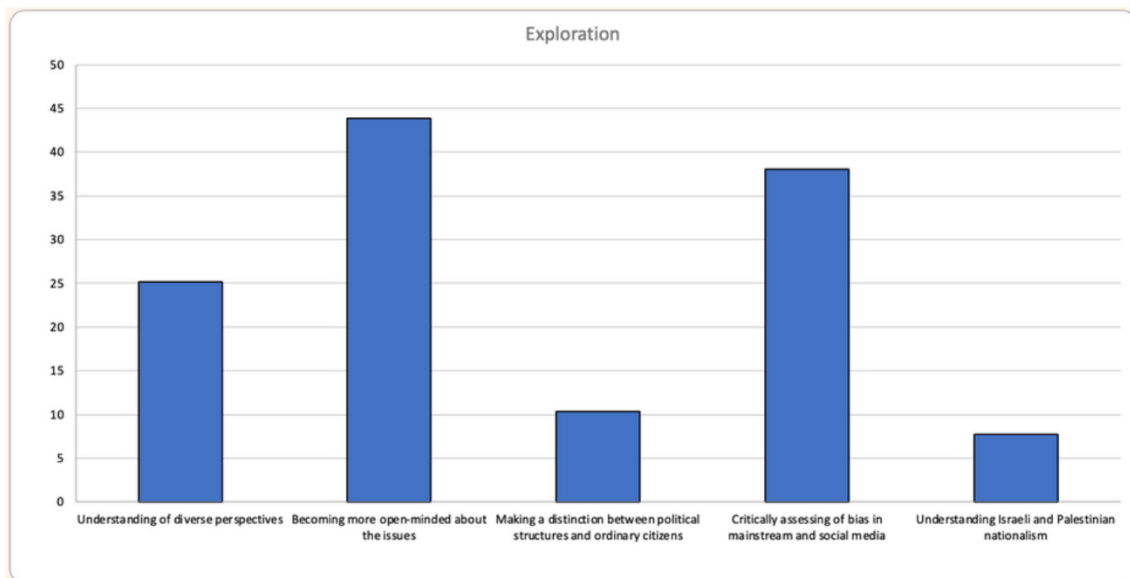
Exploration

The following graph shows students' level of attainment in the spring term of our 'Exploration' learning goals, based on their written reflections. Here, we are looking for the ability to embrace complexity, acknowledge diverse viewpoints, and awareness of the need to use diverse media sources when getting information on the topic.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023



Analysis: We saw an upward trend throughout the year in the percentage of students indicating in their written feedback that they had become open-minded about the complexity of the issues. Critical thinking in relation to media sources was consistently high, with many highlighting the biases and limited narratives of sources seen in the news.

What students said:

- *“(I learned new information that challenged my original ideas and challenged my (pre)conceptions.”*
- *“It is very important to educate people on such matters to help them understand and see the situation from 2 perspectives.”*

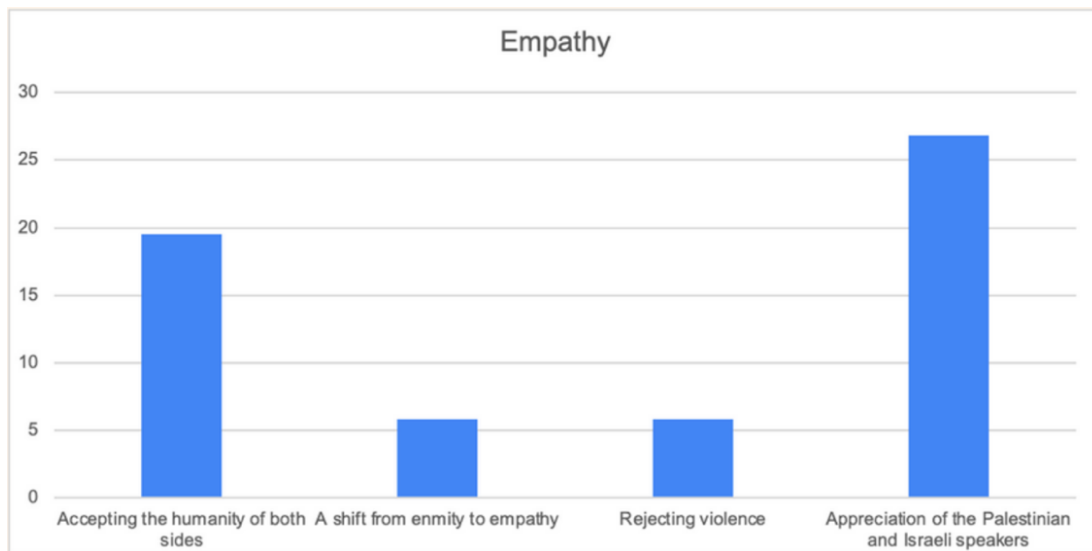
Empathy

The following graph shows students' level of attainment of our 'Empathy' learning goals in the summer term. Here, we are looking for the ability to humanise 'the other', reject the use of violence, and value the chance for a firsthand encounter with people who have lived through the conflict themselves.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023



Analysis: Appreciation of the Palestinian and Israeli speakers scored consistently between 20 and 30% throughout the year with students commenting on the positive impact that hearing personal, humanising stories had.

What students said:

- *"It was informative and interesting. Meeting people who have experienced the issue firsthand gave a new perspective on it."*
- *"I developed a deeper understanding of others' personal experiences with the conflict."*

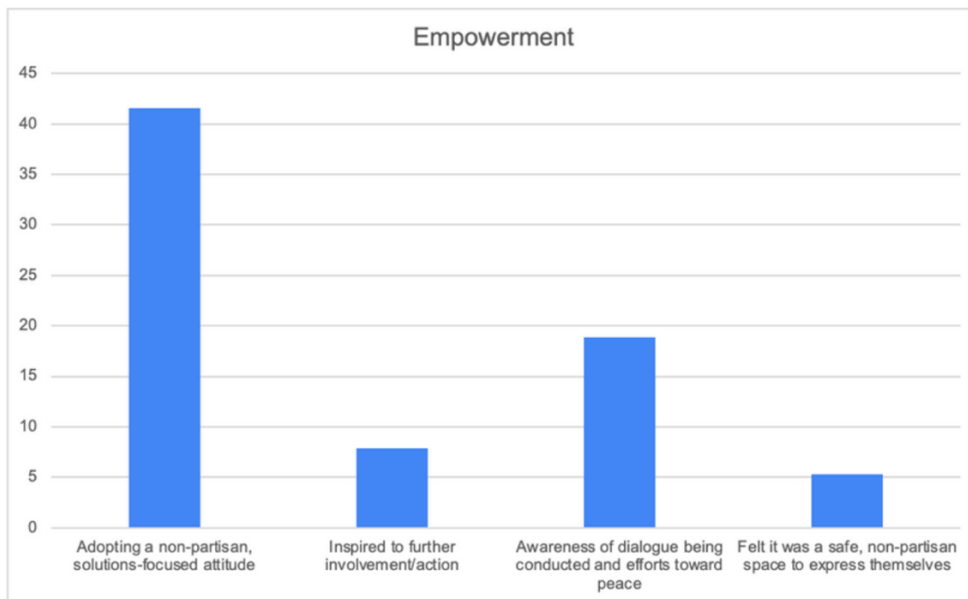
Empowerment

The following graph shows students' level of attainment of our 'Empowerment' learning goals in the summer term. Here, we are looking for students to adopt a solutions-focused attitude, to express a desire to play a constructive role in conflict resolution, to be inspired by the example set by the two speakers, and that they felt they could express their opinions and ask their questions in a safe space during our session.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023



Analysis: A high number of students embraced the main teaching point of our programme throughout the year, with many stating that they supported solutions rather than one side over the other. Some students expressed the desire to take some kind of further action, and comments regarding a newly found realisation that peace work and dialogue is going on in the region showed that students were becoming more aware of the work of peace builders.

What students said:

- *"The environment was quite open and judgement-free so I was very encouraged to express my opinion."*
- *"I think there needs to be a willingness from both sides to find a solution, both sides must be willing to cooperate and put the past behind them in favour of a better future."*

Below are some more extensive examples of students' comments that show they have achieved the learning and response outcomes.

Evidence of embracing diverse narratives/perspectives:

"I think I can take account of both sides of the story to speak about my views, unlike before."

"It has made me re-evaluate my stance and spread my eyes to the real issue of a humanitarian/diplomatic crisis on both sides."

"It was nice to listen from the perspective of an Israeli and Palestinian. It helped me increase my knowledge of the truth of what's actually happening."

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

"The session had a positive effect on my views."

Evidence of humanising encounter and increased empathy:

"I realised that revenge is not that difficult to overcome."

"It has broadened my understanding of the suffering caused, most importantly the Q&A has provided insight into the daily life of the conflict."

"Both Israelis and Palestinians want a safe space to call home for themselves."

"I learnt about how the speakers felt about it and what they want."

Evidence of embracing a solutions-focused approach:

"This helped enrich my facts and gave me better evidence for my arguments on this conflict. It introduced new perspectives and personal views. 'Peace and unity' is better than pro-Israel and pro-Palestine."

"It was very informative and eye opening. We need to search for a solution and overcome the conflict, with new governments and peace negotiations."

"Look for solutions not sides; hear both sides of the story... violence is never the answer."

Evidence of recognising the distinction between political power structures and ordinary citizens:

"I learned that there are diverse opinions and that just because one group is Israeli or Palestinian doesn't mean they have a fixed opinion."

"I feel able to justify why there should be peace for everyone and able to criticise governments for not holding peace talks and using religion to justify their views."

"I think it's mainly the people in power's fault as the citizens have little to no control of what they do."

Evidence of awareness of dialogue and peace activism:

"I learned that Israelis and Palestinians, upon understanding one another more, can get along properly."

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

"People are protesting for peace and trying to convince governments to work for peace, but more efforts need to be put into this idea."

"Before I didn't know too much but now I know that some people want peace, I thought everyone was in war."

"It has made me want peace for both sides and has made me feel connected to this conflict and shown me there are ways for people like me to help."

Evidence of learning to think critically about the issue, including use of media sources:

"I found that this programme helped me to understand the depth and complexity of the Israeli-Palestinian conflict."

"I don't trust most media because (of) how much they can manipulate religion."

"A lot of them [media sources] may be very biased as both the Jews and Arabs have a lot of negative prejudice against them."

"Western media fails to factor in civilian lives."

Evidence of feeling more comfortable/confident to discuss the topic:

"I don't think I yet know enough to speak out about it, but I can speak up against discrimination."

"I can now speak on this subject confidently as I couldn't before and can educate people."

"Now I understand the issue I can back up my views with confidence."

"I can say what I think now because I understand it."

Teacher Feedback

Teachers responded to the following statements with a score ranging from 1 (Strongly Disagree) to 5 (Strongly Agree):

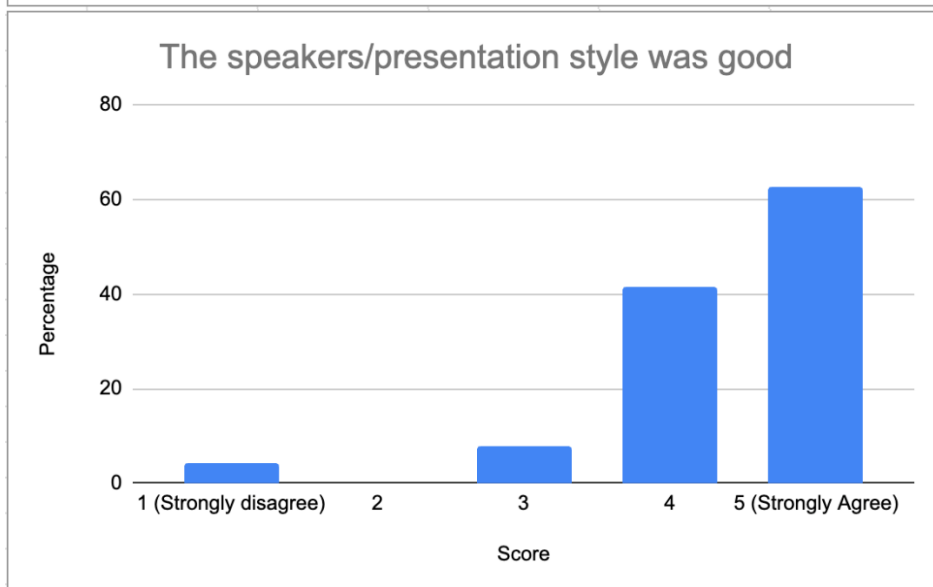
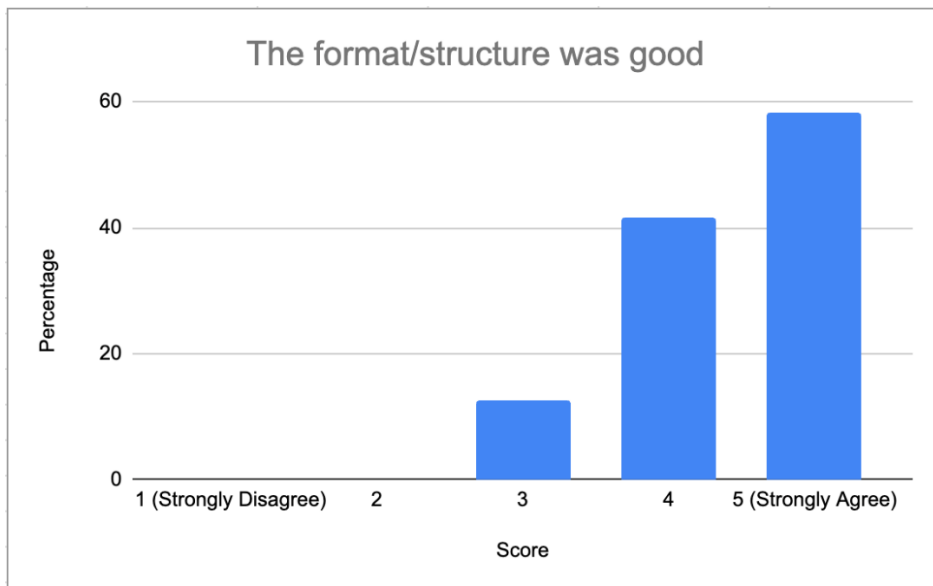
- The Format/Structure is good
- The speakers/presentation style is good
- Message of conflict resolution is clear
- The content covered was appropriate
- Session was helpful for students experiencing tensions because of this issue

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

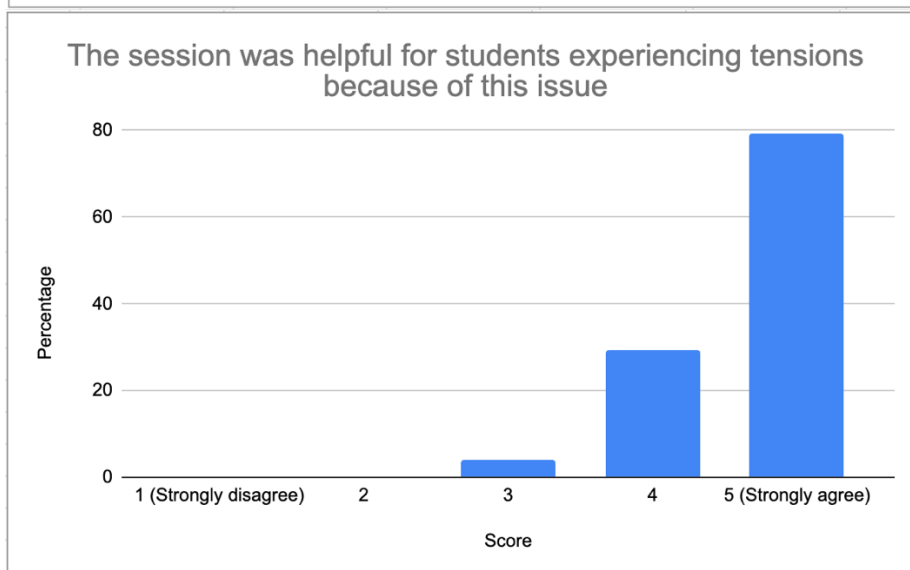
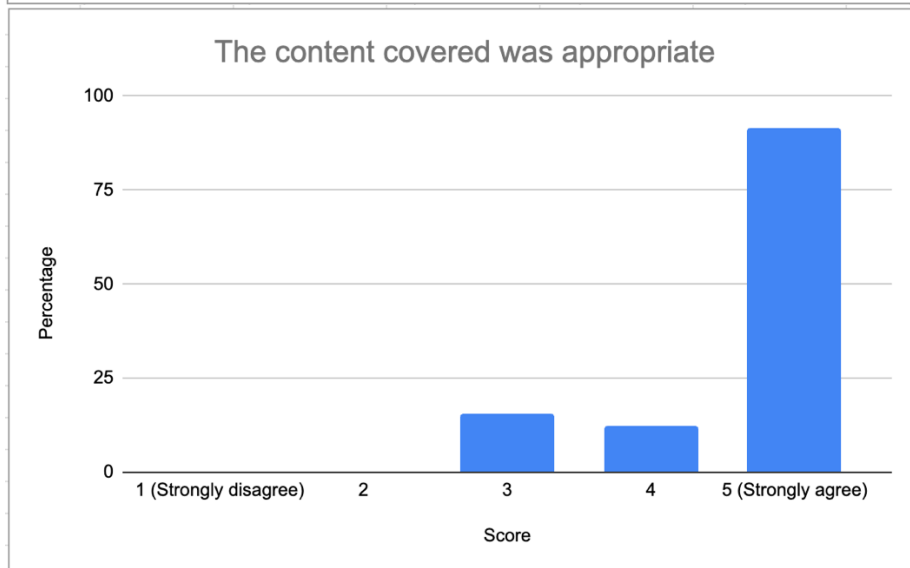
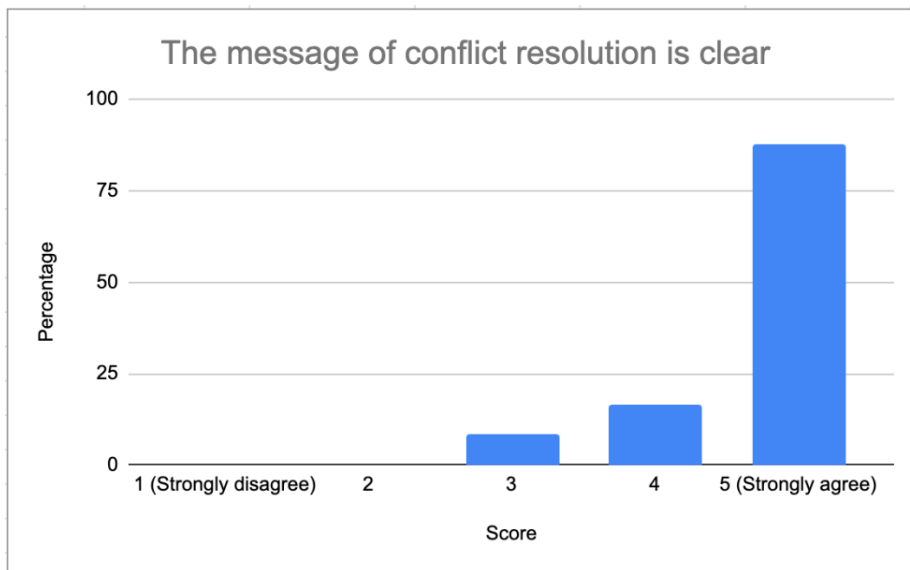
Results from teacher feedback:



Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023



Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

Analysis: Teachers were overwhelmingly positive about the programme and its impact. Just one teacher gave a low score for presentation based on the fact that they had expected live speakers and in the end we had to use Zoom instead. The rest of the feedback was particularly positive about the impact of the speakers on the students, describing them as:

- Open and generous
- Great
- Amazing, brave and forthright
- Engaging and eye-opening
- Delivered info excellently
- Provided a real insight
- Answered questions really well
- Powerful and inspiring

There were several comments that they would love to have the speakers in person rather than via Zoom. We will move back to more of this format next year.

As with the student feedback, teachers also had the opportunity to give written feedback in response to these statements:

Impact on views:

"It has highlighted to many of them that a 'simple' win/lose outcome is not that simple nor is it necessarily desirable."

"It gave a very clear sense of the value of approaching conflict from a perspective of finding a compromise and a solution, for the benefit of everyone."

"The students fed back afterwards that it helped them consider different perspectives on the issue."

"They had preconceived opinions on blame and who should "win" in the conflict. This has opened a new dialogue."

"I believe that students who came to the sessions with a fixed and one-sided view of the situation have had their views appropriately challenged and seen that the situation contains multitudes and complexities."

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

Meeting the speakers:

"The girls found them very inspiring and were moved listening to them speak. They really really appreciated it."

"They really made the situation seem so much more human and less like something we can't talk about."

"The speakers are so good at answering some difficult questions thrown at them by our pupils."

"I think it was amazing to hear these experiences from a personal point of view."

"Both were intelligent, honest and relatable. Not patronising."

Knowledge, critical thinking and the media:

"They study the history of the conflict in year 9 history but I feel this session helped them to see the impact on the people and gain more empathy for the situation."

"Sessions 1 and 2 made this (message of conflict resolution) very clear and gave students a chance to consider what solution they might suggest."

"I felt it was really helpful when the speakers answered a student question about protest and free speech and how it relates to them at school."

"More students are aware of the conflict and historical factors. They have a better understanding of moving forward."

"It was good for them to hear that people from both sides wants a peaceful solution for everyone in the area."

Session structure and delivery:

"Sessions 1 and 2 were tactful and tasteful and allowed students to explore their personal thoughts and feelings within a useful structure and framework."

"The balance between the speakers, and the balance between listening and questioning worked really well."

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2023

“The use of two speakers, one Israeli and one Palestinian was very effective – as was the use of introductory personalised videos, to introduce the speakers.”

“It was very clever how you explained this complex issue and made it so accessible. Thank you.”

“<The session> allowed pupils to use the workshop as a safe space to discuss their views.”

Summary

2022–23 saw SNS undertaking a number of new initiatives alongside the Youth Education Programme, including the Model UN Summit, the launch of the Olive Branch Award, and increasing collaboration with partner organisations. We reintroduced the Bridge Builders Programme in person and three live speaker tours, with the aim of returning more fully to in-person events in 2023–24.

The feedback for our programmes, from both students and teachers, continues to be overwhelmingly positive, and both written and numerical feedback demonstrate our programmes’ meaningful impact on participants. The MUN conference saw student participants reporting an increase in confidence, public speaking, and research skills, for example, and an increase in open-mindedness of participants and solutions-focused attitudes has been a particular success of school sessions. Teachers consistently note the quality of our speakers and the effect of the Youth Education Programme in challenging preconceptions, humanising the conflict, and promoting a solutions-centric approach.

Feedback for improvement has demonstrated teachers’ and students’ wishes to meet speakers in-person, which has informed the changes that will be made to the curriculum for 2023–24.

Next year

We will resume a pre-covid model of tours for the Youth Education Programme, in which Part 3 will see speakers attending schools in person. Schools will still be able to book sessions with speakers joining over video call if the tours do not cover the region in which they are located, or if they are unable to book onto a tour due to scheduling. We will encourage schools to book tour sessions as far as is possible and operations will primarily be on a tours-based model. We will be running tours in London, Bradford, Lancashire, Birmingham, Manchester, Leeds, and East Midlands. We will aim to reach at least 9000 students through the Youth Education Programme and expand the Olive Branch Award with a target of 25 schools to join. We will aim to have 20 participants for the Bridge Builders Programme and 300 participants in teacher and community leader training.

Financial commentary

For the year to 31 August 2023, Solutions Not Sides secured income of £367,000, £298,000 of which came from grants and donations. Expenditure in the year was £357,000 resulting in an overall surplus for the year of £10,000. The charity started the year with brought forward restricted funds of £30,000 which were utilised in the year. Unrestricted funds at the end of the year were £112,000 which the trustees consider is sufficient to provide financial security into the current financial year and beyond.

Statement of responsibilities of the trustees

The charity trustees must comply with the requirements of the Charities Act with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns.

The statements of account, reports and returns must be sent to the Commission, regardless of the income of the CIO, within 10 months of the financial year end.

The charity trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

These accounts have been prepared in accordance with the requirements of the Charities Act.

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



Rich Grahame
Chairperson

Independent examiner's report

To the members of

Solutions Not Sides

Solutions Not Sides for the year ended 31 August 2023.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011 ('the 2011 Act').

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accounts in England and Wales, which is one of the listed bodies.

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

- 1 Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 The accounts do not accord with those records; or
- 3 The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

Independent examiner's report

To the members of

Solutions Not Sides

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name: Jonathan Orchard

The Institute of Chartered Accountants in England and Wales

Address: Sayer Vincent LLP, 110 Golden Lane, London, EC1Y 0TG

Date:

Solutions Not Sides

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	282,619	15,330	297,949	161,691	40,650	202,341
Charitable activities							
Session fees		69,316	-	69,316	56,242	-	56,242
Other income		-	-	-	2,858	-	2,858
Total income		351,934	15,330	367,264	220,791	40,650	261,441
Expenditure on:							
Raising funds	3	244	-	244	451	-	451
Charitable activities	3	303,645	45,330	348,975	295,925	10,650	306,575
Governance		7,484	-	7,484	4,249	-	4,249
Total expenditure		311,373	45,330	356,703	300,625	10,650	311,275
Net income / (expenditure) for year		40,561	(30,000)	10,561	(79,833)	30,000	(49,833)
Net movement in funds		40,561	(30,000)	10,561	(79,833)	30,000	(49,833)
Reconciliation of funds:							
Total funds brought forward		71,325	30,000	101,325	151,158	-	151,158
Total funds carried forward		111,886	-	111,886	71,325	30,000	101,325

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Solutions Not Sides

Balance sheet

As at 31 August 2023

	Note	£	2023 £	£	2022 £
Current assets:					
Debtors	8	30,160		11,300	
Cash at bank and in hand		97,307		98,001	
		<u>127,467</u>		<u>109,301</u>	
Liabilities:					
Creditors: amounts falling due within one year	9	(15,581)		(7,976)	
			<u>111,886</u>		<u>101,325</u>
Net current assets			<u>111,886</u>		<u>101,325</u>
Total assets less current liabilities			<u>111,886</u>		<u>101,325</u>
Total net assets / (liabilities)			<u>111,886</u>		<u>101,325</u>
The funds of the charity:					
Unrestricted funds			111,886		71,325
Restricted funds			-		30,000
Total charity funds			<u>111,886</u>		<u>101,325</u>

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 25 June 2024 and signed on their behalf by



Rich Grahame
Chairperson

1 Accounting policies

a) Statutory information

Solutions Not Sides is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

The registered office address is The Vineyards, 36 Gloucester Avenue, London, NW1 7BB.

b) Basis of preparation

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

The financial statements have been prepared to give a ‘true and fair’ view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a ‘true and fair view’. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

e) Income

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

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

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

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

g) Expenditure and irrecoverable VAT

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

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

h) Debtors

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

Solutions Not Sides

Notes to the financial statements

For the year to 31 August 2023

1 Accounting policies (continued)

i) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

j) 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.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Grants	216,006	15,330	231,336	120,155	40,650	160,805
Donations	66,613	–	66,613	41,536	–	41,536
Donated services	–	–	–	–	–	–
	<u>282,619</u>	<u>15,330</u>	<u>297,949</u>	<u>161,691</u>	<u>40,650</u>	<u>202,341</u>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2023

3 Analysis of expenditure

	Charitable			2023 Total £	Raising funds	Charitable activity	Governance costs	2022 Total £
	Raising funds £	Charitable activity £	Governance costs £					
Staff costs	-	234,279	-	234,279	-	212,853	-	212,853
Direct project costs	-	86,273	-	86,273	-	78,239	-	78,239
Legal and Governance	-	-	7,484	7,484	-	-	4,249	4,249
Overheads	-	14,340	-	14,340	-	7,129	-	7,129
Fundraising	244	-	-	244	451	-	-	451
Other staff costs	-	14,082	-	14,082	-	8,354	-	8,354
Sundry	-	-	-	-	-	-	-	-
Total expenditure 2023	244	348,975	7,484	356,703	451	306,575	4,249	311,275

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2023

4 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Net salary	152,451	140,165
Tax and social security costs	69,637	61,169
Employer's contribution to defined contribution pension schemes	12,191	11,519
	<u>234,279</u>	<u>212,853</u>

No employee earned more than £60,000 during the year (2022: nil)

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity. Trustees claimed expenses of £95 in the year (2022: £22).

5 Related party transactions

There are no related party transactions to disclose for this financial year (2022: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Net income resources for year

This is stated after charging:

	2023 £	2022 £
Independent examination fees	2,000	2,000
Depreciation	-	-
	<u>2,000</u>	<u>2,000</u>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2023

8 Debtors	2023 £	2022 £
Trade debtors	30,160	11,300
	30,160	11,300

9 Creditors: amounts falling due within one year	2023 £	2022 £
Taxation and social security	13,181	5,562
Accruals	2,400	2,400
Other creditors		14
	15,581	7,976

10 Movements in funds	At 1 September 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 August 2023 £
Restricted funds:					
Youth Education Project	15,000	11,250	(26,250)	-	-
Bridge Builders Programme	-	3,000	(3,000)	-	-
Staff Development	-	1,080	(1,080)	-	-
Student Leadership Project	15,000	-	(15,000)	-	-
Total restricted funds	30,000	15,330	(45,330)	-	-
Unrestricted funds:					
General funds	71,325	351,934	(311,373)	-	111,886
Total unrestricted funds	71,325	351,934	(311,373)	-	111,886
Total funds	101,325	367,264	(356,703)	-	111,886

SOLUTIONS NOT SIDES

England & Wales - Charity number 1183651

Accounts

Charity number: 1183651

Solutions Not Sides

Report and financial statements For the period ended 31 August 2022



Solutions Not Sides

Contents

For the year ended 31 August 2022

Reference and administrative information	
1	
Trustees' annual report	
2 Independent examiner's report	
.....	35
Statement of financial activities (incorporating an income and expenditure account)	37
Balance sheet	
38	
Notes to the financial statements	
39	

Solutions Not Sides

Reference and administrative Information

For the period ended August 31 2022

Charity number	1183651
Country of registration	England & Wales
Registered office and operational address	Haskell House 152 West End Lane LONDON NW6 1SD
Independent Examiner	Jonathan Orchard Sayer Vincent LLP Chartered Accountants Invicta House 108-114 Golden Lane LONDON EC1Y 0TL

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

The trustees are pleased to present their annual report together with the financial statements of the CIO for the year beginning 1 September 2021 and ending 31 August 2022

The financial statements comply with the Charities Act 2011, the Solutions Not Sides constitution, 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 2015).

Structure, governance and management

Solutions Not Sides is a Charitable Incorporated Organisation governed by its Constitution dated 30 May 2019 and it is registered with the Charity Commission of England and Wales.

All trustees give their time voluntarily and receive no benefits from the charity.

Appointment of trustees

There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

There is no maximum number of Trustees that may be appointed to the CIO.

Current trustees are as follows:

Rachel Lewis

Gregory Rack

Zahara Chowdhury

William Grant-Brook

Rich Grahame

Rafia Shaheen finished her term and stepped down in 2021

Mohammed Ali Amla stepped down in January 2021

As set out in the Constitution, apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Activities Report

Objectives and activities

Our vision

To contribute towards a more compassionate, educated, fair and united society for all, reaching critical mass of one third of the next generation by the early 2030s.

Our mission

The Israel–Palestine conflict polarises British society. Our mission is to create safe spaces and provide life skills for British young people to make the difficult but vital conversations about Israel–Palestine not just possible but positive.

Our activities

Solutions Not Sides is an education programme that exists to provide humanising encounters, diverse narratives, and critical–thinking tools in order to empower young people with the knowledge, empathy and skills to promote dialogue and conflict resolution, and to challenge prejudice in the UK around Israel – Palestine. We focus on the voices and experiences of Palestinian & Israeli peace activists who come to the UK as speakers. Solutions not Sides (SNS) is an education programme that engages British youth at the opinion–forming stage of their development in secondary schools, ensuring that the students who most need this engagement receive it within the safe space of a structured educational environment. SNS also works in well–supported community youth group environments and supports teachers.

This is carried out through an innovative programme of training and workshops with the following resources:

- A three–part Youth Education Programme of educational sessions and resources for 14–18–year–olds in secondary schools
- Training and resources for their teachers and community leaders
- Leadership training opportunities for students aged 16–19

The polarised narratives that we hear echoed in the UK are: "Free Palestine vs. Save Israel". There is a victim/attacker narrative that both pro–Israel and pro–Palestine feel that their 'side' is in the victim role, and the other is the attacker. There is very little space for listening

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

and understanding, and young people here in Britain are usually just exposed to a singular perspective.

Palestinian and Israeli speakers address this in our programme and model breaking that cycle by both recognising simultaneously that Palestinians must be free, and Israelis must be safe. The values framework that all our speakers sign up to and within which classroom discussions take place is: 1) non-violence; 2) equality for all; 3) rejection of hatred.

A peaceful solution is not possible when one side wins and the other side loses. We therefore facilitate students in considering how conflict can be de-escalated by seeking the best solution for everyone. The personal stories of our speakers illustrate the losses on both sides and invite our students to imagine how the international community might respond to meet the needs of both populations to create a lasting end to conflict.

We work online, and face to face, using a variety of materials. These include face to face encounters with Israelis and Palestinians, videos, reading materials and group exercises to help students see below the surface of media reporting. This enables them to gain a much deeper understanding, to gain new perspectives on the conflict, and greater hope that a solution can be found.

People

- SNS' staff, trustee and advisory boards work closely together and are a mixture of non-religious, Jewish, Muslim, and Christian backgrounds including Palestinian and Israeli Coordinators
- Over 100 Israeli and Palestinian young people have participated as classroom speakers in the SNS programme, and their voices are at the heart of SNS' work
- All the Palestinian and Israeli speakers in our programme are from civil society. They do not claim to speak for or represent their governments, entire societies or anything apart from themselves. They all agree on certain values or principles that can be found on the 'about' page of our website and their political views are diverse
- SNS has a highly skilled team, who have been trained to be impartial in the classroom as facilitators
- SNS also has a network of 20 freelance facilitators from across the UK who run sessions online and in the classroom, supporting SNS in our goal of reaching more students
- SNS has an alumni network of over 140 British youth who have participated in our Student Leadership Programme (SLP) and follow up activities.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

SNS undertook the following activities in 2021–22:

- 174 sessions with Israeli and Palestinian speakers with 8,651 participants (2020–21: 201 sessions with 8,815 participants, 118 in person and 83 online). This equated to 108% of our target.
- Increased our online reach.
- 18 teacher/community training sessions with 566 participants (2020–21: 12 teacher sessions with 258 participants). This equated to 189% of our target.
- Created five new personal story speaker videos and various digital teacher & student resources

Overview of the year

Most of our school sessions were delivered with the facilitator in the classroom in person. Most of our adult training sessions were conducted online. The new, three-part structure of the education programme proved a great success. This format has been refined over 12 years and has proved impactful. However the summer of 2021 was challenging.

The summer term of 2021 was challenging but successful; challenging in that there was conflict in Israel and Palestine which spilled over to communities here, threatened and worried our Palestinian and Israeli speakers, lead to even greater polarisation of communities in the UK, and made the implementation of our model of dialogue even more complex. It was successful because we surpassed our targets for the term and the year and connected with new communities. We were able to really see the impact of our work from schools who had worked with us for several years. We used feedback from teachers, schools, and students to strategise, and to adapt our programme to their needs to create new resources, which are now available nationally.

In summary, SNS is in the strongest position it has ever been in terms of its demand from schools, its curriculum materials and resources, the resilience and strength of its Israeli and Palestinian speakers, its training sessions for teachers, and its follow-up opportunities for students. Over ten years of development and evolution have resulted in a strong and impactful organisation that is achieving consistent results of immediate attitude transformation in young people, and culture transformation in schools over the long-term. In order to attain the goal of critical mass (one third of the target population) in one generation by the early 2030s, it is vital that we continue with our expansion plan working on a macro level, to push back the racism and polarisation in interfaith relations in British society.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Youth Education Programme

All students now experience a uniform programme with the complete SNS content over three sessions. The first two sessions are conducted by their teacher. The third session is led by an SNS facilitator and involves dialogue with an Israeli and Palestinian speaker. The average number of students in a session is between 40 and 50 and many schools have been bringing us in to work across a whole year group in a series of sessions during one or two days. There seems to have been a mixed reaction to the fallout in schools from the escalation in conflict last summer. Some schools have recognised the need to provide a safe space for learning on this topic. These schools see it as their duty to protect their students from the social polarisation that arises out of this conflict. Other schools seem to have been reluctant to 're-open' the issue now that the topic is no longer in the media headlines. Consistent with our model of dialogue, we continue to engage with these schools in order to help them evaluate their own needs in assisting cohesion within their school community and greater preparedness for their students as UK citizens.

As part of our quality control process, we continue to evaluate our programme by seeking feedback from students and teachers; by using our leadership team to conduct observations of our school sessions and by annually submitting our programme to several individuals across three faith communities for feedback. Our evaluations demonstrate that the flexible model of using freelance facilitators across the country is working well and demonstrate how we remain responsive to the needs of the communities that we serve.

The new structure of the Youth Education Programme is as follows:

- PART 1: EXPLORATION

1-hour session run by a schoolteacher on the historical narratives using our film the Beginner's Guide

- PART 2: EMPATHY

1-hour session run by a schoolteacher introducing conflict resolution principles. The students are shown a film called Rage, Revenge & Repair, which showcases the some of the suffering on both sides and the human capacity to heal through reconciliation. They are then given learning materials which have been updated and modified to help them better understand the experiences and needs of Palestinians and Israelis. Finally, they introduced to two competing approaches to ending conflict: the one and two-state solutions.

- PART 3: EMPOWERMENT

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

1-hour session run by an SNS facilitator, and the Palestinian and Israeli speakers. This session focuses on hearing the stories of the speakers, answering student questions, and having a solutions-focused discussion around the pros and cons of a one or two state solution. Students are also invited to collaborate with one another in order to produce other solutions. The facilitator leads a 10-minute debrief during the last section of the session.

Follow-up opportunities for students now include:

- Student-led learning resources for personal research projects (can be used in school or at home)
- Our residential Student Leadership Programme (SLP)
- Our Youth Leadership Network (YLN) for alumni of the SLP

Teacher and community leader training sessions and resources

These are popular as CPD for school teachers, council employees, and community leaders. In addition, we continued our 30-minute teacher briefing monthly (we were holding these weekly during the crisis in the summer of 2021). A few teachers still signed up each month for these. Finally, our course “recognising and tackling antisemitism and Islamophobia” was specially adapted and piloted for 25 Christian ministers-in-training (ordinands).

Community sessions

Community sessions followed the same format as the school sessions, with a community leader present and responsible for the students in the sessions. This year we have decided to focus on our expertise in delivery as an educational charity for young people with wraparound training for their teachers and community leaders. We have, therefore, ceased to conduct adult discussion sessions.

Olive Branch Award

This is a new initiative launched in July at our Cambridge Conference for teachers. The Olive Branch Award supports schools to become safe and empowering spaces to talk and learn about tough issues through focusing on four key skills; active listening, empathy, critical thinking, and social and emotional learning. Schools can join and collect leaves for their Olive Branch by participating in SNS sessions and exclusive new programmes for teachers and students. It is a holistic approach for the school to embed a culture of learning, listening, and reflection on Israel – Palestine over a three year period, achieving full SNS accreditation at the end.

The target for 2022-23 for membership of the Olive Branch Award is 10 schools.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Metrics and Evaluation

Demand from schools for our youth and teacher educational programmes was very high this year and we exceeded our target of reaching 8000 participants. Unfortunately, due to funding issues earlier in the year, we decided not to run our Student Leadership Programme this year. However, we are happy to say that we secured funding for next year's Student Leadership activities. Instead of the SLP this year, we ran two events for our student alumni and our teachers' network.

Metrics tracking:

Objective by July 2022	Performance against objective to date	Percentage of participant target achieved
187 school sessions, 7,975 participants	174 sessions, 8,651 participants	108%
5 personal story films	5 films completed	100%
19 teacher/community leader training sessions, 300 participants	18 training sessions, 566 participants	189%
1 residential SLP, 20 participants	0	0%

Measuring student impact

Written feedback

We routinely collect structured, written feedback from students after meeting the speakers from Israel and Palestine. The structure of our surveys enables us to ascertain whether and to what extent our aims and our learning goals have been achieved. That is whether the participants felt that the programme was a safe and apolitical space for discussion and whether learning about this topic took place.

The learning goals are as follows:

1. Understanding of diverse perspectives on the history of the conflict – showing they have understood more than one side/narrative
2. A non-partisan, solutions-focused attitude (not supporting one side against the other)
3. An acceptance of the shared humanity and equal human rights for all Israelis, Palestinians, Jews, Muslims, Christians etc., including an awareness that both sides' needs must be met
4. Awareness that people from different backgrounds and perspectives, even those on opposing sides of a geo-political conflict, can treat each other and dialogue together respectfully without aggression – and the hope that that engenders
5. A shift from enmity to empathy regarding the human suffering of those previously perceived to be the 'bad guys' in the conflict – indicating they were biased or partisan before and are no longer so

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

6. Awareness of and ability to make the distinction between the roles of political/violent actors (governmental and grassroots), and the majority of ordinary citizens of Israel and Palestine
7. Awareness that violence will likely lead to continued conflict and suffering, not conflict resolution; and expressing concern about the severity of the situation for the people affected
8. Awareness of and ability to critically assess bias about the conflict in mainstream and social media.

Methodology for measuring impact:

The learning outcomes listed above are assessed through the feedback form that students complete at the close of the session, which include the following questions:

Question 1: "What, if anything, did you like about the session?"

Question 2: "What, if anything, did you learn from the session?"

Question 3: "Any recommendations for us for future sessions or anything you disliked about the session?"

Question 4: "Do you agree or disagree with the statement: "I think that one side or group is most to blame" (if agree, please give details)

Question 5: "What impact, if any, has the session had on your views of the Israeli-Palestinian conflict?"

We conducted qualitative analysis of the participants' answers to these questions. Beyond indicating on a numerical scale how much they agree or disagree with the statement in Q4, participants are not given guidance or options for their answers, nor are they asked to choose one of the responses or outcomes from our lists; all of the data provided by the participants comes from their unprompted written response that we then analyse and categorise to see how many times there is evidence of our response targets and learning goals in their answers. Many participants express more than one learning outcome.

Below are some more extensive examples of students' comments that show they have achieved some of the learning and response outcomes.

Evidence of embracing diverse narratives/perspectives:

"It has made me realise that things are not as clear cut as it may seem or may be presented on social media"

'I learnt the complex history between Palestine and Israel and that there are different solutions which could be possible.'

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

"It gave me an insight into the history of the conflict as I was aware of the history, but I've now learnt a considerable amount more"

Evidence of humanising encounter and increased empathy:

"I can now empathise with the trauma they have faced and how lucky I am to not have had to go through any of that."

"[I learned] Never to judge people without hearing their story."

"I've also learnt that it's important not to dehumanise the people involved and remember that they are just people who most likely want to achieve peace."

Evidence of embracing a solutions-focused approach:

"[I learned] That many people misunderstand the issue and also misunderstand the effect that trying to underplay the suffering of a culture can have. We need to acknowledge where the blame lies, not to use against civilians from that community but in order to move forward in helping those in need and in solving the problems."

While an extremely distressing topic, it is also very interesting and needs organisations such as SNS."

Evidence of recognising the distinction between political power structures and ordinary citizens:

"It is not helpful to define the issue as 'sides' as not all citizens within both countries agree with the actions taken by their government."

Evidence of awareness of dialogue and peace activism:

"It is not just that two sides are against each other, there are people that want compromise and peaceful solutions."

Evidence of learning to think critically about the issue, including use of media sources:

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

"It has made me realise that things are not as clear cut as it may seem or may be presented on social media and the importance of trying to understand both sides of the conflict."

"[I learned] What Palestinians and Israelis actually think of the conflict - not just what the media says."

"It has provided me with a more accurate understanding of what is happening instead of relying on media portrayal."

"[I learned] To remain open-minded on anything. Listen to people with different point of views."

"Some media sources give one sided opinion on the situation, so you often have to read multiple sources before coming to a judgement."

Evidence of appreciating the safe space and non-biased approach:

"[I liked] Having real life interactions with people from both sides made the session more interactive and engaging."

"[I liked] That both the speakers were honest about the hardships they had faced."

"I enjoyed the non-biased information given about the crisis."

"[I liked] The explanation beforehand and the member of SNS who visited. Also, the cooperation and respectfulness of the speakers."

"It gives a more balanced view of each side."

"[I liked] The open nature of the question portion. The structure of the session, hearing stories before asking questions."

Evidence of feeling more comfortable/confident to discuss the topic:

"I felt that I was extremely uninformed about the conflict before and now I feel I am confident in my understanding."

"I feel more comfortable with speaking about the issues the conflict has created without taking a particular side."

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Quantitative Analysis

This is a new, quantitative method of analysis that we are using to get a more precise, measurable response from students, introduced in the Spring term.

Methodology for measuring impact:

The learning outcomes are assessed through the feedback form that students complete at the close of the session. The form includes the following statements and students are asked indicate whether they agree or disagree on a scale of 1 (low) to 5 (high). There is also a space where they can comment on the reason for their answer on each question:

Question 1: I found the SNS programme enjoyable

Question 2: I learned new things about Israel-Palestine that I didn't know before

Question 3: I feel more comfortable than I did before the programme to speak about my views on this issue

Question 4: I think the programme could be improved

Question 5: I think one side or group is most to blame

Question 6: I trust the media sources I read on this issue

Question 7 is an open question with no 'scoring' system: What effect, if any, has participating on this programme had on your views and understanding of conflict in general, and the Israeli-Palestinian conflict in particular?

Teacher Feedback

Teachers gave numerical scores, from 1(Strongly Disagree) to 5 (Strongly Agree), on the following statements:

- The Format/Structure is good
- The speakers/presentation style is good
- Message of conflict resolution is clear
- The content covered was appropriate
- Session was helpful for students experiencing tensions because of this issue

We also collected written feedback from teachers:

Impact on views:

"Thank you so much for this afternoon. The students are still in the common room discussing this"

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

"It has created, for most, a more tolerant understanding rather than the polarised view that some had."

"As one of the supervising teachers, I found the conversations on Monday both moving and humbling. There were good frameworks provided for open but safe discussion and exploration of this sensitive topic and the frank and knowledgeable responses from the speakers was an invaluable resource for our pupils. I was equally impressed by the ways our pupils engaged: they asked thoughtful, but searching, questions of the speakers and wanted to better understand what might be done to end the conflict and to preserve the dignity of life for all concerned."

"Student feedback suggested that they gained a greater appreciation and understanding of the conflict and how it impacted on their lives. A week after the event, a student who I have never taught before, approached me in the corridor and said that it was the best Innovation Day we had ever had, and that she loved the experience of speaking live to an Israeli and a Palestinian. Thank you!"

Meeting the speakers:

"Students asked questions about the responsibilities of the international community; how the lives of the visitors had been affected by the upsurge in violence during the summer; whether the younger generations were more open-minded; the importance of Jerusalem, and how this issue might be resolved. They took this opportunity to listen to the speakers' experiences and to learn more about the challenges they faced standing up for peace and dialogue in their own communities, in which people often held partisan views, as well as their hopes for future resolution through a solutions-focused approach. As Amal urged: 'Only if we stand together can we actually live a peaceful life.'"

"Our students engaged with the speakers well and felt an authentic connection."

"The film seemed to help most pupils be introduced to the reality of the conflict and the effect it can have on ordinary people. The fact that it was personal gave pupils something to relate to."

"Excellent delivery with your facilitators and speakers. Students love to hear different voices from Israeli side and Palestinian side. We really hope next year the speakers can visit on site."

Knowledge, critical thinking and the media:

"It was important for us and the partner organisation that our pupils should acquire more than a superficial understanding of a very complex situation and that they should go into the

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

live workshops with some the knowledge and sensitivity to engage meaningfully with speakers and material that might raise emotionally and politically sensitive questions for them. To this end, all pupils in the 5th form had two teacher-led PSHE lessons to gain a detailed, non-partisan overview of the historical background and some of current issues shaping the Israeli-Palestinian Conflict. They were asked to think about these in the wider context of Human Rights."

"The feedback from students suggested that they had acquired a more nuanced sense of the conflict and the importance of attending to lived, first-hand experience.'

Session structure and delivery:

"The talks were so engaging and gave the students pointers for the discussion and questions."

"Making the session relatable to students was important as this meant that students could remain focused."

"The language and ideas were pitched well to the students who were year 10 and above. The ideas presented could be upsetting, although they were presented in a way that did not frighten the students, although it made them aware of the gravity of the situation."

Autumn term

Participant numbers were still high this term, but closer to normal levels compared to the dramatic spike last term. Almost all sessions were conducted by a facilitator in person, with the Israeli and Palestinian speakers answering students' questions via Zoom.

The autumn term 2021 represented a 'settling down' of our new programme structure and flagship film, 'Rage, Revenge & Repair'. Arguably the greatest success of this term was the response to the 'Rage, Revenge & Repair' film that is shown by the teachers in the Part 2 session (Empathy session). Teachers reported that for many of their students, it is a turning-point that brings a noticeable increase in positivity and engagement with the programme. Please see below some feedback on the film itself:

"Three schools have said to me how great the Part 2 and video are and answered a lot of questions for students who felt things were left missing from Part 1. Teachers said it was powerful and emotive and addressed the human core of this conflict, and really help them to understand the win-win/lose-lose." (SNS facilitator)

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

“The film was a turning point for students. Up till that point they had been negative and sceptical about approaches that involved any kind of dialogue or listening to both sides. After watching the film, one of the students who is most passionate about this issue said: ‘I get it, it makes sense now’. The whole class engaged very positively with the rest of the programme.” (Birmingham schoolteacher)

“The film deeply touched a group of parents at West London Synagogue. Several were wiping away tears and there was a profound silence at the end of it, after which the group expressed how important they felt it was that this film is widely seen by young people in the UK.” (SNS facilitator)

Youth (school) sessions

We conducted 71 sessions with schools in the autumn term, reaching 3,340 students.

Teacher and community leader training sessions and resources

We ran three teacher/community leader training sessions with 45 participants

Creation of films

Four more personal story films have been created this term, bringing us to a total of 14 films, with two more planned next term.

Community sessions

This term, SNS undertook two community sessions, with a total of 54 participants. Our CPD training on recognising and tackling antisemitism and Islamophobia continued to be very successful this term, with an excellent pilot session for Christian ordinands and a steady flow of bookings for the teacher training sessions and monthly teacher briefings.

Outreach meetings

A series of outreach meetings aimed at building trust in our work through dialogue and transparency were conducted in-person with teachers and community leaders in Bradford/Leeds and Blackburn reaching, around 20 people.

Impact on students

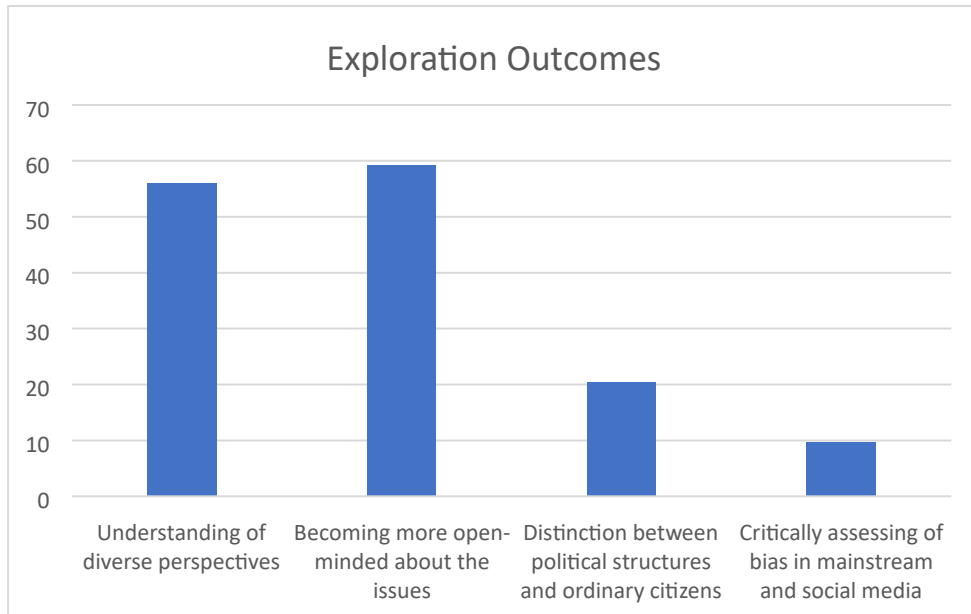
Over the term, we collected structured feedback from 93 students across six different schools after they had met the speakers from Israel and Palestine.

Exploration:

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

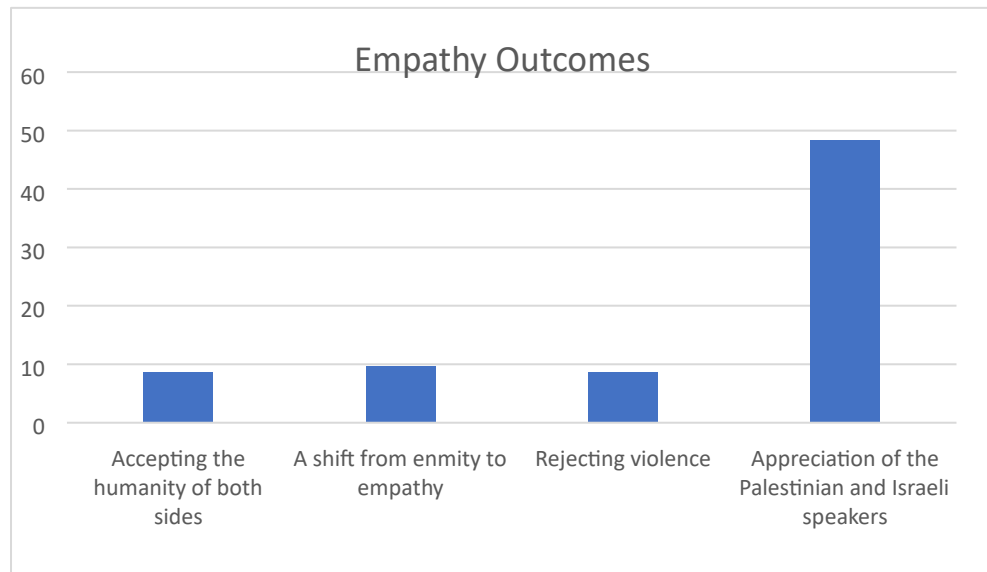


Empathy:

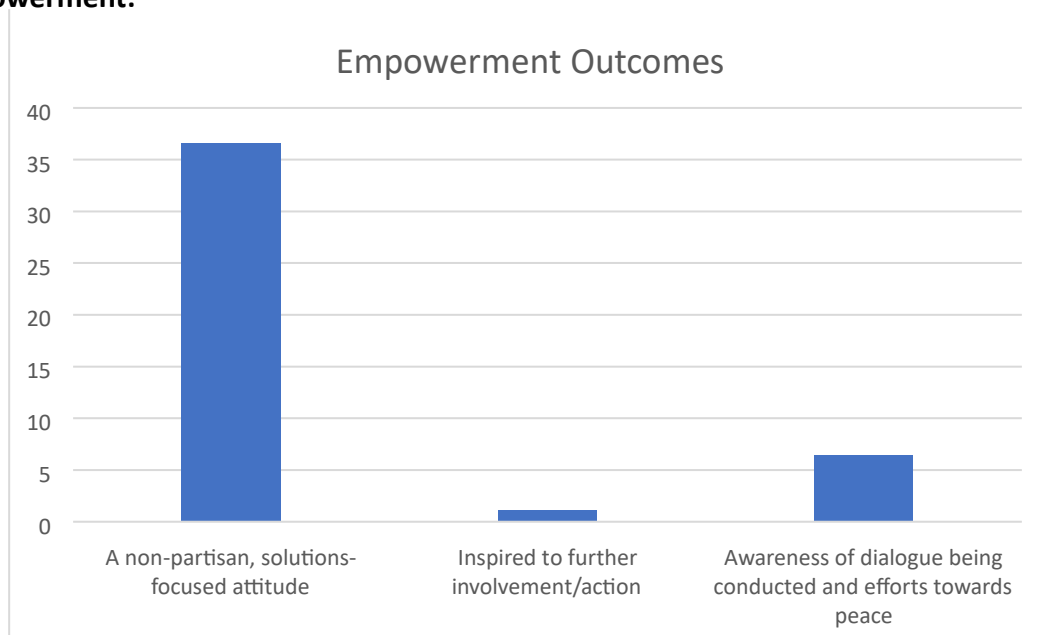
Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022



Empowerment:



Spring term

Youth sessions

We conducted 72 sessions with schools in the spring term, reaching 3,672 students

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Teacher and community leader training sessions and resources

We ran eight teacher/community leader training sessions with 284 participants, taking us above our target for participant numbers this academic year. These were mostly for groups of teachers in schools, but we ran some sessions for local council leaders in London, and some community leader training sessions with members of Christian and Jewish communities. These sessions are designed to train adults teachers and leaders in how to recognise and tackle antisemitism and Islamophobia around the issue of the Israeli–Palestinian conflict. The aim is to enable them to further support the deep learning of the young people with whom we work and to have a long–term impact on the culture of institutions and how they deal with polarisation around this topic.

Creation of films

Two final personal story films were completed, making a total of 16 personal story films for our Part 3 sessions, plus the two educational films that are used in our Part 1 and Part 2 sessions.

Youth community sessions

This term, SNS undertook three youth community sessions, with a total of 65 participants

Recruitment process

Four new trustees were recruited and began their duties this term, bringing the total number of trustees for the organisation to six. We also appointed a new staff member at the end of this term to replace an outgoing member of staff.

Impact on students

Over the term, we collected structured feedback from 109 students across six different schools after they had met the speakers from Israel and Palestine.

Quantitative analysis

The graph below shows participants' scores for questions 1–6. These questions are outlined in the Methodology section, earlier in this report.

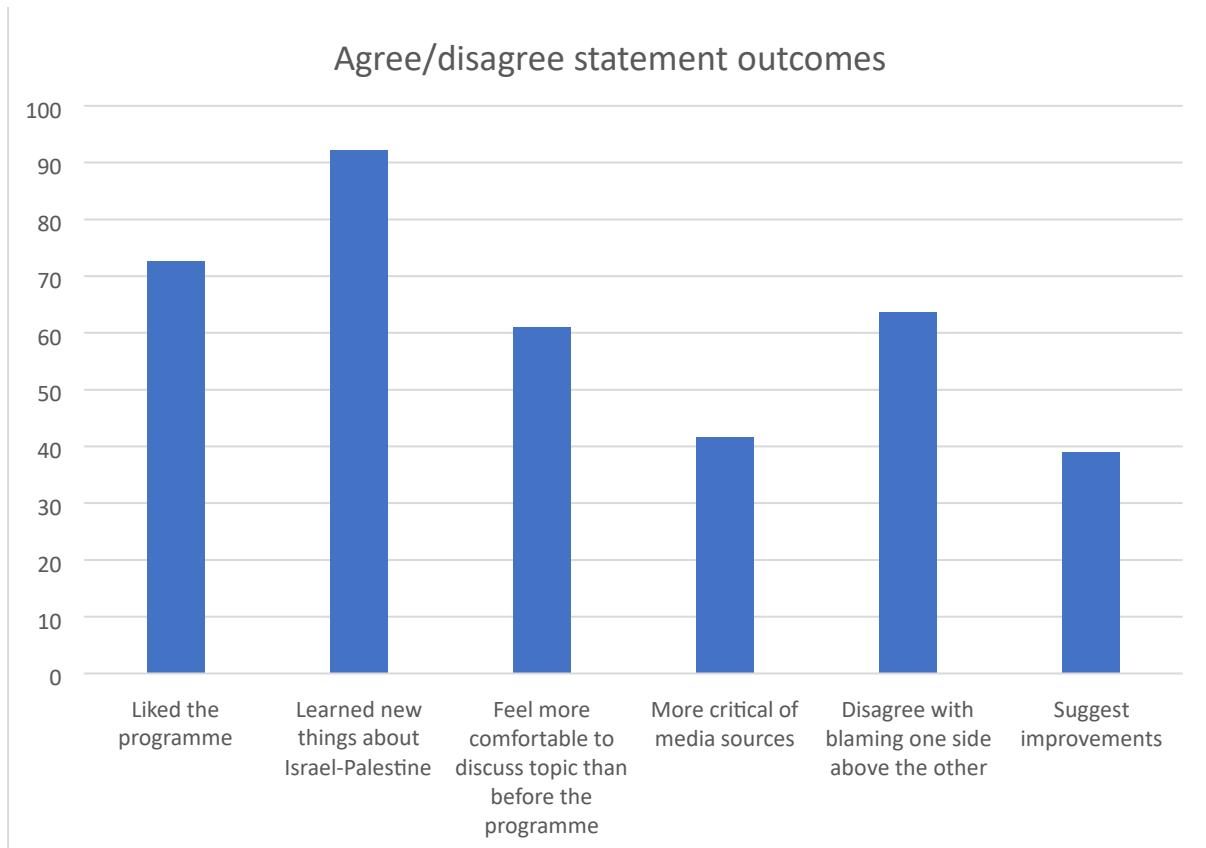
The results give us a clear indication that the majority of students are achieving our learning goals. We also conduct qualitative analysis of the participants' feedback in order to find evidence that our learning goals are being reached. The qualitative and quantitative findings strongly support one another and add further weight to evidence of our efficacy.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

The numerical responses of the participants are represented in the graph below. learning outcomes.

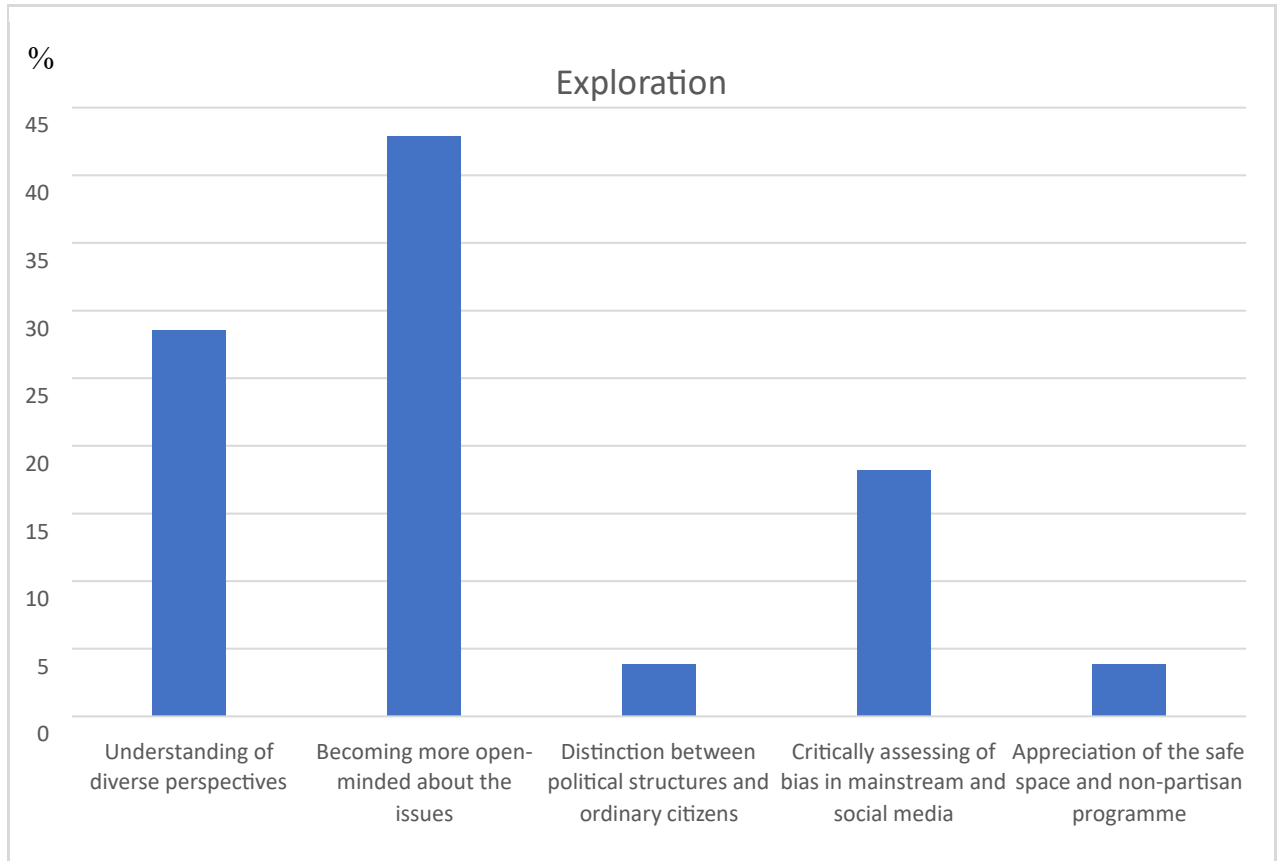


Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

21 Written feedback **Exploration:**

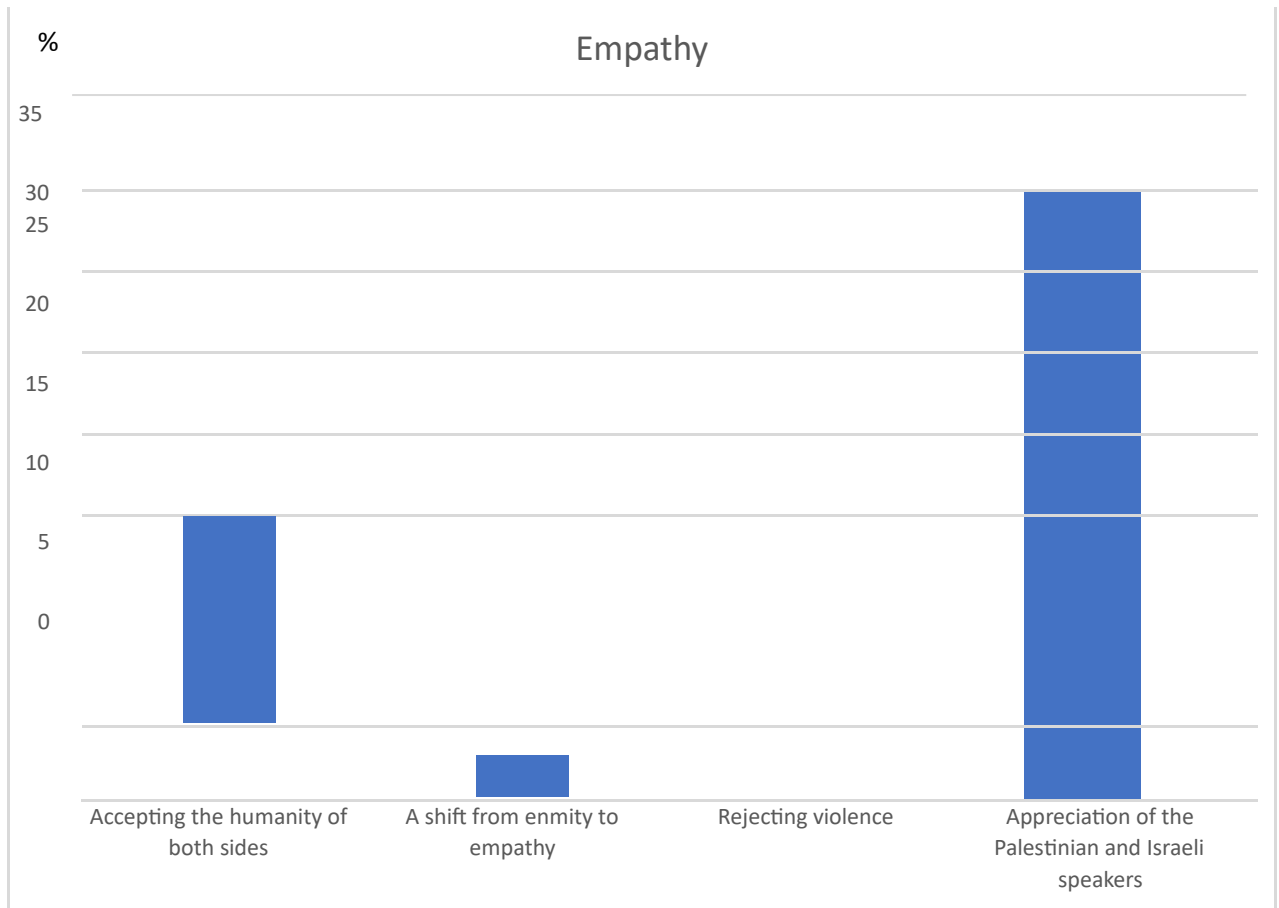


Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Empathy:

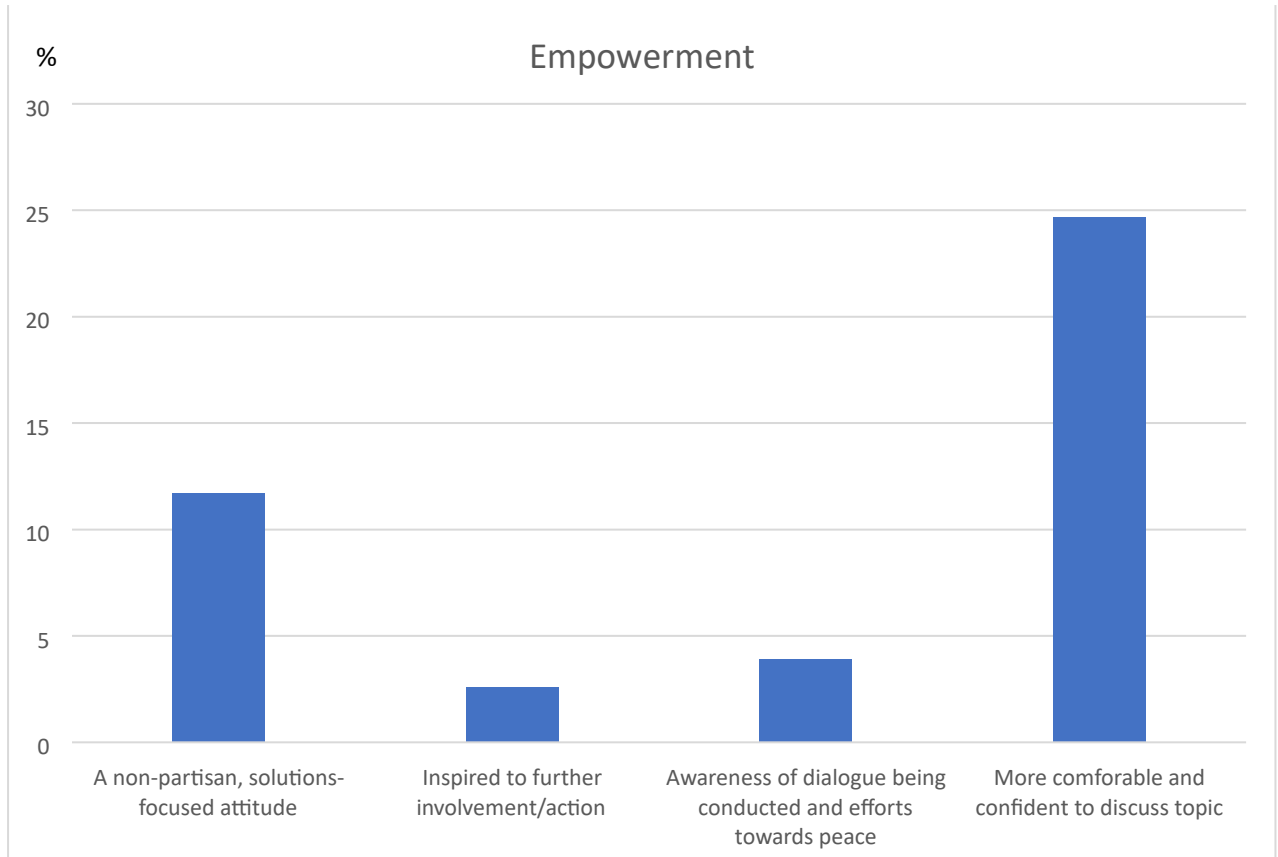


Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Empowerment:



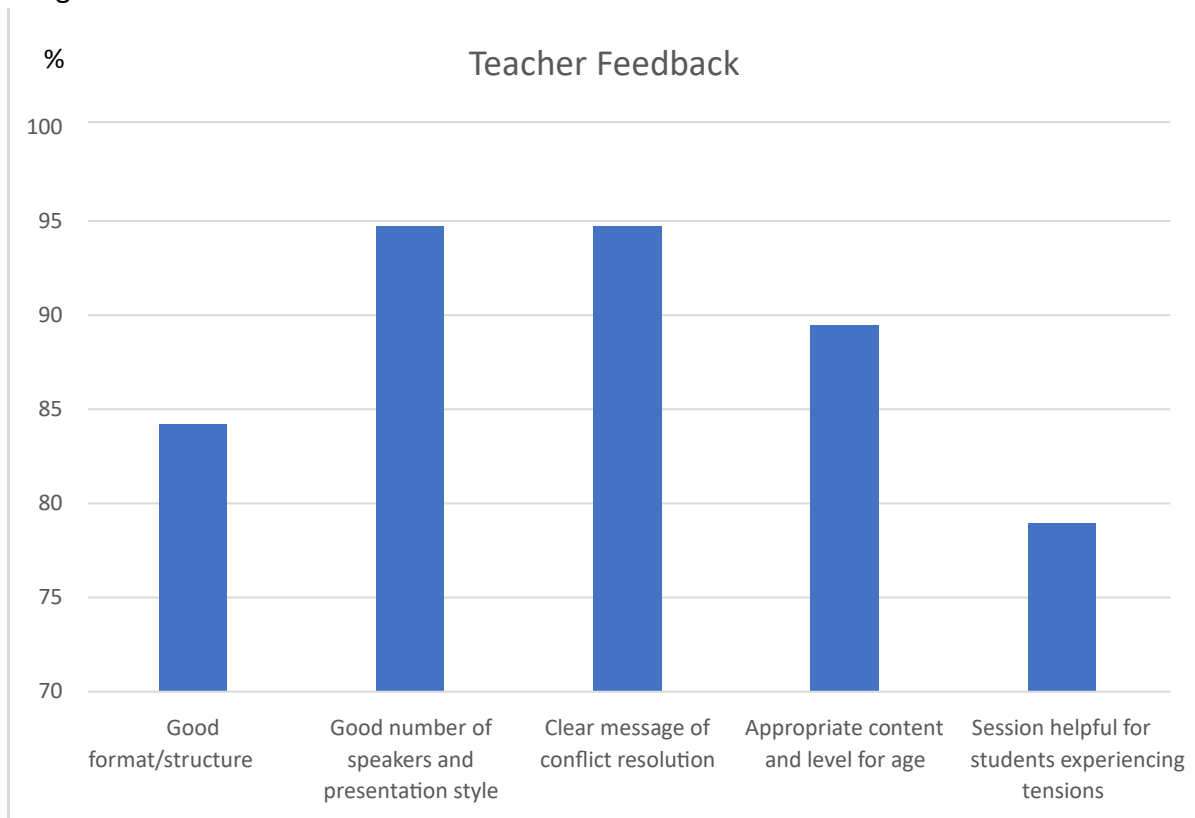
Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Teacher feedback

We gathered feedback from 19 teachers this term:



Summer term

Youth sessions

We ran 38 school sessions, bringing our total number of students participating to 8651. One student alumni reunion event took place in London with partner organisation 'Jerusalem Peace Builders' (2 days, 19 participants).

Teacher and community leader training sessions and resources

We ran 7 teacher/community leader training sessions (including two with youth leaders of Jewish youth movements)

We hosted one teacher/educator networking event in Cambridge with partner organisation 'Jerusalem Peacebuilders' (1 day, 31 participants)

Solutions Not Sides

Trustees' annual report

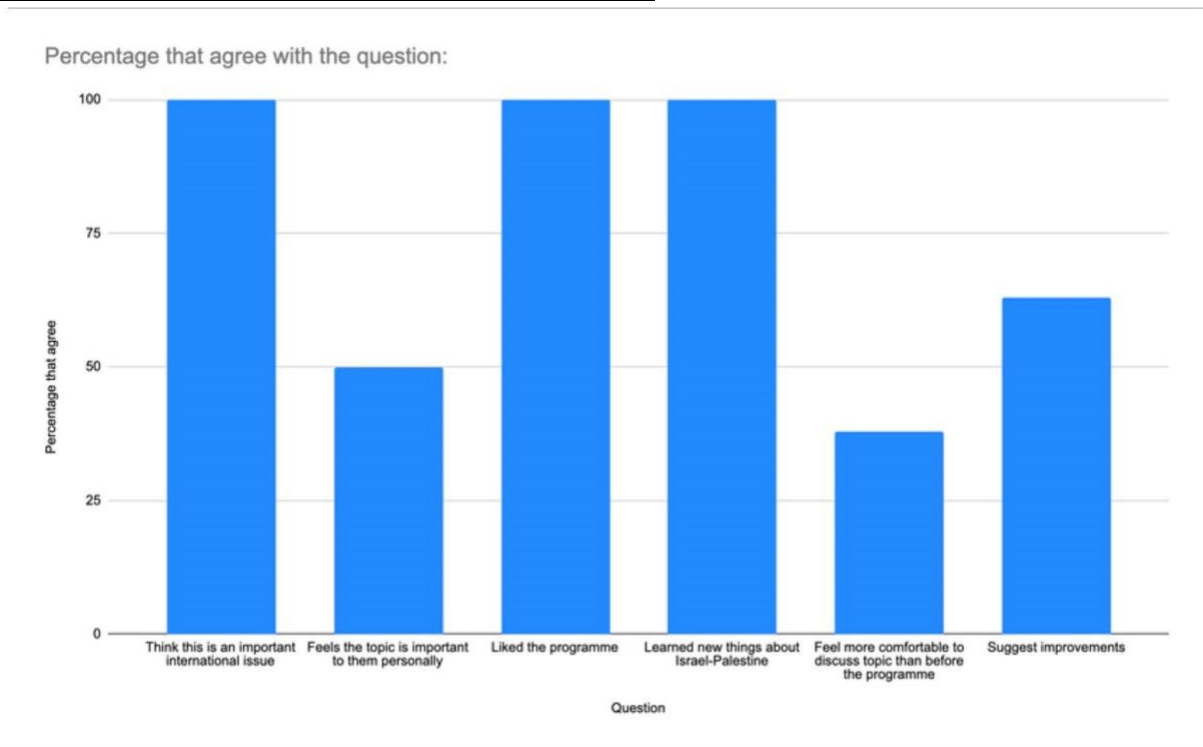
For the period ended August 31 2022

We completed planning and preparation for the launch of our new 'Olive Branch Schools Award'

We conducted five pilot sessions for Christian leaders' training and reached an agreement with a partner organisation, FODIP (The Forum for Discussion on Israel - Palestine) to collaborate on any further delivery

We completed a new draft of our teachers' handbook

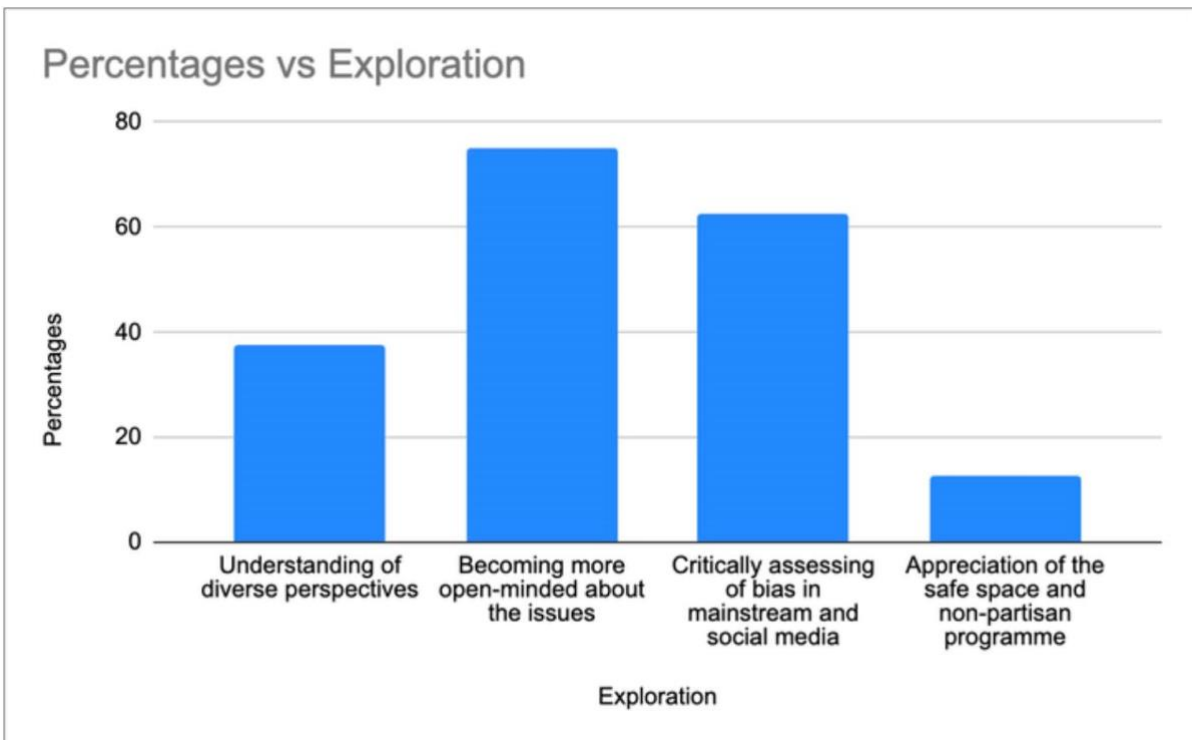
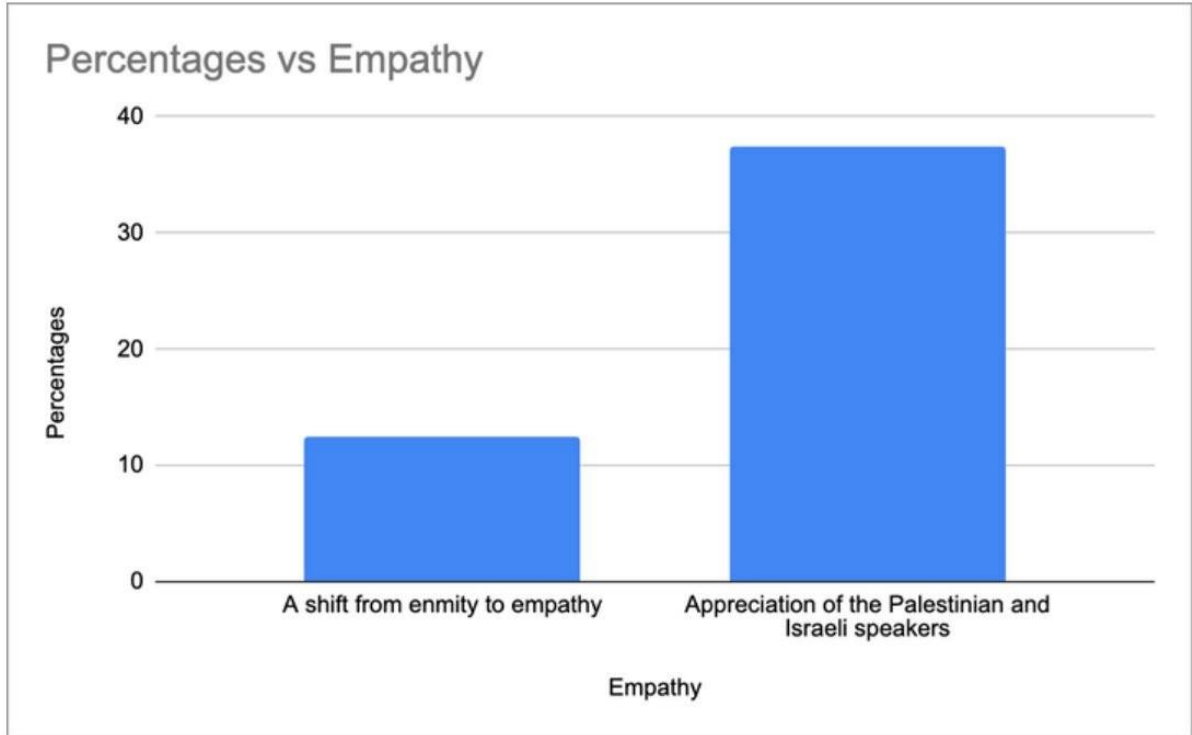
Impact on school students from our youth sessions



Solutions Not Sides

Trustees' annual report

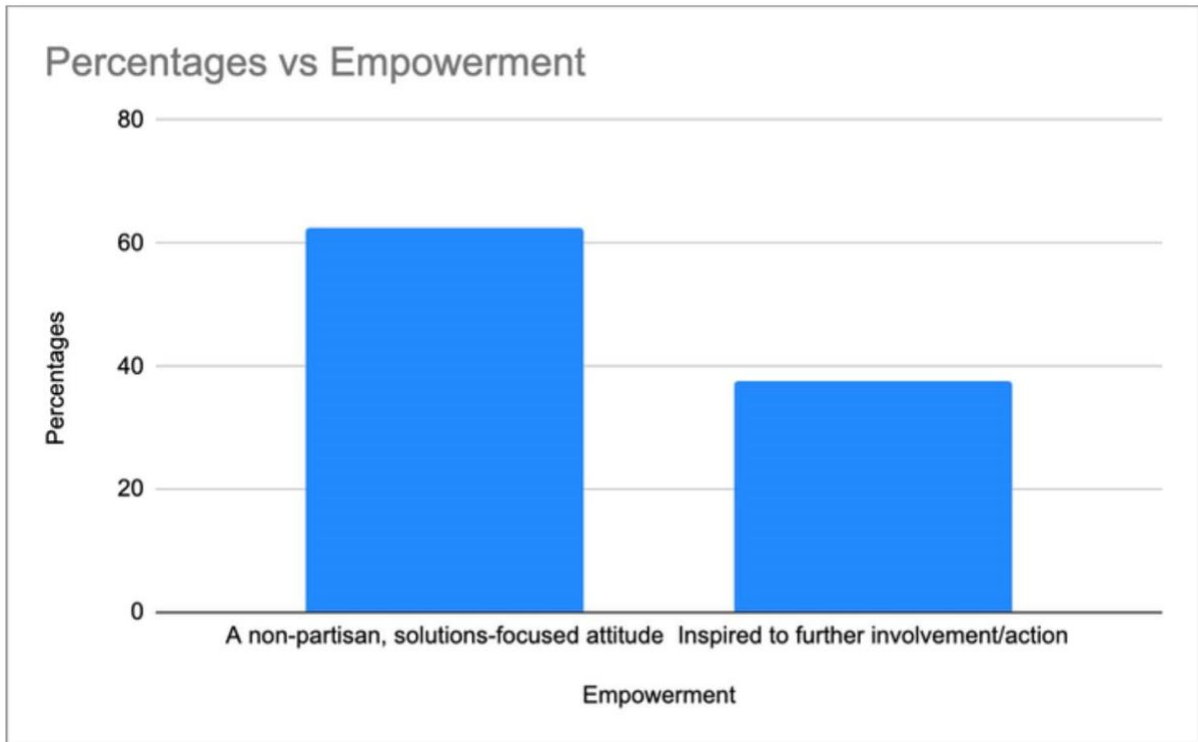
For the period ended August 31 2022



Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

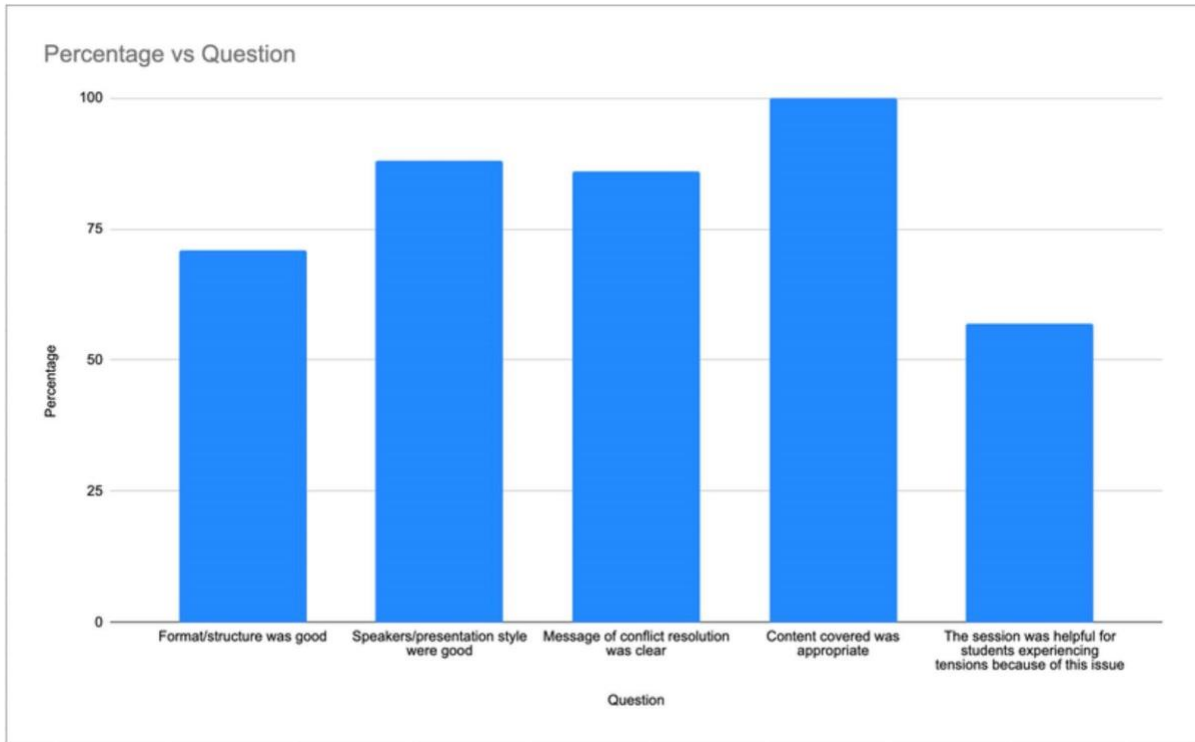


Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Teacher feedback



Conclusions

6.a Weaknesses and improvements

Feedback indicated that the hour-long Part 3 sessions are not long enough. There was also a repeat of feedback from students that watching so many films within the time given is not interactive enough. In addition, there is not enough time allocated to the solutions-focused exercise in Part 2. As per the conclusions of the autumn term report, the summer term's review needed to incorporate another restructuring of the programme format with greater time for interaction, Q & A and solution focused exercises.

Our teacher briefing materials also need to be reviewed, as some sections are too detailed, and teachers may need more support options. We, therefore, need to make more teachers aware of the online briefing that we offer before session delivery. Deeper learning options for students plus opportunities to get more involved in peace activism are also initiatives that we are planning for the new academic year.

Another issue we were dealing with in the autumn term is an unprecedented level of polarisation within the communities that we work. Our senior leadership team spent time working with these communities in order to ensure that SNS remains able to work within secondary schools.

Other weaknesses and improvements for the next year include:

- Speakers to be in the room in person for priority schools. These are schools which have high levels of islamophobia, anti semitism, and/or polarisation. Further discussions are needed about returning to this model.
- Teachers to always be present in the classroom and provide a good technical set up- staff and facilitators to be briefed to ensure sessions don't go ahead without suitable conditions
- We didn't get enough funding to run the 'Bridge Builders' student leadership programme this year but we already have funding pledged for next year.

6.b Strengths and successes

The introduction of deeper critical thinking around the role of the media was highly successful and we exceeded our metrics targets in this area. Our metrics score is also very high against many other targets, particularly for the teacher training sessions. We are not having to spend large resources on outreach to achieve this, meaning that our reputation among schools and local councils is now well-established and we are being invited back to work annually in schools on a more long-term basis. We have developed our Olive Branch Award, an initiative to encourage long-term school engagement, and this will be ready to launch in the autumn term.

The new structure of our education programme worked excellently. We are benefitting from the model of freelance facilitators around the country combined with Q&A with speakers via video conferencing. This has proven much more flexible for schools and is bringing down the cost of running the programme by around £8 per student compared to the previous tours model. The Youth Education Programme is now very well adapted for a combination of teacher and facilitator-led sessions, with the Palestinian and Israeli speakers being brought in for a Q&A with the students via Zoom. Freelance facilitators located in various parts of England bring flexibility enabling us to offer sessions for schools at any time of the year, and we still have some speakers who are resident in the UK who can do live sessions for schools who would benefit most from face-to-face encounters with our speakers.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

Understanding of diverse narratives and a willingness to embrace complexity rather than feeling threatened by it is coming out as the strongest outcome from the new programme format – as the use of films and extended discussion sections during the pre-sessions is allowing the students to explore the subject in more depth before meeting the speakers.

Other successes include:

- Two excellent events with our teacher and student alumni networks and Middle East partner organisations
- The Managing Director returned to Palestine & Israel for the first time in three years, strengthening relationships with speakers and partner organisations, and running training sessions
- We secured funding for next year's Student Leadership Programme

Plans for 2022-2023

The ideal model in the future once Covid no longer restricts travel is that we offer face to face encounters with our speakers top priority schools. That is schools experiencing high amounts of inter group tension and who are in greater need of our programme. This would represent around half the number that we used to offer face-to-face encounters to. The programme would be delivered to all other schools, via our hybrid model of freelance facilitators and video conferencing . This will help to keep our costs lower than pre-Covid but means that the neediest schools will have the double advantage of the personal story films AND the speakers from the films walking into the classroom in person for a live Q&A with the students.

In addition, in 2022–2023, we will be expanding our in-person Youth Education Programme work, offering the Olive Branch Award to pilot schools, running our first ever Model United Nations programme, and ensuring continued support for schools and teachers through the development of new resources and training materials.

Tours

Next academic year, we will run at least two in-person tours, returning to our pre-covid model. Whilst we recognise the opportunity afforded by using video conferencing, that is, the ability to work with schools all over the country, without concerns over logistics and ill health, we also recognise that the humanisation and empathy aspect and impact of our work is best carried out in person. We will therefore run a tour in London and Bradford, which are two of our focus areas. Outside of these tours, we will continue to offer sessions to schools in our target areas and around the country, with a goal of reaching just over 9000 students.

In the summer of 2022, after receiving expert advice and training in Communications and Public Relations, we created a new communication strategy document. This is a thorough overview of who we communicate with, how, when, for what purpose, and with what medium. It allows us to finesse the content we put out and ensure that the time spent on creating content for social media is consistent with our aims, mission, and vision. We have prepared new teachers' guides prepared and new skills-based guides for students which, include a focus on empathy, public speaking, and critical thinking. We will follow this strategy in 2022-2023.

We have also been successful in applying for funding to run two Student Leadership Programmes; one which will focus on a Model United Nations programme, and another which will be called the Bridge Builders Programme and will replicate the very successful summer student programmes we have run over the past twelve years. Alumni from our previous programmes have gone on to work with us, facilitate our workshops, fundraise for us, to do several different careers and many stay in touch with us and attend annual reunions. Finally, we are excited to pilot our Olive Branch Award to up to ten schools across the country.

The model and impact of the Solutions Not Sides Youth Education Programme has evolved significantly in the last twelve years. SNS is no longer a single intervention programme, but today provides multiple interventions to the target audience of British youth and has also started working more closely with the teachers themselves. We have observed a need for additional support for schools & teachers, and we understand that the unit of change is not just the individual student, but the wider school community and school culture. In response to this, SNS has designed and implemented additional components including resources and teacher training. The Olive Branch Schools Initiative formalises these components for schools, providing schools with a systematic method of strengthening the school's culture against racism related to Israel and Palestine, whilst contributing to SNS' organisational and strategic goals. It also strengthens the four areas of 'life skills' that SNS is already providing within the curriculum: critical thinking, active listening, social and emotional learning, and empathy. Schools are enthusiastic to implement this, and we are excited to provide this for them.

Financial commentary

For the year to 31 August 2022, Solutions Not Sides secured income of £261,000, £202,000 of which came from grants and donations. Expenditure in the year was £311,000 resulting in an unrestricted deficit for the year of £50,000. The charity started the year with reserves of £60,000 over the desired reserves policy – so the deficit in the year is consistent with a spend down of those reserves.

Solutions Not Sides

Trustees' annual report

For the period ended August 31 2022

£30,000 of restricted grants and donations for the Youth Education and Student Leadership projects were received late in the year and are shown as carried forward for spending in 2022/23.

This leaves accumulated unrestricted reserves of £71,000, providing a financial base to secure the future operations of the charity

Sustainability and future funding

SNS begins its new financial year in a robust position enabling us to carry forward programming.

SNS is anticipating that some of its longest-running supporters will still be in a position to support the organisation in the coming financial year. This means that we anticipate receiving almost the full amount for funds budgeted for 2022–23. Combined with the expected income from charitable activities, the organisation looks likely to remain in a strong financial position for the coming twelve months.

Statement of responsibilities of the trustees

The charity trustees must comply with the requirements of the Charities Act with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns.

The statements of account, reports and returns must be sent to the Commission, regardless of the income of the CIO, within 10 months of the financial year end.

The charity trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

These accounts have been prepared in accordance with the requirements of the Charities Act.

The trustees' annual report has been approved by the trustees on 30th June and signed on their behalf by

A handwritten signature in blue ink that reads "R. Lewis". The signature is written in a cursive style and is positioned above a horizontal blue line.

R Lewis

Chairperson

Independent examiner's report

To the members of

Solutions Not Sides

Solutions Not Sides for the year ended 31 August 2022.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011 ('the 2011 Act').

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- 1 Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 The accounts do not accord with those records; or
- 3 The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

Independent examiner's report

To the members of

Solutions Not Sides

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name: Jonathan Orchard

The Institute of Chartered Accountants in England and Wales

Address: Sayer Vincent LLP, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL Date:

Solutions Not Sides

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2022		2022			2021								
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total	Note	£	£	£	£	£
	2	161,691	40,650	202,341	254,706	100,000	354,706						
Income from:													
Donations and legacies		56,242	- 56,242	30,727	- 30,727	2,858	- 2,858	4,263					
Charitable activities Session fees		220,791	40,650	261,441	289,696	100,000	389,696						
Other income	3	451	- 451	7	- 7	7							
Total income	3	295,925	10,650	306,575	225,590	100,000	325,590						
Expenditure on: Raising funds		4,249	-	4,249	3,097	-	3,097						
Charitable activities Governance		(79,833)	30,000	(49,833)	61,002	-	61,002	(79,833)					
Total expenditure				(49,833)	61,002	-	61,002						
Net income / (expenditure) for year				151,158	90,156	-	90,156						
Net movement in funds			30,000	101,325	151,158	-	151,158						
Reconciliation of funds:		151,158	-										
Total funds brought forward Total funds carried forward 15 months		71,325											

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Solutions Not Sides

Balance sheet

As at 31 August 2022

		2022		2021	
	Note	£	£	£	£
Current assets:					
Debtors	8	11,300		-	
Cash at bank and in hand		98,001		163,767	
		<u>109,301</u>		<u>163,767</u>	
Liabilities:					
Creditors: amounts falling due within one year	9	<u>(7,976)</u>		<u>(12,609)</u>	
Net current assets			<u>101,325</u>		<u>151,158</u>
Total assets less current liabilities			101,325		151,158
Total net assets / (liabilities)			101,325		151,158

The funds of the charity:

Unrestricted funds		71,325		151,158
Restricted funds		<u>30,000</u>		
Total charity funds		<u>101,325</u>		<u>151,158</u>

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 30 June 2023 and signed on their behalf by

R. Lewis

R Lewis
Chairperson

Solutions Not Sides

Notes to the financial statements

For the year to 31 August 2022

1 Accounting policies

a) Statutory information

Solutions Not Sides is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

The registered office address is The Vineyards, 36 Gloucester Avenue, London, NW1 7BB. b)

Basis of preparation

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102. d)

Going concern

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

Income

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

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

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

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. g)

Expenditure and irrecoverable VAT

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

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

Debtors

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

Accounting policies

(continued)

i) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. j) 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. 2 Income from donations and legacies

	2022			15 months 2021		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Grants	120,155	40,650	160,805	237,831	100,000	337,831
Donations	41,536	-	41,536	16,875	-	16,875
Donated services	-	-	-	-	-	-
	<u>161,691</u>	<u>40,650</u>	<u>202,341</u>	<u>254,706</u>	<u>100,000</u>	<u>354,706</u>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2022

3 Analysis of expenditure

	Raising funds	Charitable activity	Governance costs	2022 Total	Raising funds	Charitable activity	Governance costs	15 months 2021 Total
	£	£	£	£				£
Staff costs	-	212,853	-	212,853	-	192,521	-	192,521
Other direct project costs	-	78,239	4,249	78,239	-	117,905	3,097	117,905
Legal and Governance	-	-	-	4,249	-	-	-	3,097
Overheads	451	7,129	-	7,129	7	10,957	-	10,957
Fundraising	-	-	-	451	-	-	-	7
Other staff costs	-	8,354	-	8,354	-	4,207	-	4,207
Sundry	451	-	4,249	311,275	7	325,590	3,097	328,694
Total expenditure 2022	451	306,575	4,249		7			

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2022

4 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	15 months	
	2022	2021
	£	£
Net salary	140,165	128,628
Tax and social security costs	61,169	54,608
Employer's contribution to defined contribution pension schemes	11,519	9,285
	<u>212,853</u>	<u>192,521</u>

Staff costs were as follows:

No employee earned more than £60,000 during the year (2021: nil)

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity. Trustees claimed expenses of £22 in the year (2021: £nil).

5 Related party transactions

There are no related party transactions to disclose for this financial year (2021: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Net income resources for year

This is stated after charging:

	2022	2021
	£	£
Independent examination fees	2,000	2,000
Depreciation	-	-
	<u>2,000</u>	<u>2,000</u>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2022

8 Debtors

	2022	2021
	£	£
	11,300	-
	<u>11,300</u>	<u>-</u>

Trade debtors

9 Creditors: amounts falling due within one year

	2022	2021
	£	£
Taxation and social security	5,562	10,209
Accruals	2,400	2,400
Other creditors	14	-
	<u>12,609</u>	<u>7,976</u>

10 Movements in funds

	At 1 September 2021	Income & Expenditure gains & losses			At 31 August 2022
	£	£	£	Transfers	£
Restricted funds:				£	
Youth Education Project	-	25,650	(10,650)	-	15,000
Student Leadership Project	-	15,000	-	-	15,000
Total restricted funds	<u>40,650</u>	<u>30,000</u>	<u>(10,650)</u>	<u>-</u>	<u>-</u>
Unrestricted funds: General funds	151,158	220,791	(300,625)	-	71,325
Total unrestricted funds	<u>151,158</u>	<u>220,791</u>	<u>(300,625)</u>	<u>-</u>	<u>71,325</u>
Total funds	<u>151,158</u>	<u>261,441</u>	<u>(311,275)</u>	<u>-</u>	<u>101,325</u>

11 Transfer of activities and net assets

Prior to September 2019, the activities of Solutions Not Sides were undertaken within OneVoice Europe – a registered charity and company limited by guarantee.

Solutions Not Sides was registered as a separate charitable incorporated organisation (CIO) in May 2019. Under the terms of a transfer deed, the activities and net assets of Solutions Not Sides were transferred from OneVoice Europe to the new Solutions Not Sides CIO on 31 August 2019.

SOLUTIONS NOT SIDES

England & Wales - Charity number 1183651

Accounts

Charity number: 1183651

Solutions Not Sides

Report and financial statements
For the period ended 31 August 2021

Solutions Not Sides

Contents

For the period ended 31 August 2021

Reference and administrative information	1
Trustees' annual report	2
Independent examiner's report	21
Statement of financial activities (incorporating an income and expenditure account)	23
Balance sheet	24
Notes to the financial statements	25

Solutions Not Sides

Reference and administrative information

For the period ended 31 August 2021

Charity number	1183651
Country of registration	England & Wales
Registered office and operational address	Haskell House 152 West End Lane LONDON NW6 1SD
Independent Examiner	Jonathan Orchard Sayer Vincent LLP Chartered Accountants Invicta House 108-114 Golden Lane LONDON EC1Y 0TL

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

The trustees are pleased to present their annual report together with the financial statements of the CIO for the year beginning 1 September 2020 and ending 31 August 2021.

The financial statements comply with the Charities Act 2011, the Solutions Not Sides constitution, 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 2015).

Structure, governance and management

Solutions Not Sides is a Charitable Incorporated Organisation governed by its Constitution dated 30 May 2019 and it is registered with the Charity Commission of England and Wales.

All trustees give their time voluntarily and receive no benefits from the charity.

Appointment of trustees

There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

There is no maximum number of Trustees that may be appointed to the CIO.

The first charity trustees are as follows and are appointed for the following terms:

- Rachel Lewis for 3 years
- Mohammed Ali Amla for 3 years
- Gregory Rack for 2 years
- Rafia Shaheen for 2 years

As set out in the Constitution, apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Objectives and activities

Our vision

To contribute towards a more compassionate, educated, fair and united society for all by achieving the following outcomes in relation to attitudes and opinions on the Israeli–Palestinian conflict in the UK.

Our mission

To create safe spaces and provide life skills for British young people to make the difficult but vital conversations about Israel–Palestine not just possible but positive.

Our activities

Solutions not Sides (SNS) is an education programme that engages students at the opinion–forming stage of their development in secondary schools, ensuring that the students who most need this engagement receive it within the safe space of a structured educational environment. SNS also works in well–supported community youth group environments.

This is carried out through an innovative programme of training and workshops with the following resources:

- A three–part Youth Education Programme of educational sessions and resources for 14–18–year–olds
- Training and resources for their teachers and community leaders
- Leadership training opportunities for students aged 16–19

The polarised narratives that we hear echoed in the UK are: "Free Palestine vs. Save Israel". Palestinian and Israeli speakers address this in our programme and model breaking that cycle by both recognising simultaneously that Palestinians must be free, and Israelis must be safe. The values framework that all our speakers sign up to and within which classroom discussions take place is: 1) non–violence; 2) equality for all; 3) rejection of hatred.

One of the approaches we introduce in schools is the importance of not pushing for a win–lose outcome, i.e., supporting one side against the other. This is because if you keep pushing for win–lose, you will probably end up not at win–lose but at lose–lose, and the presence of the Palestinian and Israeli speakers in our sessions and their personal stories illustrate what that truly means in human terms.

Another tool that we use in our sessions is that of an iceberg. The tip of the iceberg represents the positions people hold, usually quite simplistic – i.e., 'good guys vs. bad guys'. But the large part of the iceberg that you can't see unless you dive down and look represents all the reasons why people hold those positions, and these need to be understood for making a change in the situation.

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

During the Covid-19 pandemic, we created digital resources to be used in schools, including speaker story videos. Various solutions for the conflict are explored in the sessions, be that 'one state', 'two-state', 'two-state-one-homeland' and other possibilities. As an organisation we do not advocate for a specific solution.

SNS also has deeper learning opportunities for students aged 16+ to continue the empowerment element of our work

People

- SNS' staff, trustee and advisory boards work closely together and are a mixture of non-religious, Jewish, Muslim, and Christian backgrounds including Palestinian and Israeli Coordinators
- Over 100 Israeli and Palestinian young people have participated as classroom speakers in the SNS programme, and their voices are at the heart of SNS' work
- All the Palestinian and Israeli speakers in our programme are from civil society. They do not claim to speak for or represent their governments, entire societies or anything apart from themselves. They all agree on certain values or principles that can be found on the 'about' page of our website and their political views are diverse
- SNS has a highly skilled team, who have been trained to be impartial in the classroom as facilitators
- SNS also has a network of 20 freelance facilitators from across the UK who run sessions online and in the classroom, supporting SNS in our goal of reaching more students
- SNS has an alumni network of over 140 British youth who have participated in our Student Leadership Programme (SLP) and follow up activities.

SNS undertook the following activities in 2020-21:

- 201 sessions with Israeli and Palestinian speakers with 8,815 participants, 118 in person and 83 online (2019-20: 17 in-person tours, 200 sessions, and 7,294 participants)
- 12 teacher training sessions with 258 participants (2019-20: 4 teacher training sessions with 92 Participants)
- 10 community training sessions
- One Student Leadership Programme - a residential course lasting five days held in Cambridge (2019-2020: 0 due to Covid)
- One Bridge Builders Programme for 26 young people- an online programme held in the Spring
- Created 12 personal story speaker videos
- Termly online reunions for alumni, speakers, and staff
- Ran an online campaign called #iftheycanwecan
- Increased our online reach by on average 7,000% across Twitter, Facebook, and Instagram

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

Covid-19 response and summary

Due to the Covid-19 pandemic and various lockdowns, SNS' programming for 2020 – 2021 was a blended approach of online and in-person sessions. We had several months to plan for this and decided not to organise any tours. Instead, SNS ran individual sessions across the country and used Zoom and Microsoft Teams to bring the speakers from Israel and Palestine into the classroom. We surpassed our targets for the year, working with 8,815 students at 84 schools over 201 sessions. We also ran teacher training sessions which were taken up by 258 teachers and ran training sessions for organisations including the Council for Christians and Jews, Stand Up Education Against Discrimination, British Actors Network, local branches of the Labour Party, and members of synagogues. We were particularly busy in the summer term due to the outbreak of violent conflict in Israel and Palestine.

Autumn term 2020

During the autumn term of 2020, SNS continued to adapt and learn the lessons of our changed reality and what it means for education in schools. We ran 17 school sessions, plus some online community and teacher training sessions reaching a total of 507 people. Most of these sessions were fully online, with the exception of five of them being run in schools by SNS facilitators with the Israeli and Palestinian speakers. It was also during this term that our Managing Director undertook Negotiation and Leadership Training with Pathways Institute for Negotiation Education, strengthening the skill set of the SNS Leadership Team. SNS also published the Teacher Handbook, and the alumni showcase booklet, diversifying our resources for teachers and demonstrating how our alumni have been impacted and empowered by our work.

Spring term 2021

The spring term of 2021 was one of our busiest on record, especially given that we did not run tours. We ran 38 school sessions, plus some online community and teacher training sessions reaching a total of 1,521 people – three times the number that we reached the previous term. Most of these sessions again were fully online, with the exception of four of them being run in schools by SNS facilitators with the Israeli and Palestinian speakers up on the big screen for the Q&A via Zoom. As lockdown continued beyond the Christmas holiday, teachers and students seemed to more actively embrace online learning, and take-up for our online sessions was much better. The personal story films project continued with almost all of the planned films being completed and several of them piloted for use in online sessions and in the classroom with great success. In addition, the new freelance facilitators began work in co-facilitating and also independently leading our online sessions.

The take-up for our training sessions for teachers and community leaders was particularly strong this term, with three times the number of participants (134) than our annual target being achieved. Feedback from these sessions was very positive, but also indicated a desire for additional content and depth amongst participants.

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

Bridge Builders Programme

The highlight of the term was our new Bridge Builders Programme, involving 26 young people in an online experience of 20.5 hours of workshops across 6 days, exploring issues of identity, inter-communal dialogue, conflict resolution and tackling racism. The participants are already going on to carry out their own projects with the support of the SNS team and the mentors who volunteered for the programme. The feedback results indicated that they had a significantly increased sense of empowerment, both in terms of attitude and skills to take action on the issues that were raised during the course.

Summer term

In the summer term, there was an escalation of violence in Israel and Palestine, with a short war happening between Israel and Hamas in the Gaza strip, violence internally within Israel's mixed towns and cities, and violence in the West Bank between settlers and Palestinian residents, and the IDF. The escalation in violence there led to an escalation of tensions here in the UK, and increased antisemitism and Islamophobia. On May 18, antisemitic incidents had risen by 500% and anti-Muslim incidents were up 430% since 8 May, and the incidents of these within secondary schools was significant, hitting the news headlines in the UK. Many students wanted to discuss this issue in schools and express the strong feelings they have about it.

Due to this, the summer term 2021 was our most challenging yet successful term to date. Over the course of the term, we reached 6,844 young people with our conflict resolution education sessions and trained 162 of their teachers and community leaders in recognising and tackling antisemitism and Islamophobia in relation to this topic. This broke our record for the most activity in one term and was particularly significant considering the COVID restrictions we were still operating under.

Face-to-Face sessions and online resources

Most of our sessions (64%) were able to take place with the facilitator in the classroom this term, with 36% being conducted online. A few were with live speakers who are currently living in the UK. However, the majority were with speakers in the region using a video link. The new personal story films greatly enhanced many of these sessions – giving students a first-hand visual insight into the speakers' homes, neighbourhoods and lives. The facilitators were then able to conduct the Q&A with them using Zoom and this worked very well for our Part 2 sessions.

During this term, the Secretary of State for Education recommended us in a public letter to all secondary school headteachers. This increased awareness of our programme in schools across the country, although he neglected to mention that Islamophobia, as well as antisemitism, was a problem facing schools during this period. This caused us some issues and we were the subject of conspiracy theories. However, our approach of face-to-face engagement in cases where it was deemed likely to be successful, combined with non-engagement with the trolling on social media, meant that our work in schools was largely unaffected, with only a few parents or teachers raising concerns. Where that did occur, we were able to allay the concerns by giving full access to our

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

sessions and resources so people could understand our programme first-hand, and we continued with our programme in those schools. In addition, our own content on social media went viral, with over 80,000 likes on our Guide to Avoiding Hate Speech, and 475,000 people seeing it across the world thanks to it being shared by so many people, organisations, and celebrities who have millions of followers.

Social media campaign

Following the significant increase in SNS social media reach (on Instagram we went from 400 followers to 11,500 in a week), we understood that there is a wider appetite for our approach to looking at the conflict and to our provision of critical-thinking questions. We then decided to run an online campaign with the Alliance For Middle East Peace (ALLMEP) called #iftheycanwecan, which highlighted how Israelis and Palestinians were pushing back against the violence, against polarisation, and against lose-lose outcomes, and asked British people to do the same.

Rage, Revenge, and Repair

We also completed a new film resource called 'Rage, Revenge, and Repair', which has been impactful in the classroom in increasing empathy and humanising the conflict, ahead of the students meeting our speakers on Zoom or in person. The film focuses on the stories of an Israeli man and a Palestinian man, Yigal and Arab, both of whom had sisters who were killed at different points during the conflict. Yigal's sister was killed by a Palestinian suicide bomber, and Arab's sister was killed by an Israeli Defence Force sniper. The film shows them apart, telling their stories and explaining their emotions in relation to what happened including anger and hatred, before later coming to a denouement and showing them sitting together as friends and 'brothers' through their work with the Parents' Circle, demonstrating forgiveness and the belief in peace and non-violence as the way forward. Yigal and Arab are role-models in conflict resolution and teachers have given us overwhelmingly positive feedback on the film so far including a teacher from Birmingham saying: "The film was a turning point for students. Up till that point they had been negative and sceptical about approaches that involved any kind of dialogue or listening to both sides. After watching the film, one of the students who is most passionate about this issue said, 'I get it, it makes sense now'. The whole class engaged very positively with the rest of the programme." By the end of the 2022 school year, the film will have been seen by almost 10,000 British teenagers.

Partnerships

Finally, SNS delivered training to partners in the UK and Europe including Encate, Stand Up Education Against Discrimination, Pathways, and Talk Matters, and appeared as guest speakers on some of their own events. These sessions strengthened our partnerships with these organisations, and some of these organisations are to provide training to our team in due course. These organisations work on related issues, racism, antisemitism, skills for youth, and Islamophobia. We believe that we need to collaborate and empower these organisations because SNS is one piece of a wider puzzle of organisations working towards a better British society.

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

The SNS Israeli and Palestinian Speakers and Fellows

Time and time again we see impact in our work because we have Palestinian and Israeli speakers in the room (or on Zoom!). For the majority of the young people with whom we work in the UK, SNS is the first and possibly the only chance they have to meet their peers from the region in a safe space, and the only platform for them to listen, talk, ask questions, and think critically about the situation without judgement, ridicule, or shame. This was particularly important during the May/June violence and conflict in Israel and Palestine during which students were seeing awful and bloody images on social media and were only hearing from political leaders or those who campaign for zero-sum outcomes, causing upset, anger, and anxiety amongst students. Via our speakers, British students are provided with a completely different perspective, knowledge and insight into the peace work taking place, and a safe space to ask really difficult questions. These Palestinians and Israelis are working day in and day out to end violence, conflict, and occupation. They practice in-group criticism at even the hardest times, and they reach their hand across physical, social, political, and religious borders to say, 'we must find peace'. They are role models for the students.

In 2020–2021, our Middle East work to recruit and train speakers took a different form to previous years as we could not travel to the region, and we could not run tours. Instead, our Managing Director worked closely with a group of around 20 Israelis and Palestinians who are already speakers in our programme and who have or will have personal story videos. Each speaker has received bespoke training individually, in their societal group, and with their partners on 'the other side', as well as receiving additional training from experts such as Peggy Forrell, who trains speakers in public speaking. During this year, we also ran three digital reunions, in place of our usual annual reunion, and offered training to speakers whose tours were cancelled due to the pandemic.

The 2020–2021 academic year was a challenging year for our community of Fellows and speakers. Maintaining good personal relationships through face-to-face interactions, social events, and visits to the region with the Managing Director and SNS staff is vital to strengthening trust, confidence, and motivation, and that was not possible during this year. In previous years, the Managing Director was visiting around four times a year. In addition to this, they were experiencing a global pandemic and lockdowns, and the May 2021 war. All of the speakers mentioned in feedback that running online sessions is harder for them, emotionally and mentally, than in-person sessions. This is because they are not interacting directly with the students, and often they are not able to see their faces and therefore understand the impact of the sessions. We provide termly reports for speakers now, in order to provide them with evidence that their participation is vital and valuable.

Freelance Facilitators

We have now recruited 10 freelance facilitators who are trained by SNS to run sessions in classrooms and online. The facilitators have come from diverse backgrounds; we have SLP alumni, former teachers, foster carers, and students. They have all undergone a thorough group and individual interview process, a vetting process including getting a DBS check and sending

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

professional and personal references, attended six hours of group training, a one-on-one training session with someone from SNS' Leadership Team, done practice sessions, and observed sessions. The training included Non-Violent Communication, antisemitism and Islamophobia in relation to Israel-Palestine in the UK, Israeli and Palestinian narratives, and understanding SNS' approach in schools. The use of freelance facilitators to run sessions not only expands SNS' network and reach across the country but frees up the core staff to carry out their central responsibilities and ensures that we can continue to scale up and expand at minimal extra cost.

Bridge Builders Programme

SNS' first ever online course for young people aged 16-19 took place in February-March. 26 participants experienced a series of workshops, worked in smaller incubator hubs alongside experienced leaders and worked together on a number of Bridge Builder Challenges by several projects after completion. The incubator hubs and opportunity to be mentored by interfaith leaders gave this programme a uniqueness and an added advantage. Two of the Student Leadership Programme alumni joined Bridge Builders as volunteers and mentors, demonstrating the opportunity for alumni to be involved and SNS investing in their continuing development. All participants were given the opportunity to join the SLP in August. Sessions from the week included our leadership journey, interfaith and tackling division, religious persecution, understanding antisemitism and Islamophobia, the Balkans conflict, Non-Violent Communication, loving your neighbour in an age of religious conflict, and brainstorming for shared projects. We worked with SNS' partners to run sessions including Stand Up Education Against Discrimination, LSE Faith Centre, Corrymeela, Remembering Srebrenica, and the Council for Christians and Jews.

Challenging Leadership

Our new peer-to-peer discussion series called Challenging Leadership continued this year, with two online sessions reaching 25 people. External speakers were invited to speak about the topic of bereavement, forgiveness and overcoming hate, and the participants included young people from Israel, Palestine and the UK who had a Q&A discussion centred on the issues raised by the speakers. One of the speakers was Jo Berry, who lost her father in the 1984 Brighton IRA bombing, the other was Mike Haines, whose brother David Haines was beheaded by ISIL in Syria in 2014. This series of sessions was offered as a follow-up for young people who have become part of the SNS network after participating in initial sessions and are designed to build skills and consolidate the SNS approach in a way that will enable these young people to take it forward in their own communities and institutions.

Personal story films

We began trialling the use of these films for sessions this term with overwhelming levels of success in terms of feedback from students and particularly teachers (who are able to compare with having had SNS sessions in the past without the films). Strong themes of dealing with feelings of hatred and revenge and choosing the path of peaceful activism run through all the speakers' stories, as well as the importance of embracing diverse identities and narratives, and reaching out to those who are different from yourself. Students who have seen the personal story videos before

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

the Q&A with the speakers are noticeably more enthusiastic and engaged in the dialogue, and feedback from teachers has included how good an opportunity it is for the students to see the speakers in their home context – it feels like a much more intimate encounter and more ‘real’ for them.

The Student Leadership Programme (SLP)

Due to the pandemic, SNS did not run a SLP in September 2020. However, we were able to run a 2021 SLP in August 2021. The 2021 SLP brought together 17 British Jews, Muslims, Christians and those of no faith in Year 13, on their gap year and in the first year of university. The aim of the programme was to explore three key questions:

- What impact does Israel–Palestine have on campus and community relations?
- What is the role of student leaders in fostering good relations on campus and in communities?
- What is the role of student leaders in reducing tensions on campus and in communities?

This year’s programme was based at The Woolf Institute in Cambridge, who were generous in hosting us without cost for the duration of the programme. The students spent the week discussing issues within British society, learning more about Israel–Palestine, and receiving training such as leadership and negotiation, Non–Violent Communication, public speaking, storytelling, student activism, combatting hate and prejudice, recognising antisemitism and Islamophobia, and peace and leadership. Speakers were ‘Zoomed’ in from Palestine, Israel, the UK, and Europe, and included several of SNS’ Israeli and Palestinian speakers, and former SLP participants. We also asked partner organisations to run some training sessions, and participants visited a mosque, a church, and a synagogue which allowed students of faith to speak about what their faith means to them and to share more about their religious identity with other participants.

Analysing the quantitative responses from the pre– and post–programme forms, we can see an overall increase in those mostly or completely comfortable expressing views on the Israeli–Palestinian conflict. Most significantly, before the SLP only 3 people were completely comfortable. This rose to 8 people after the SLP. A number of participants mentioned an increased confidence in the ability to debate or to express their opinion better: “Once I understood the opposing narrative it became easier to combat it and in turn express my own opinions.” Others went further to explain how the skills learned have helped them to engage with different views or narratives: “I feel this course has taught me how to confidently distinguish between fact and opinion, and to identify a certain narrative from a wide range of examples. This, alongside my empathy/ NVC training, makes me feel more comfortable discussing, and in the right context expressing my views on the conflict.”

The SLP is designed to be a follow–on programme for students that have ideally completed the three E’s (Exploration, Empathy and Empowerment) of the SNS programme in their secondary schools. It builds upon the skills learnt in those sessions, further empowering young people in a safe space, giving them the chance to really practise critical thinking, active listening, debating, and storytelling, and sets up leadership paths for young people. Every year SNS creates an alumni

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

booklet detailing what the SLP alumni from previous years have gone on to do with their experiences and each year, we see alumni continuing their work with SNS through becoming facilitators, mentors, running related presentations at their schools or universities, and going into related career fields. We look forward to seeing what this cohort of young people do.

Some participant feedback:

"I have come out of my shell and feel much more confident in carrying out activism on campus and making educational institutions safer for the youth".

"Once I understood the opposing narrative it became easier to combat it and in turn express my own opinions."

"I feel this course has taught me how to confidently distinguish between fact and opinion, and to identify a certain narrative from a wide range of examples. This, alongside my empathy/ NVC training, makes me feel more comfortable discussing, and in the right context expressing my views on the conflict."

"This programme has illuminated with even greater intensity just how much you can learn and understand from others, especially when they pose a challenge."

"I am proud of who I am, and this is a safe environment to share my identity. This allows us to form good relationships and prevent arguments from occurring."

Social media and digital resources

After we increased our social media reach in May 2021, SNS partnered with ALLMEP to run the #iftheycanwecan campaign, as mentioned in the introduction to this report. The eight Instagram posts focused on organisations which are fighting violence, occupation, and conflict through peaceful means and invited British people to do the same by rejecting hatred, discrimination, violence, and zero-sum attitudes and approaches when it comes to how we talk about or act upon Israel-Palestine here in the UK. The campaign reached 31,652 people in the 30-day period of the campaign, and an additional 8,500 people via ALLMEP's own posts.

2020-2021 also saw SNS launch the first SNS Teachers' Handbook, written by SNS' Managing Director, Jess Brandler, who consulted with community and religious leaders, and pedagogical experts in the field before publishing. The first two terms had some uptake by teachers who read the handbook, but the summer term had a much larger uptake by teachers and other practitioners who downloaded and used the handbook in their schools and classrooms, demonstrating the appetite by teachers and schools for additional support and resources.

SNS also brought on a new staff member in 2021; Mohammed Ali Amla, to be the Youth & Partnerships Director.

Outcomes and impact

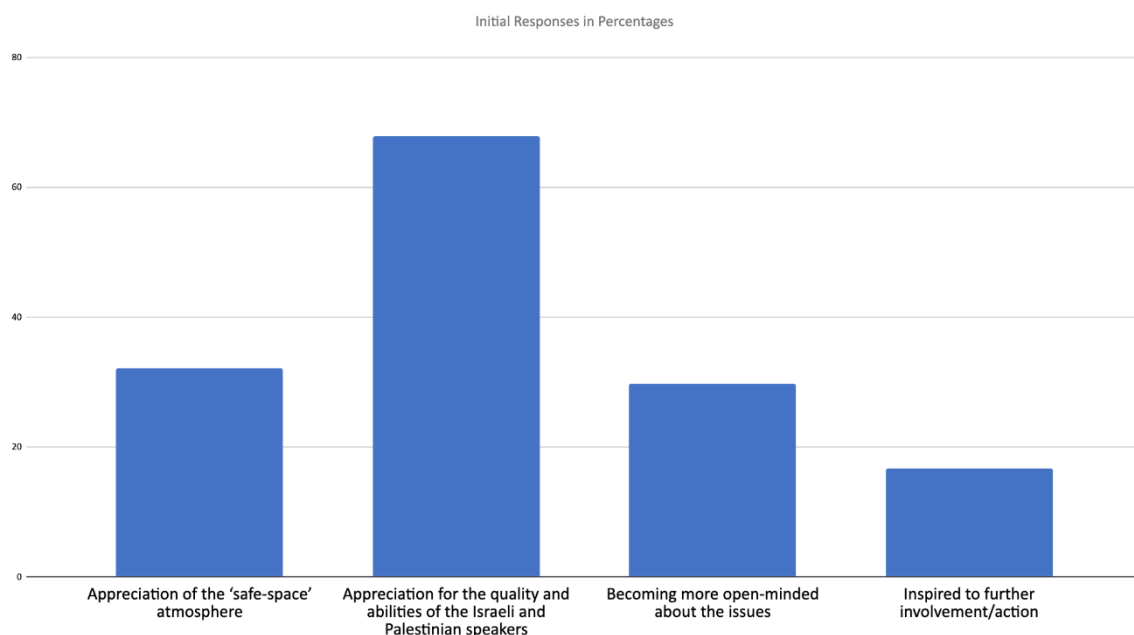
a) Quantitative Metrics for 2020 – 21

This year, Solutions Not Sides surpassed the 50,000 participants mark since the programme was founded in 2011. With the increasing demand from schools, the number of tours has grown from four in 2014, to 13 in 2017–2018, to 17 in 2018–19 and 20 were planned in 2019–20, of which 17 took place due to three being cancelled because of the COVID pandemic. This year, the total number of participants was around 8,900 students and 350 teachers/community leaders. This figure was spread across our main priority areas of London, Birmingham, East Midlands, Manchester and Lancashire, Bradford and Leeds, Scotland and South Wales.

b) Qualitative Metrics for autumn and spring terms 2020 – 21

During the first two terms of the year, we collected feedback from 84 students using forms in which we asked the students questions on a written survey prior to and after meeting the speakers from Israel and Palestine. This was slightly less feedback than collected in previous years. This is because we usually ask students to complete the feedback form at the end of the session and we collect the forms in. However, because many of the sessions were online instead and most teachers did not send us the feedback forms afterwards. We did receive plenty of written feedback by teachers via email, but much less student feedback than usual. Below, you can see the initial responses and learning outcomes across the first two terms.

Initial responses



Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

The appreciation of the safe space atmosphere this year was higher than last year at around 30% in the autumn and spring, demonstrating the professionalism of SNS staff and facilitators in their setting up of the room both online and in-person, and in their responses to questions and comments from students. The very high percentage of students who indicated that they appreciated the chance to engage with the Palestinian and Israeli speakers, and appreciated their attitudes and approaches was almost 70%, which is the highest percentage indicator for any outcome we have ever had. It was particularly high in the autumn and spring terms, demonstrating that the quality of the speakers, the messages they sent, their responses to questions, and their energy and openness were important for the students. Despite facing conflict, occupation, war, lockdowns, a global pandemic, and less satisfaction from the sessions compared to when doing them in person, the speakers were excellent and 'showed up' for every session both practically and mentally. Every year and in every piece of feedback, it is the presence of the speakers which is the most important and recognised aspect of the session for British youth. It is speaking to them, asking them questions, and hearing their stories which includes the 'eureka moment' in which they realise the 'other side' is also human, that moves the needle in terms of attitudinal and behavioural change.

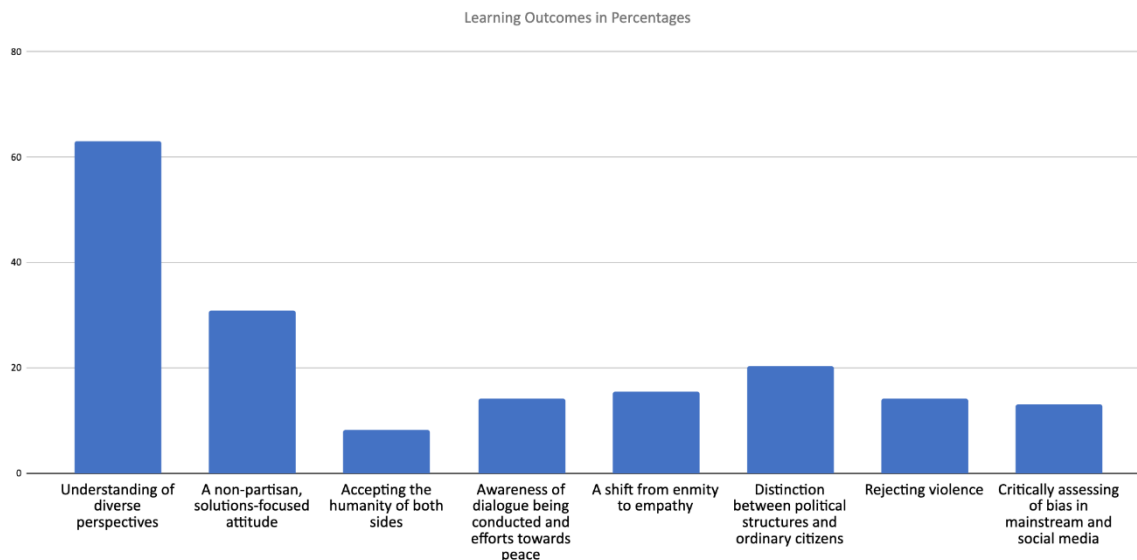
The percentage of students who expressed an increase in awareness of the complexities of the situation, a deepening of knowledge and a sense of becoming more open-minded was just over 25%, which is less than last year. Students are asked open-ended questions and there are no prompts or suggestions for their answers, so it may be that more students chose to write about the speakers and their impact, rather than the specific knowledge obtained. It may also be due to change in format this year of sessions with the SNS facilitators and speakers being just one hour, instead of 90 minutes, therefore the end of the session which includes a summary of empowerment tools for young people, especially if beset by technical problems, may be rushed and even missed. We will be looking at this data for next year's curriculum.

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

Learning outcomes



The pattern of learning outcomes was around the same compared with previous years, however there were some significant increases in positive outcomes this year which are worth noting. Almost 65% of students noted that they now understood and recognised different perspectives on the conflict. This is 20% higher than in previous years. This may be because many of the students were entering our sessions with strongly held and single perspective attitudes and the shift is therefore more significant. Regardless of why this increase has occurred, it is encouraging to see the intended impact of our work strengthen every year. The awareness of dialogue being conducted and efforts towards peace increased by 12%, from 4% to 16%. In the spring term, we asked speakers to speak more about their peace work and we also highlighted ALLMEP in the final slide of the sessions, which probably explains this increase.

The shift from enmity to empathy increased from last year's 9% to 17%, which is on par with the annual average. This is shown where a student holds hatred or negative stereotypes towards one side before engaging in the programme, and then writes something showing a shift in those attitudes towards empathy for the human beings on the other side,

The rejection of violence was at 16% in the first two terms, and 9% in the summer term. The learning outcome of critically assessing bias in different forms of media was at 15% in the spring and autumn terms. Whilst the question of media bias often comes up in the sessions, there is not a specific teaching point or exercise within the sessions that focuses on this learning outcome. Instead, we have developed our teacher & student led learning resources for this and discuss it during the teacher training. We point students towards our weekly news update which focuses on how different media outlets will present one story in different ways. This is sent via email to 400 people a week and reaches many more via social media.

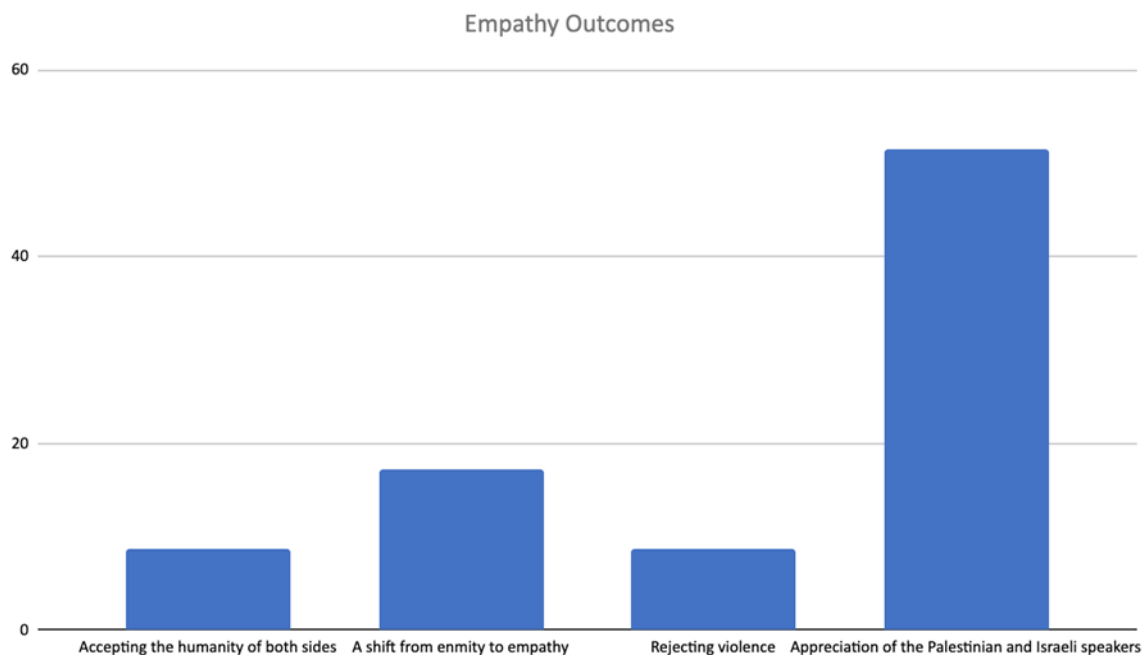
Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

Summer term impact

During the summer term we changed the structure of the sessions into three parts focusing on Empowerment, Exploration, and Empathy, and therefore also changed the way that we formatted the impact report. In the summer term, we collected feedback from 35 students, during what was a time of heightened tensions in the Middle East, with the conflict prominent in our media headlines here in the UK. Please see the graphs below for the new evaluation format.

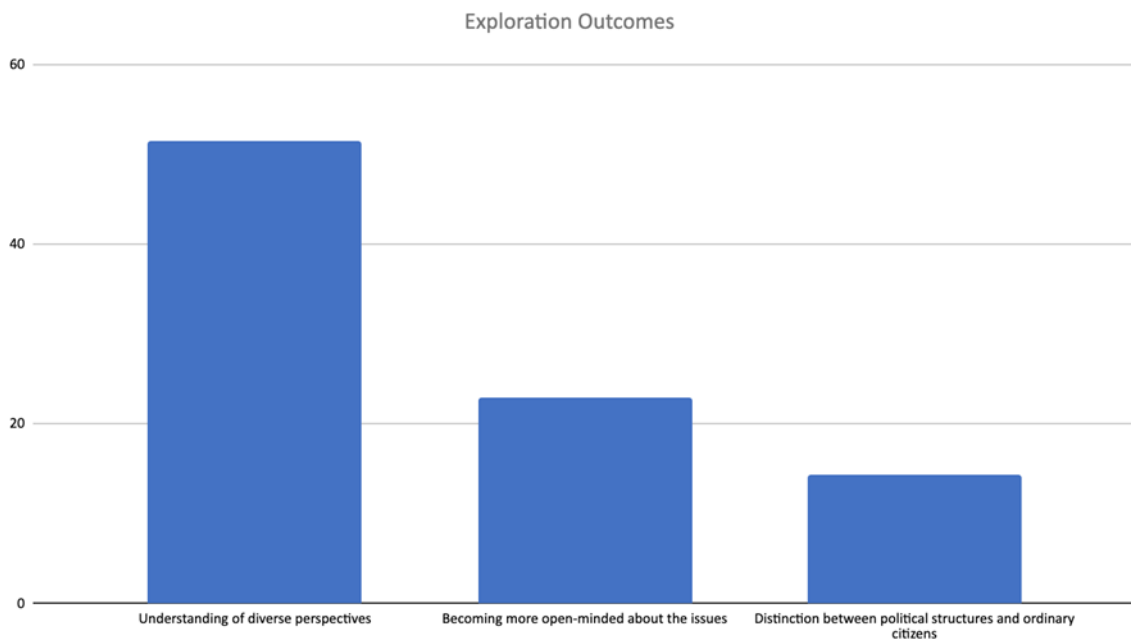


Feedback from students in the summer term continued to show that the highlight of the SNS Youth Education Programme for them is the dialogue session with Palestinian and Israeli speakers. Some of the teacher feedback below also confirms this. The shift from enmity to empathy was higher than usual this term (it's usually around 10%), with many students acknowledging that they had a negative view of people on one side of the conflict before but are realising that viewing the human beings on the other side as 'the enemy' is too simplistic and that empathy will be needed as one of the tools to resolve this conflict. A few students (just under 10%) commented about the problem of violence and that they recognised the importance of remembering that everyone involved is a human being with needs and rights that should be met.

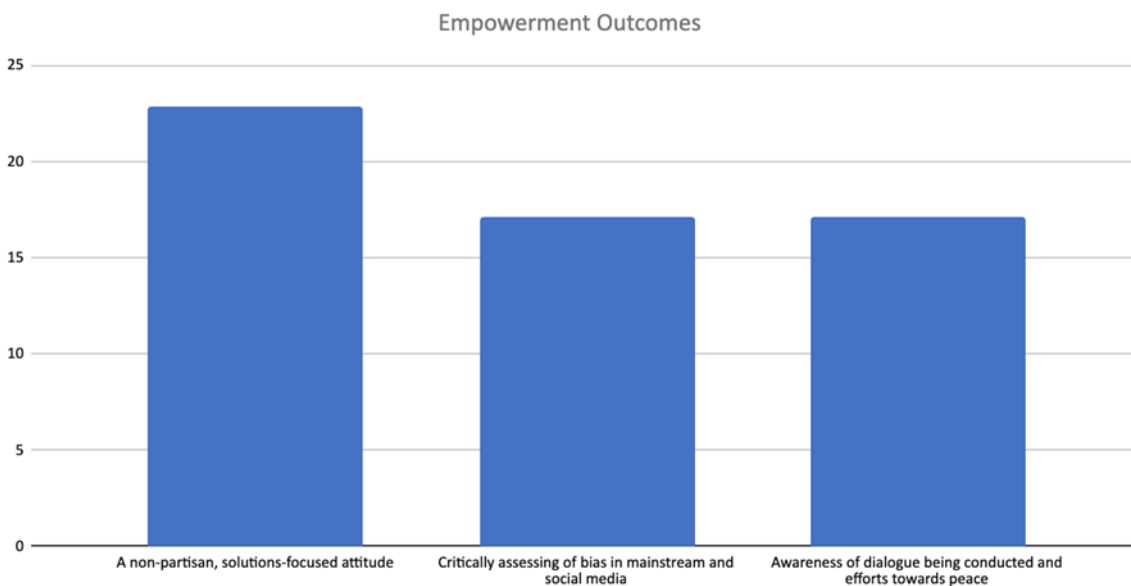
Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021



This term, the pattern of learning and response outcomes related to exploration and embracing complexity was consistent with most of our termly findings. More than 50% expressed appreciation that there are diverse perspectives on this issue, without needing to reconcile or justify those differing perspectives, and a slightly higher than average number of students this term indicated that they had become more open-minded and had a deeper sense of knowledge around the topic. The other three outcomes in this category have been steadily rising over the last few terms, as we have brought in more of a focus in the facilitator introductions and research follow-up opportunities on the role of the media, political leaders, and peace activists in the situation. In previous years, these three outcomes were often below 10%.



Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

The empowerment outcomes for this term were slightly lower than usual (usually around 30% for the first one on the left of the graph). There was no direct expression from students in their feedback forms about wanting to get involved in activism or dialogue on this issue moving forward. The awareness of dialogue and peace efforts was on a par with termly averages, however, and there were several comments from students about feeling more positive or hopeful about the situation having met the speakers. This category may be slightly lower this term since we have had to separate the solutions-focused critical-thinking part of the session from the session where the students get to meet the speakers because of the COVID situation, and many schools are not following through with the 'Part 3' session after meeting the speakers. This has been addressed during our annual curriculum review in August, and a plan is outlined to address it in the 'weaknesses and improvements' section below.

Some feedback from teachers this year:

"By having the pre materials before the session we could really focus on conflict resolution. Time given to allow the pupils to ask the questions they wanted."

"The fact that they shared some personal details before – their story really hit home with the pupils – it was lived experience that they were sharing. Open and honest and not afraid to tackle any question. Very positive with the children"

"The iceberg method came through in both pre material and the session itself. The last activity had the pupils consider the issue from different perspectives."

"By having a case study of Palestine-Israel there was a narrative base for the pupils to grasp to then take the next step of looking at conflict."

"Yes [useful for addressing tensions]– the fact that they need to see it from both sides and look for balance rather than just pick a side. know the details and the impact."

"The speakers were AMAZING! It worked really well introducing them via video intros and then getting to speak to them live. Very informative presentation as well. We all learnt a lot (staff included)."

"It's always good to hear the real people experiencing the conflict be given a voice to speak to young people who want to learn more about it."

"The speakers were particularly powerful, and I think this had the most impact on the students. Many visually relaxed throughout the course of the workshop. It was particularly wonderful to see some of our more previously upset and angry students talking to Obada in such a respectful and relaxed way."

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

Student feedback:

"I liked the fact we were treated as adults and our opinions and suggestions were really valued and listened to – especially since we will be the decision makers of the future."

"I especially found it interesting having the Israeli and Palestinian speakers and hearing their different viewpoints."

"I liked the fact we were treated as adults and our opinions and suggestions were really valued and listened to – especially since we will be the decision makers of the future."

"I liked how the session was not opinionated and I was able to see the conflict through the sides of a Palestinian as well as an Israeli. I was presented with invaluable information through the eyes of people who have first handedly experienced the conflict and it was much more educational compared to biased media views that we are often presented with."

We are really pleased with the increase in impact this academic year. The summer term threw PR challenges at us, and students and speakers had heightened emotions during this time period, and we still managed to achieve impact. It demonstrates that the purpose of SNS is being fulfilled; to provide British teenagers and their teachers with a safe space, diverse narratives, empowering tools of critical thinking, communication, and respectful disagreement, and tools to combat antisemitism and Islamophobia. This purpose is being fulfilled at the times when British youth need us the most; when they are angry, upset, disempowered, confused, and feeling as though they are not able to state their views or ask tough questions about Israel–Palestine. From 2021–2022, we will continue to work hard to increase reach and impact, and we will be using the Empathy, Exploration, and Empowerment categories as demonstrated in the graphs below from the 2021 summer term.

Plans for 2021–22

In 2021–22, SNS is planning to reach around 8,000 participants through a flexible combination of in school and online sessions, depending on the situation with the pandemic. We will continue to work with and to expand our network of freelance facilitators who are leading school sessions in person in their local areas, plus assist with sessions when they happen purely online. The Palestinian and Israeli speakers will mostly be connected to the students via Zoom, although for some sessions in and around London, some UK–resident speakers will be able to do some sessions. We are going to introduce a tiered approach to whether we work with schools with in–person speakers/facilitators or not, based on whether they are a priority school or not. The priority schools are those who are experiencing antisemitism and/or Islamophobia in the school related to Israel–Palestine, or/and see polarisation in the school around the issue, and/or have students who are strongly emotional and upset by the situation. This will allow us to best use our limited resources and ensure that the schools with the highest need are receiving the most interaction and support from us.

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

In the summer of 2022, we will also plan to run a Student Leadership Programme (SLP), pending the confirmation of specific funding, and run an event for British teachers with their peers in Israel–Palestine in partnership with Retorika and Jerusalem PeaceBuilders. Throughout the year, we also plan to create more personal story videos of the speakers.

Following feedback and consultation from some community leaders, we are also creating and piloting a Christian training programme in 2021–2022.

Another key focus of the next academic year will be the crystallisation of our social media and digital strategy which will include comms and social media training for certain staff members, a focused approach to how we use each of our social media platforms in accordance with our mission, vision, and outcomes, and the creation of new digital resources for teachers and students. We will be publishing a new version of the Teacher Handbook and continuing with the successful social media guides.

Finally, we will be aiming to recruit at least three new board members throughout the year.

Financial commentary

For the year to 31 August 2021, Solutions Not Sides secured income of £389,696, £349,706 of which came from grants and donations. Expenditure in the year was £328,694 resulting in an unrestricted surplus for the year of £61,000.

This leaves an accumulated reserve of £151,000 for application in 2021/22 and to provide a financial base to secure the future operations of the charity.

SNS income

Total income (cash in) by the 12th and final month of the financial year is £389,696.

- £349,706 is income from grants and donations
- Income from charitable activities from education session fees is £30,727
- Other income is £4263

SNS expenditure

Total expenditure (cash out) for the 15th and final month of the financial year is £328,694

- Staff costs for SNS this year are £192,521
- Other direct delivery costs for the year are £109,867
- Legal and Governance costs for the year are £3097
- Fundraising costs are £8045
- Expenditure on overheads is £10,957
- Expenditure on other staff costs is £4027
- Other sundry costs were £0

Solutions Not Sides

Trustees' annual report

For the period ended 31 August 2021

Surplus/deficit

This leaves an accumulated reserve of £151,000 for application in 2021/22 and to provide a financial base to secure the future operations of the charity.

Sustainability and future funding

This surplus is £60,000 above the organisation's reserves policy, which will provide a good level of sustainability moving forward. The consequences of the economic impact of COVID19 on the UK are not yet clear and may affect fundraising in the months ahead. SNS begins its new financial year in a robust position to carry forward programming.

SNS is anticipating that some of its longest-running supporters will still be in a position to support the organisation in the coming financial year, up to almost the full amount of its prospective budget for 2021-22. Combined with the expected income from charitable activities, the organisation looks likely to remain in a strong financial position for the coming twelve months.

Statement of responsibilities of the trustees

The charity trustees must comply with the requirements of the Charities Act with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns.

The statements of account, reports and returns must be sent to the Commission, regardless of the income of the CIO, within 10 months of the financial year end.

The charity trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

These accounts have been prepared in accordance with the requirements of the Charities Act.

The trustees' annual report has been approved by the trustees on 29 June 2022 and signed on their behalf by


Rachel Lewis (Jun 30, 2022 13:29 GMT+2)

R Lewis
Chairperson

Independent examiner's report

To the members of

Solutions Not Sides

I report to the trustees on my examination of the accounts of Solutions Not Sides for the year ended 31 August 2021.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011 ('the 2011 Act').

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accounts in England and Wales, which is one of the listed bodies.

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

- 1 Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 The accounts do not accord with those records; or
- 3 The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

Independent examiner's report

To the members of

Solutions Not Sides

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name: Jonathan Orchard

The Institute of Chartered Accountants in England and Wales

Address: Sayer Vincent LLP, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Date:

Solutions Not Sides

Statement of financial activities (incorporating an income and expenditure account)

For the 15 month period to 31 August 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations and legacies	2	254,706	100,000	354,706	356,239	-	356,239
Charitable activities							
Session fees		30,727	-	30,727	17,227	-	17,227
Other income		4,263	-	4,263	25,246	-	25,246
Total income		289,696	100,000	389,696	398,711	-	398,711
Expenditure on:							
Raising funds	3	7	-	7	936	-	936
Charitable activities	3	225,590	100,000	325,590	299,209	-	299,209
Governance		3,097	-	3,097	8,410	-	8,410
Total expenditure		228,694	100,000	328,694	308,555	-	308,555
Net income / (expenditure) for year		61,002	-	61,002	90,156	-	90,156
Net movement in funds		61,002	-	61,002	90,156	-	90,156
Reconciliation of funds:							
Total funds brought forward		90,156	-	90,156	-	-	-
Total funds carried forward		151,158	-	151,158	90,156	-	90,156

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Solutions Not Sides

Balance sheet

15 month period to 31 August 2021

	Note	£	2021 £	£	2020 £
Current assets:					
Debtors	8	-		1,958	
Cash at bank and in hand		163,767		94,697	
				96,655	
Liabilities:					
Creditors: amounts falling due within one year	9	(12,609)		(6,499)	
Net current assets			151,158		90,156
Total assets less current liabilities			151,158		90,156
Total net assets / (liabilities)			151,158		90,156
The funds of the charity:					
Total unrestricted funds			151,158		90,156
Total charity funds			151,158		90,156

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 29 June 2022 and signed on their behalf by

R Lewis
Chairperson

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2021

1 Accounting policies

a) Statutory information

Solutions Not Sides is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

The registered office address is The Vineyards, 36 Gloucester Avenue, London, NW1 7BB.

b) Basis of preparation

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

e) Income

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

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

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

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

g) Expenditure and irrecoverable VAT

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

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

h) Debtors

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

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2021

1 Accounting policies (continued)

i) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

j) 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.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Grants	237,831	100,000	337,831	250,974	-	250,974
Donations	16,875	-	16,875	105,265	-	105,265
Donated services	-	-	-	-	-	-
	<u>254,706</u>	<u>100,000</u>	<u>354,706</u>	<u>356,239</u>	<u>-</u>	<u>356,239</u>

Donations in 2020 include the balance of funds of Solutions Not Sides held by OneVoice Europe at 1 September 2020 (see note 11).

Grants include £14,195 received under the government's Covid Job Retention Scheme.

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2021

3 Analysis of expenditure

	<u>Charitable</u>							
	Raising funds	Charitable activity	Governance costs	2021 Total	Raising funds	Charitable activity	Governance costs	2020 Total
	£	£	£	£	£	£	£	£
Staff costs	-	192,521	-	192,521	-	124,673	-	124,673
Other direct project costs	-	117,905	-	117,905	-	80,522	-	80,522
Legal and Governance	-	-	3,097	3,097	-	-	8,410	8,410
Overheads	-	10,957	-	10,957	-	27,162	-	27,162
Fundraising	7	-	-	7	936	-	-	936
Other staff costs	-	4,207	-	4,207	-	65,902	-	65,902
Sundry	-	-	-	-	-	950	-	950
Total expenditure 2021	7	325,590	3,097	328,694	936	299,209	8,410	308,555

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2021

4 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Net salary	128,628	124,673
Tax and social security costs	54,608	58,002
Employer's contribution to defined contribution pension schemes	9,285	7,900
	<u>192,521</u>	<u>190,575</u>

No employee earned more than £60,000 during the year (2020: nil)

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity. No trustees claimed any expenses in the year (2020: £nil).

5 Related party transactions

There are no related party transactions to disclose for this financial year (2020: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Net income resources for year

This is stated after charging:

	2021 £	2020 £
Independent examination fees	2,000	2,000
Depreciation	-	-
	<u>2,000</u>	<u>2,000</u>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2021

8 Debtors

	2021 £	2020 £
Gift aid receivable	–	172
Other debtors	–	304
Rent deposit	–	1,482
	<u>–</u>	<u>1,958</u>

9 Creditors: amounts falling due within one year

	2021 £	2020 £
Taxation and social security	10,209	4,099
Accruals	2,400	2,400
	<u>12,609</u>	<u>6,499</u>

10 Movements in funds

	At 1 September 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 August 2021 £
Restricted funds:					
DCLG Film Project	–	100,000	(100,000)	–	–
Total restricted funds	<u>–</u>	<u>100,000</u>	<u>(100,000)</u>	<u>–</u>	<u>–</u>
Unrestricted funds:					
General funds	90,156	289,696	(228,694)	–	151,158
Total unrestricted funds	<u>90,156</u>	<u>289,696</u>	<u>(228,694)</u>	<u>–</u>	<u>151,158</u>
Total funds	<u>90,156</u>	<u>389,696</u>	<u>(328,694)</u>	<u>–</u>	<u>151,158</u>

11 Transfer of activities and net assets

Prior to September 2019, the activities of Solutions Not Sides were undertaken within OneVoice Europe – a registered charity and company limited by guarantee.

Solutions Not Sides was registered as a separate charitable incorporated organisation (CIO) in May 2019. Under the terms of a transfer deed, the activities and net assets of Solutions Not Sides were transferred from OneVoice Europe to the new Solutions Not Sides CIO on 31 August 2019.

SOLUTIONS NOT SIDES

England & Wales - Charity number 1183651

Accounts

Charity Number: 1183651

Solutions Not Sides

Report and financial statements
For the year ended 31 August
2020

Contents

For the year ended 31 August 2020

Reference and administrative information	1
Trustees' annual report	2
Independent examiner's report.....	11
Statement of financial activities (incorporating an income and expenditure account)	11
Balance sheet.....	12
Notes to the financial statements.....	13

Solutions Not Sides

Reference and administrative information

For the year ended 31 March 2020

Charity number 1183651

Registered office and operational address Solutions Not Sides
The Vineyards
36 Gloucester Ave
LONDON
NW1 7BB

Country of registration England & Wales

Country of incorporation United Kingdom

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

R Lewis (Chair)

M A Amla

G S Rack

R Shaheen

Bankers Lloyds
Blackheath Branch
15 Blackheath Village
Blackheath
LONDON
SE3 9LH

Independent Examiner Sayer Vincent LLP
Chartered Accountants
Invicta House
108-114 Golden Lane
LONDON
EC1Y 0TL

SOLUTIONS NOT SIDES TRUSTEES ANNUAL REPORT

The trustees are pleased to present their annual report together with the financial statements of the CIO for the year beginning 30 May 2019 and ending 31 August 2020.

The financial statements comply with the Charities Act 2011, the Solutions Not Sides constitution, 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 2015).

Structure, governance and management

Solutions Not Sides is Charitable Incorporated Organisation governed by its Constitution dated 30 May 2019 and it is registered with the Charity Commission of England and Wales.

All trustees give their time voluntarily and receive no benefits from the charity.

Appointment of trustees

There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

There is no maximum number of Trustees that may be appointed to the CIO.

The first charity trustees are as follows and are appointed for the following terms:

Rachel Lewis for 3 years;
Mohammed Ali Amla for 3 years;
Gregory Rack for 2 years;
Rafia Shaheen for 2 years;

As set out in the Constitution, apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as appointed charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

OBJECTIVES AND ACTIVITIES

Values

- Compassion & fairness
We want to live in a compassionate and fair society that celebrates diversity and where we protect one other from harm.
- Confidence in our society's youth
We want to give our young people our confidence in their ability to apply moral values and critical thinking - we grant them the opportunity of making up their own minds rather than telling them what to think.

Aims

- To provide a safe space and the skills for British young people to discuss their views on Israel-Palestine confidently, and in a way that avoids hatred towards people of different backgrounds or views to themselves
- To encourage British young people to be active around this issue in a way that puts the human rights and security of the citizens of Palestine and Israel at the centre

Reason for our work

- Antisemitic and Islamophobic attitudes along with polarisation and conspiracy theories around the Israeli-Palestinian conflict are creating tensions and hatred between British communities
- Young people are restricted and restrained within isolated echo chambers that teach them to see diversity and complexity as a threat, rather than as something positive. These echo-chambers are like fortresses with the drawbridges shut
- Some teachers, unfortunately, have opted to try and keep the topic out of school, perhaps unsure of how to deal with it or anxious that they might do more harm than good. Whilst we fully appreciate the pressures on teachers, here at Solutions Not Sides we believe that avoiding talking about politics leads to a lack of understanding of it, and that instead young people should be equipped to have a civil conversation about a difficult topic
- The future of the compassionate and fair society that we all desire to live in is threatened by this. We need to bring down those drawbridges by educating young people

How the programme works

- The SNS Education Programme is a four-part programme for secondary students and youth group members aged 14-18 on the Israeli-Palestinian conflict. Each of the four stages takes one hour to complete and the stages are based around three E's:
 1. Exploration: Understanding diverse historical narratives from Israeli and Palestinian perspectives
 2. Empathy: Hearing personal stories and having humanising dialogue with Israeli and Palestinian speakers
 3. Empowerment: Undertaking a solutions-focused workshop using conflict resolution and critical-thinking skills
 4. Exploration in depth: Undertaking a personal research project using SNS resources
- The polarised narratives that we hear echoed in the UK are: "Free Palestine vs. Save Israel". Palestinian and Israeli speakers address this in our programme and model breaking that cycle by both recognising simultaneously that Palestinians must be free, and Israelis must be safe
- The values framework that all our speakers sign up to and within which classroom discussions take place is: 1) non-violence; 2) equality for all; 3) rejection of hatred
- One of the approaches we introduce in schools is the importance of not pushing for a win-lose outcome, i.e., supporting one side against the other. This is because if you keep pushing for win-lose, you will probably end up not at win-lose but at lose-lose, and the presence of the Palestinian and Israeli speakers in our sessions and their personal stories illustrate what that truly means in human terms
- Another tool that we use in our sessions is that of an iceberg. The tip of the iceberg represents the positions people hold, usually quite simplistic - i.e. 'good guys vs. bad guys'. But the large part of the iceberg that you can't see unless you dive down and look represents all the reasons why people hold those positions, and these need to be understood for making a change in the situation
- Various solutions for the conflict are explored, be that 'one state', 'two-state', 'two-state-one-homeland' and other possibilities. As an organisation we do not advocate for a specific solution
- SNS has follow-up opportunities for students aged 16+ to continue the empowerment element of our work

People

- SNS' staff, trustee and advisory boards work closely together and are a mixture of non-religious, Jewish, Muslim, and Christian backgrounds including Palestinian and Israeli Coordinators
- Over 100 Israeli and Palestinian young people have participated as classroom speakers in the SNS programme and their voices are at the heart of SNS' work
- All the Palestinian and Israeli speakers in our programme are from civil society. They do not claim to speak for or represent their governments, entire societies or anything apart from themselves. They all agree on certain values or principles that can be found on the 'about' page of our website and their political views are diverse

- SNS has a highly skilled team, who have been trained to be impartial in the classroom as facilitators

SNS undertook the following activities in 2019-20:

- 17 educational tours with Israeli and Palestinian speakers, each lasting one week, across most large cities in the UK with 7,294 participants
- 4 adult teacher/community training sessions with 92 participants
- One Student Leadership Programme – a residential course lasting five days held in London

Up until late in the spring term 2020, SNS ran its full anticipated tours programme plus other sessions and events including teacher training and some adult discussion sessions. The total number of participants in sessions this year has been 7,294, the number of events has been 200, and from late March 2020 onwards, SNS has also run some online programming totalling 74 participants in six events.

The summer term of 2019 saw us running a tour in London before the exam period started and some training workshops for adults who are practitioners in a similar field, including Anne Frank Trust and the Holocaust Educational Trust. This confirmed our decision that the best type of engagement we can offer for adults is skills and narratives training, rather than the kind of 'experiential' curriculum that we offer school students. The training sessions that we now deliver for teachers, other educators and community leaders focus on recognising and dealing with Antisemitism and Islamophobia in the context of discussions about the Israeli-Palestinian conflict and understanding Israeli and Palestinian historical narratives. Our Middle East Director made four successful trips to Israel-Palestine during the year to recruit and train new speakers and connect with some of our partner organisations there. She also ran a reunion for our former speakers where 30 of them came together for a meal, networking and reaffirming their support for SNS in helping to train and mentor new speakers. In addition, during the summer term, our Executive Director was recognised with an award as part of the 21 for 21 project for contributions to interfaith work in the UK, run by Jewish News, Church Times and British Muslim TV.

The autumn term 2019 was one of our busiest on record, with 11 tours in one term and over 4,000 participants. We did several sessions in PRUs (Pupil Referral Units)/special needs schools that went well, and we strengthened our collaboration with Parallel Histories – feedback about which from teachers was very positive as our organisations complement each other well in providing an all-round, holistic education on this issue. Two of the tours were conducted in partnership with the Board of Deputies of British Jews and the Churches Together in Britain & Ireland to deliver discussion sessions for adult Jewish and Christian community groups.

We ran five tours as usual in the spring term up until 20 March, but the final four tours of this academic year that were due to run the rest of March, April and early May were cancelled due to the COVID-19 crisis. The term was particularly successful in reaching students who clearly needed our intervention, with prejudiced views being evident towards both Jews and Muslims, Palestinians and Israelis in the discussion part of these sessions. The Israeli and Palestinian speakers modelled challenging these views well, whilst maintaining a safe space and a good atmosphere for the discussion to continue. We worked again with a Pupil Referral Unit this term with an excellent response from students and teachers. The rest of the term was devoted to responding proactively to the Corona situation and we moved our usual schools and teacher-training programmes online. We also created a new online safeguarding policy and made some staffing cuts (two staff members) and furloughing decisions (half the staff in April and all in May) in order to save costs for the organisation during this period.

Due to the Coronavirus pandemic and closure of schools for all of the summer term 2020, we took a balanced approach between developing online versions of our programming in order to deliver on our goals as much as possible and using the government's furlough scheme in order to conserve some funds for when schools reopen. In April 2020, we conducted six online sessions, one with a school as a pilot for our new, online format, three student events, one community discussion session and one training session for teachers and community leaders. We also developed new safeguarding policies for running online sessions and every staff member undertook an online safeguarding course. In May 2020, we furloughed all staff, hibernated the organisation and set up scheduled advertising on social media for session bookings in what remained of the summer the autumn terms. In June 2020, we unfurloughed two staff and conducted one school session and in July we further unfurloughed two more staff part-time and conducted four school sessions, plus an adult discussion session with the Liberal

Democrats and a reunion event for our alumni of Israeli and Palestinian speakers. In total during the lockdown, we had 182 participants in our online sessions. The Israeli and Palestinian speakers who participated in the sessions were from our alumni who have all done tours and had experience as SNS speakers in the past. All sessions went well, with some notable advantages of running sessions in this way, plus some disadvantages when it came to working with young people. For the youth sessions, the online format works very well for the preparatory stage of students' learning (the history of the conflict), and for the critical-thinking stage of the programme (working together to analyse and discuss potential solutions for the conflict).

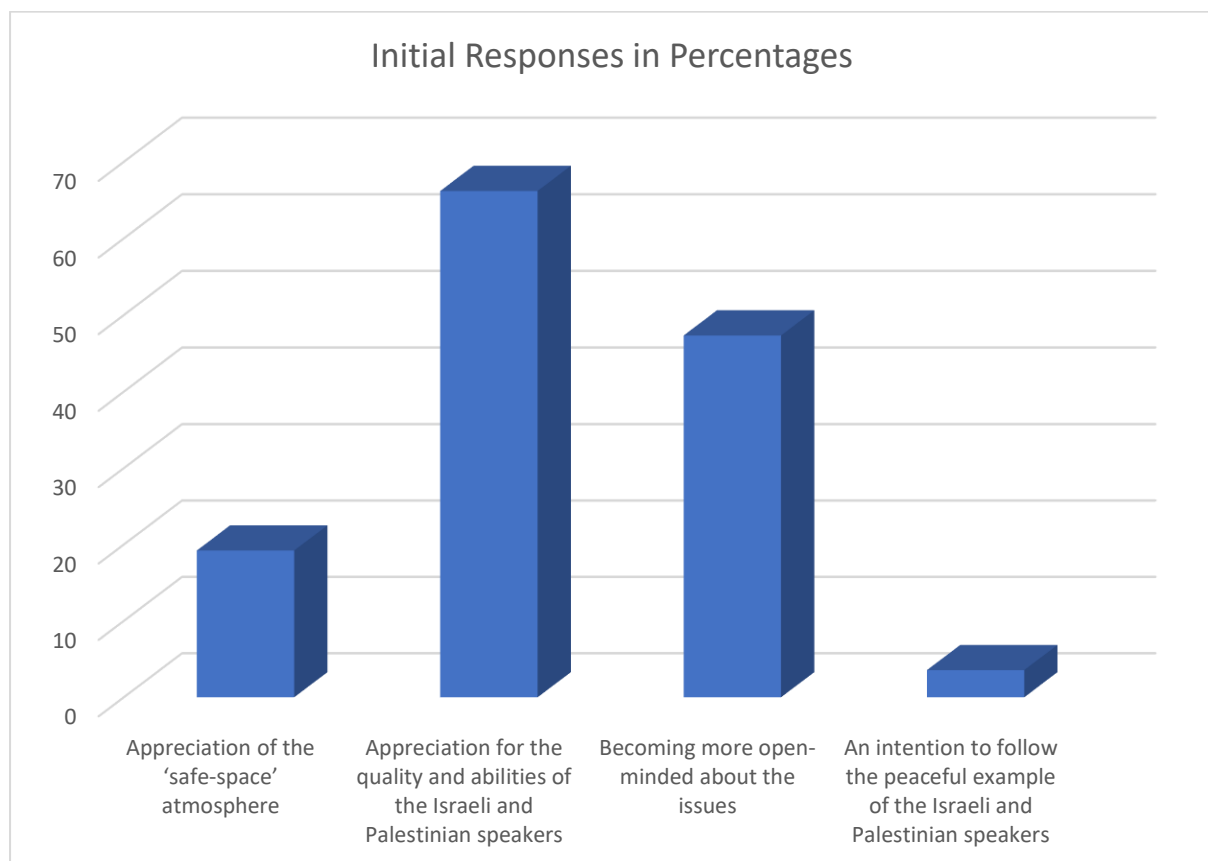
Quantitative Metrics for 2019-20

This year, Solutions Not Sides surpassed the 45,000 participants mark since the programme was founded in 2011. With the increasing demand from schools, the number of tours has grown from four in 2014, to 13 in 2017-2018, to 17 in 2018-19 and 20 were planned in 2019-20, of which 17 took place due to three being cancelled because of the COVID pandemic. This year, the total number of participants was around 7,300. This figure was spread across our main priority areas of London, Birmingham, East Midlands, Manchester and Lancashire, Bradford and Leeds, Scotland and South Wales.

Qualitative Metrics for 2019-20

During the year, we collected feedback from 303 students using forms in which we asked the students questions on a written survey prior to and after meeting the speakers from Israel and Palestine.

Initial responses:



The appreciation of the safe space atmosphere was slightly higher than usual at around 15%, with several students directly commenting that they felt the session was non-biased, friendly and open, and that they felt comfortable to ask whatever questions they wanted. This indicates some successful combinations of tour leader and speaker teams this year – succeeding in setting a tone and example for dialogue that the students were able to follow. This theory is borne out by the very high percentage

of students who indicated that they appreciated the chance to engage with the Palestinian and Israeli speakers, the quality and abilities of the speakers etc. The score for this was over 60%, which is the highest percentage indicator for any outcome we have ever had. Credit for this must go to our Middle East Director, Jess Brandler, who is developing an increasingly sophisticated and efficient system for selecting and preparing speakers for their tours. With the help of our two excellent Regional Coordinators, the most important element of our programme – the participation of young Israelis and Palestinians in our sessions – is going from strength to strength.

The percentage of students who expressed an increase in awareness of the complexities of the situation, a deepening of knowledge and a sense of becoming more open-minded was also very high this year at over 40%. Bearing in mind again that students are not prompted or asked whether they have experienced this kind of outcome but give this feedback from their own independent self-reflection, it shows that the programme is very successful in this important aspect of education.

Learning outcomes:



The pattern of learning outcomes followed the usual pattern of results from our sessions, with a slightly higher percentage than usual (10%) of students expressing awareness of the severity of the situation in terms of human suffering and the importance of the needs, rights and interests of both sides being met. The understanding of diverse perspectives and actually showing evidence of new facts learned about a different point of view was higher than usual at more than 45%. The solutions-focused attitude and comments about not supporting one side against the other for a win-lose outcome and realising the

elements that a solution must involve were also around 10% higher than usual at 30%.

The shift from enmity to empathy, where a student holds hatred or negative stereotypes towards one side before engaging in the programme, and then writes something showing a shift in those attitudes towards empathy for the human beings on the other side, was slightly lower this term at 9%. Normally this figure is at least 10% but less than 20% so the figure is not worryingly low. This may be due to students having less polarised views on this issue more generally this year. Considering the high indicator of appreciating the safe space, it seems unlikely that this could be due to students not feeling able to express strong views, so a lower level of interest or animosity regarding this issue in schools where we worked this year is a possibility.

Comments that indicate the learning outcome of awareness that media sources have bias and need to be approached critically is still low. This often comes up in Q&A but is not a central component of our session. Because most of our students get their information about this issue online, during the summer term, we developed a new resource for teachers and students to download from our website on critical thinking and the media.

Some feedback from teachers this year:

“It has really helped students think about issues on a deeper level and how politics impacts on how the world operates. Fantastic opportunity.”

“Students have better understanding of issues. They are starting to see that this issue impacted negatively both sides and a solution is very important.”

“Good critical thinking. Better awareness of conflicts in the world and conflict resolution. It was brilliant and students engaged and were engaged by the information.”

“It is an excellent introduction into such a complex issue. For many I believe they will continue to research.”

“Raised awareness of the conflict and hopefully inspired the students to work for conflict resolution within their own community. Also given them ideas of what careers they may want to go into that involve some sort of social action.”

The SNS Israeli and Palestinian Speakers and Fellows

Time and time again we see impact in our work because we have Palestinian and Israeli speakers in the room (or on Zoom!). For the majority of the young people with whom we work in the UK, SNS is the first and possibly the only chance they have to meet their peers from the region in a safe space, and the only platform for them to listen, talk, ask questions, and think critically about the situation without judgement, ridicule, or shame.

This is why our work in Israel & Palestine to prepare the speakers for participating in our sessions is so important. For the 2019 - 2020 academic year, we had 40 volunteers from Jerusalem, Nablus, Jericho, Tel Aviv, Hebron, Beer Sheva, Gaza, Ramallah, Rehovot, Sderot, and elsewhere in Israel and Palestine, ready to come to the UK on our tours. What's more, we have another 60 speakers already engaged in training for the next two years of sessions. These are outstanding young leaders from our partner organisations who understand the importance of generational change and are willing to give up their time and energy, and volunteer to be vulnerable in front of hundreds of strangers.

During this year, we ran two training and recruitment trips, and started partnerships with four new organisations, bringing the total number of partnership organisations from which we recruit our speakers to 20.

Finally, we also created a new programme to increase the connectivity between our speakers and Fellows in Israel and Palestine, and British young people. It is called our Challenging Leadership series, which connects our UK Student Leadership Alumni with our Palestinian and Israeli Fellows through online guest speaker seminars. Each session had a guest speaker from the UK to raise issues and

spark conversation on relevant important transnational issues such as strategies for ethical and effective activism, and loss through violence.

The Student Leadership Programme

The 2019 Elliot Simmons Student Leadership Programme (SLP) is the eighth year that Solutions Not Sides (SNS) has hosted UK-based students for a residential course in London. This is the second year that SNS have received support from the Elliott Simmons Charitable Trust, allowing us to continue providing this fantastic opportunity for students interested in broadening their knowledge and understanding of the Israeli-Palestinian conflict. Participants were selected through an application process and each applicant displayed a deep personal or academic interest in the conflict, most having had some exposure to its nuances through university and school or from family and friends.

Unfortunately, this year we had one participant drop out of the programme last minute, meaning we were unable to find a replacement, so we only had 19 participants. Additionally, we decided to make this year's programme only 4 days long in response to feeling that last year's programme was very busy and tiring for participants. We had a high number of 35 applications for the programme this year, possibly because we decided to open applications to 17-year-olds, in closer keeping with our target age group for schools' work. Five participants were aged 17, influencing our decision to continue to offer the SLP to younger students in the future. Nearly 60% of participants heard about the programme from a teacher or because they have been in a SNS workshop at their school. This shows our relationships with teachers and schools in terms of follow-up opportunities for their students is improving. 40% of participants were enrolled in university with some being active in Israel-Palestine related societies, suggesting that the conflict continues to be a relevant and interesting topic to university age students.

Based on an assessment of the evaluation from last year's cohort, the SNS team built on the success areas of last year's programme and worked to improve on areas of weakness. SNS considered which panels were the most popular among participants in 2018, introducing more skills-based workshops related to conflict resolution. Alongside previous panels such as internal politics, three Abrahamic Faiths, antisemitism and Islamophobia, we also ran Non-Violent Communication training, tackling prejudice, and leadership workshops as well as a debating activity on the final day. Collectively, the week addressed ideas of identity, historical responsibility, foreign intervention, religious connection, minority rights, democracy, tackling prejudice and hate speech, and propaganda or 'fake news', among many others.

Plans for 2020-21

In 2020-21, SNS is planning to reach around 7,000 participants through a flexible combination of in-school and online sessions, depending on the situation with the pandemic. The plan is to hire freelance facilitators who can lead school sessions in person in their local areas, plus assist with sessions when they happen purely online. The Palestinian and Israeli speakers will mostly be connected to the students via Zoom, although for some sessions in and around London, some UK-resident speakers will be able to do some sessions. We will also run one online Student Leadership Programme in February 2021 half-term (postponed from August 2020), and hopefully our usual residential Student Leadership Programme in August 2021.

We made some cuts and contingencies in summer 2020 to ensure that the organisation can continue to operate during and beyond the Corona crisis as follows:

- Reducing the staff team by two people
- Giving up our office and working more flexibly
- Using UK-based speakers and already experienced UK speakers this coming academic year and no longer paying coordinators in Israel and Palestine
- Moving some parts of our curriculum online and creating some new follow-up opportunities for students

New format for sessions from Sept 2020:

The educational elements are:

Humanising encounters (parts 2 and 5)

Diverse narratives (parts 1,2 and 5)

Critical-thinking skills (parts 3 and 4)

Combination classroom and online version of the programme:

Part 1: Student preparation (can be done as homework or as a teacher-led preparatory session); 1 hour

Part 2: Live classroom session with Israeli and Palestinian speakers (either in person or via video link into the classroom), facilitated by an SNS staff member in person; 1 hour

Part 3: Solutions project (can be done as homework with a follow-up, SNS-led online session with the same Israeli and Palestinian speakers; or as an extension to the live session); between 30 minutes and 1 hour

Part 4: A project task for students to present to their class/school assembly

N.B. the entire programme can be run online if needed, with part 2 as a Zoom session.

Teacher and community leader training:

SNS will also offer four online training sessions for teachers and community leaders on Understanding and tackling Islamophobia and Antisemitism within Israel-Palestine discourse and debate (90 minutes)

New Resources:

For students to undertake part 4 of the new format above, SNS staff will use any quieter periods between session bookings to increase our library of resources that will be made available to students and teachers exploring various elements of the Israeli-Palestinian conflict in more depth. This will include religious, political, and emotional/psychological elements of the conflict. The resources will be designed to guide students in doing their own research project on a particular topic that they will then use to educate fellow students at their school through a presentation. The resources will be available for use as a part 4 of the SNS programme and will also be available as stand-alone resources for teachers to download from our website. In addition, for delivery of Part 2 during COVID, we will be producing personal story films of our Palestinian and Israeli speakers to compensate somewhat for not being able to bring them to the UK classrooms in person.

Financial commentary

This report covers the period from the original set up of Solutions Not Sides in May 2019 through to 31 August 2020. The charity was operating independently from 1 September 2019 and so in effect the numbers reported reflect the 12 month period from September 2019.

The charity receives income from individual donations, a number of trusts and foundations as well as a grant from the UK government. In addition in the reporting period it utilised the funding available from the government from the Coronavirus Job Retention Scheme.

A surplus of £90,000 was achieved in the year including the transfer of net assets from OneVoice Europe.

This surplus provides a good financial base for sustainability moving forward. The consequences of the economic impact of COVID19 on the UK are not yet clear and may affect fundraising in the months ahead. SNS begins its new financial year in a robust position to carry forward programming.

SNS is anticipating that some of its longest-running supporters will still be in a position to support the organisation in the coming financial year, up to almost the full amount of its prospective budget for 2020-21. Combined with the expected income from charitable activities, the organisation looks likely to remain in a strong financial position for the coming twelve months. The accounts are therefore prepared on a going concern basis

Statement of responsibilities of the trustees

The charity trustees must comply with the requirements of the Charities Act with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns.

The statements of account, reports and returns must be sent to the Commission, regardless of the income of the CIO, within 10 months of the financial year end.

The charity trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

These accounts have been prepared in accordance with the requirements of the Charities Act.

The trustees' annual report has been approved by the trustees on 28 June 2021 and signed on their behalf by

Rachel Lewis

Rachel Lewis (Jun 26, 2021 10:58 GMT+2)

R Lewis

Chairperson

Solutions Not Sides

Statement of financial activities (incorporating an income and expenditure account)

For the 15 month period to 31 August 2020

	Note	Unrestricted £	Restricted £	2020 Total £
Income from:				
Donations and legacies	2	356,239	–	356,239
Charitable activities				
Session fees		17,227	–	17,227
Other income		25,246	–	25,246
Total income		398,711	–	398,711
Expenditure on:				
Raising funds	3	936	–	936
Charitable activities	3	299,209	–	299,209
Governance		8,410	–	8,410
Total expenditure		308,555	–	308,555
Net income / (expenditure) for year		90,156	–	90,156
Net movement in funds		90,156	–	90,156
Reconciliation of funds:				
Total funds brought forward		–	–	–
Total funds carried forward		90,156	–	90,156

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Solutions Not Sides

Balance sheet

15 month period to 31 August 2020

	Note	£	2020 £
Current assets:			
Debtors	8	1,958	
Cash at bank and in hand		94,697	
		<u>96,655</u>	
Liabilities:			
Creditors: amounts falling due within one year	9	(6,499)	
		<u>(6,499)</u>	
Net current assets			<u>90,156</u>
Total assets less current liabilities			<u>90,156</u>
Total net assets / (liabilities)			<u><u>90,156</u></u>
The funds of the charity:			
Total unrestricted funds			<u>90,156</u>
Total charity funds			<u><u>90,156</u></u>

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 28 June 2021 and signed on their behalf by

Rachel Lewis

[Rachel Lewis \(Jun 26, 2021 10:58 GMT+2\)](#)

Rachel Lewis
Chairperson of the Board



Sharon Booth
Founder & Executive Director

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2020

1 Accounting policies

a) Statutory information

Solutions Not Sides is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

The registered office address is The Vineyards, 36 Gloucester Avenue, London, NW1 7BB.

b) Basis of preparation

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

e) Income

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

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

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

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2020

1 Accounting policies (continued)

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

g) Expenditure and irrecoverable VAT

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

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

h) Debtors

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

i) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

j) 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.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2020 Total £
Grants	250,974	–	250,974
Donations	105,265	–	105,265
Donated services	–	–	–
	<u>356,239</u>	<u>–</u>	<u>356,239</u>

Donations include the balance of funds of Solutions Not Sides held by OneVoice Europe at 1 September 2019 (see note 10)

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2020

3 Analysis of expenditure

	<u>Charitable</u>			
	Raising funds £	Charitable activity £	Governance costs £	2020 Total £
Staff costs	–	124,673	–	124,673
Other direct project costs	–	80,522	–	80,522
Legal and Governance	–	–	8,410	8,410
Overheads	–	27,162	–	27,162
Fundraising	936	–	–	936
Other staff costs	–	65,902	–	65,902
Sundry	–	950	–	950
Total expenditure 2020	936	299,209	8,410	308,555

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2020

4 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management

Staff costs were as follows:

	2020 £
Salaries costs	124,673
Tax and social security costs	58,002
Employer's contribution to defined contribution pension schemes	7,900
	<hr/>
	190,575
	<hr/> <hr/>

No employee earned more than £60,000 during the year.

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year. No charity trustee received payment for professional or other services supplied to the charity. No trustees claimed any expenses in the year.

5 Related party transactions

There are no related party transactions to disclose for this financial year.

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Net income resources for year

This is stated after charging:

	2020 £
Independent examination fees	2,000
Depreciation	-
	<hr/>

Solutions Not Sides

Notes to the financial statements

For the 15 month period to 31 August 2020

8 Debtors	2020
	£
Gift aid receivable	172
Other debtors	304
Rent deposit	1,482
	<hr/>
	1,958
	<hr/> <hr/>
9 Creditors: amounts falling due within one year	2020
	£
Taxation and social security	4,099
Accruals	2,400
	<hr/>
	6,499
	<hr/> <hr/>

10 Transfer of activities and net assets

Prior to September 2019, the activities of Solutions Not Sides were undertaken within OneVoice Europe – a registered charity and company limited by guarantee.

Solutions Not Sides was registered as a separate charitable incorporated organisation (CIO) in May 2019. Under the terms of a transfer deed, the activities and net assets of Solutions Not Sides were transferred from OneVoice Europe to the new Solutions Not Sides CIO on 31 August 2019.