

# 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**

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# 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.

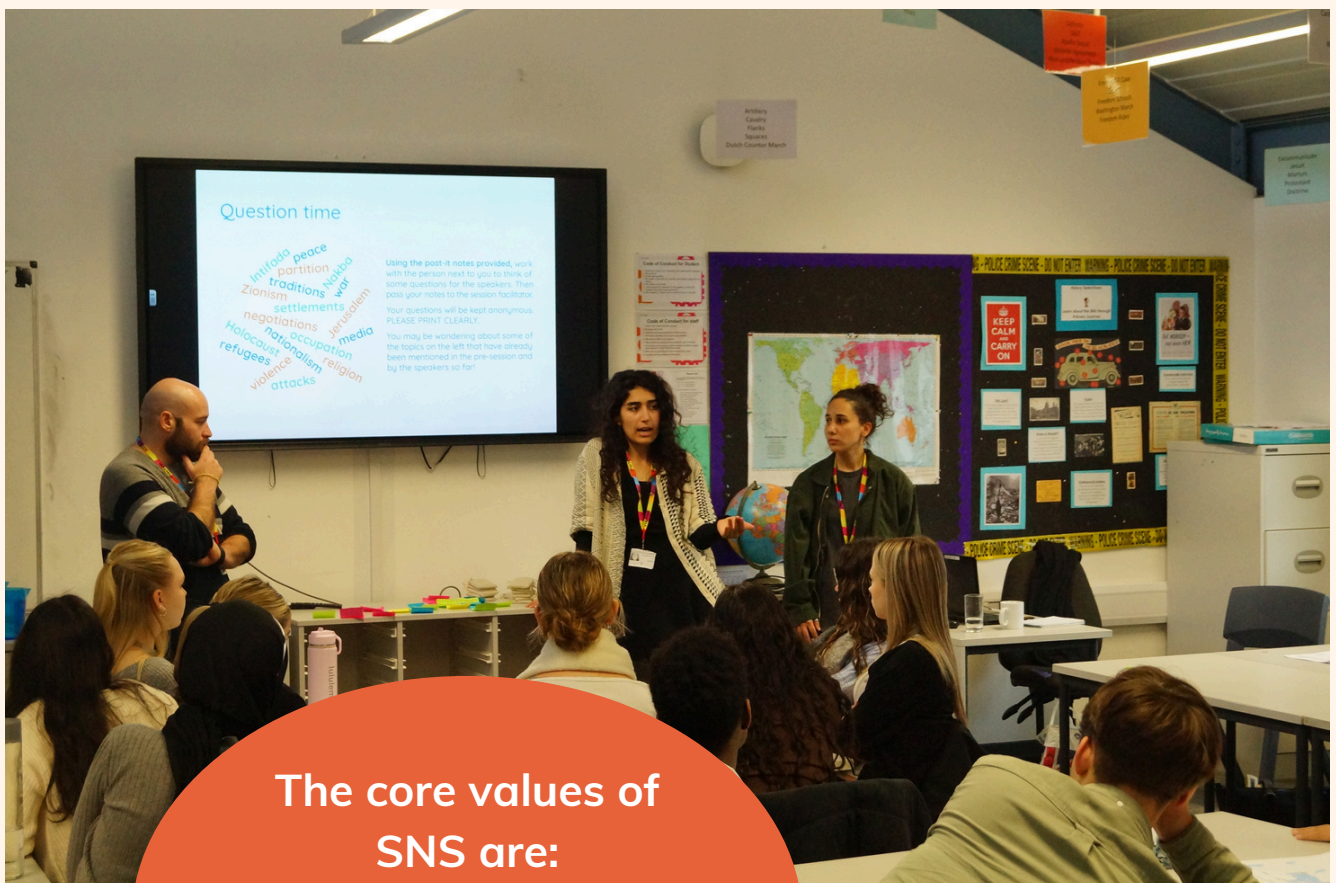


# Vision, Mission, Aim and Values

**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 practioners 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

5

Cambridge Networking  
& Training Event

4

Student-led Research Projects

3

Building  
Networking Meeting

2

Staff Training

1

1 SNS Session Per Year

## Additional Leaves!

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



# 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...

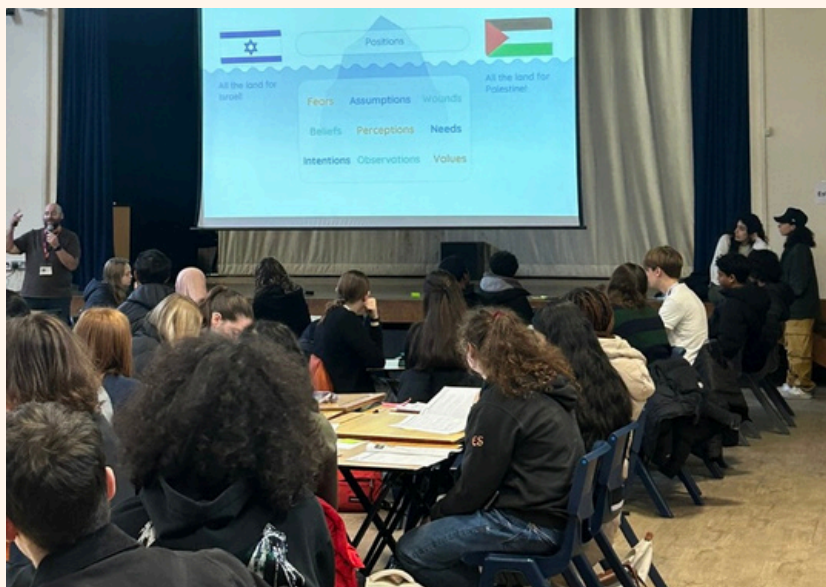


The Autumn 2023 term was shaped by the aftermath of the October 7 attacks in Israel and the Gaza invasion, posing challenges for our Palestinian and Israeli speakers. In response, we launched a crisis strategy, including 11 weekly teacher briefings, increasing school tours from 12 to 17, removing the 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.



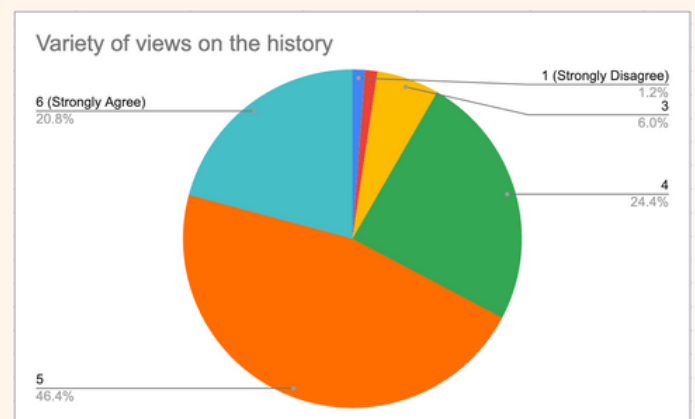
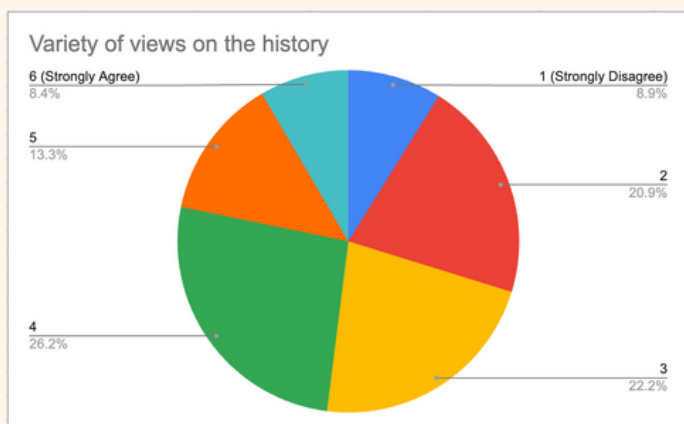
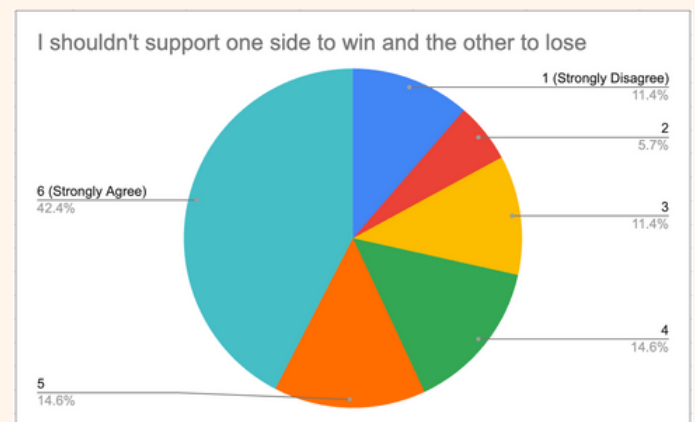
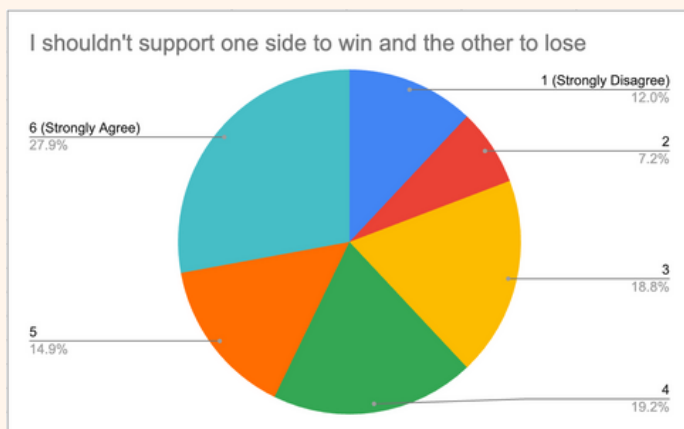
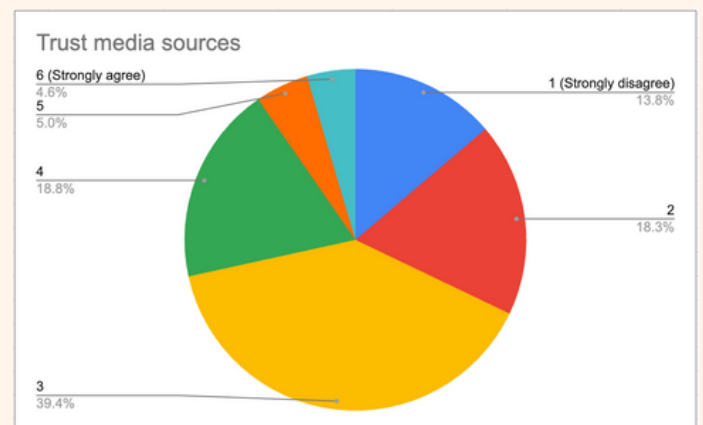
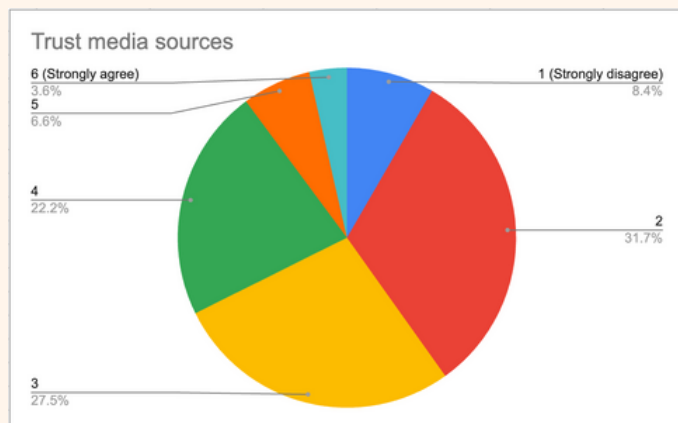


# Our Impact - Quantitative

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.”**

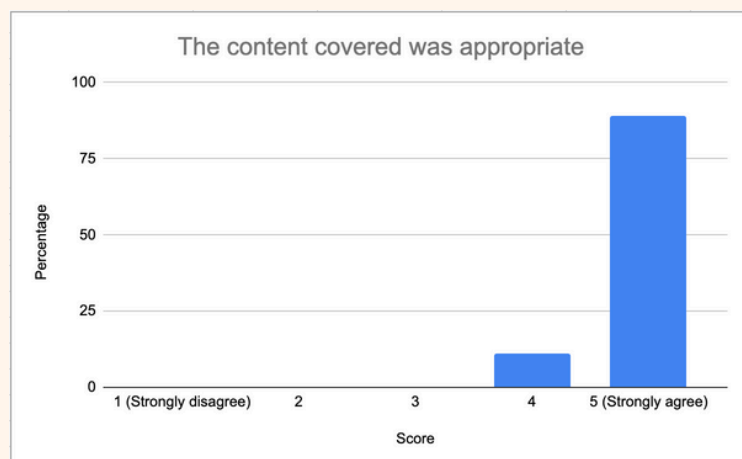
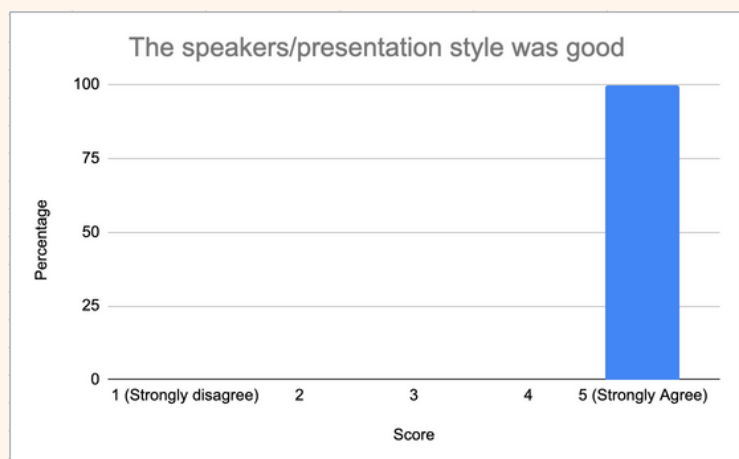
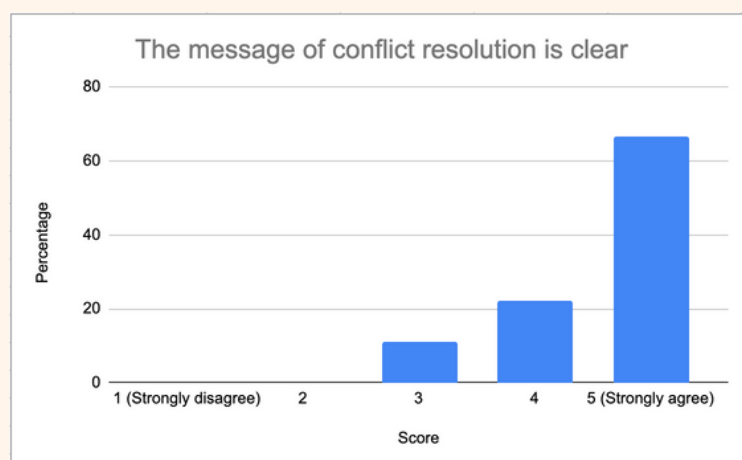
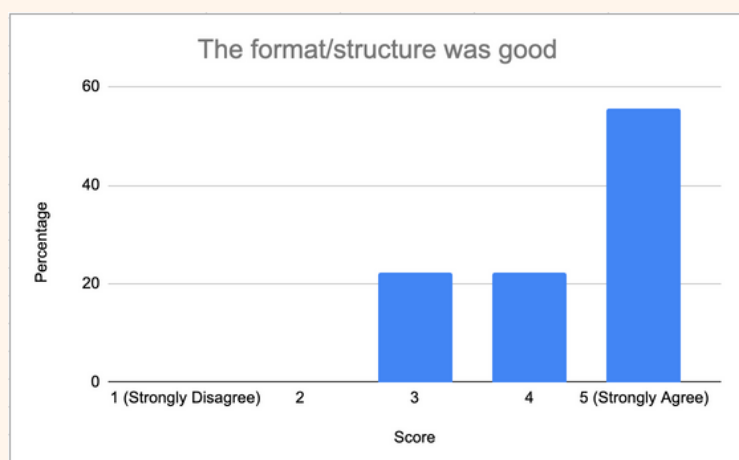
## Empowerment outcomes are:

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

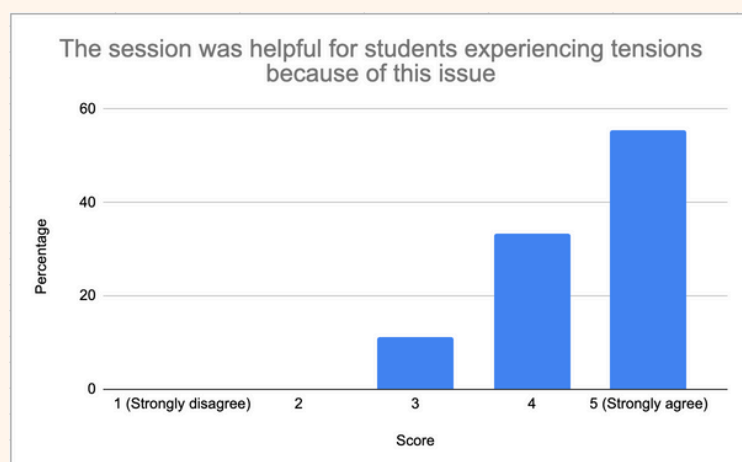
# Teacher feedback:



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	<a href="https://schoolsweek.co.uk/exposure-to-israel-hamas-war-is-harming-young-people/">https://schoolsweek.co.uk/exposure-to-israel-hamas-war-is-harming-young-people/</a>
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	<a href="https://open.spotify.com/episode/1wRQtICq8c9LCdyY9UCTsP?si=JqrmPhmSQ6K0zlykya1TYQ">https://open.spotify.com/episode/1wRQtICq8c9LCdyY9UCTsP?si=JqrmPhmSQ6K0zlykya1TYQ</a>
The Faculty of Intensive Care Medicine	24.01.24	<a href="https://www.ficm.ac.uk/wellbeing/middle-east-crisis-resources">https://www.ficm.ac.uk/wellbeing/middle-east-crisis-resources</a>
Educate Against Hate	no date listed	<a href="https://www.educateagainsthate.com/resources/solutions-not-sides-resources-for-discussing-israel-and-palestine-in-schools/">https://www.educateagainsthate.com/resources/solutions-not-sides-resources-for-discussing-israel-and-palestine-in-schools/</a>
Balfour Project	no date listed	<a href="https://balfourproject.org/education-resources/">https://balfourproject.org/education-resources/</a>
Diverse Educators	17.01.24	<a href="https://www.diverseeducators.co.uk/doing-nothing-is-not-an-option/">https://www.diverseeducators.co.uk/doing-nothing-is-not-an-option/</a>
Stop The War Coalition	19.01.24	<a href="https://www.stopwar.org.uk/article/neu-backs-standwithgaza-day-of-action-on-7th-feb/">https://www.stopwar.org.uk/article/neu-backs-standwithgaza-day-of-action-on-7th-feb/</a>
Human Rights Watch	16.01.24	<a href="https://www.hrw.org/news/2024/01/16/how-can-europe-make-human-rights-jews-count">https://www.hrw.org/news/2024/01/16/how-can-europe-make-human-rights-jews-count</a>
The New York Times	13.10.23	<a href="https://www.nytimes.com/2023/10/13/learning/teaching-about-the-israel-hamas-war.html">https://www.nytimes.com/2023/10/13/learning/teaching-about-the-israel-hamas-war.html</a>
Bristol Community Learning	09.11.23	<a href="https://communitylearningwest.net/2023/11/09/solutions-not-sides/">https://communitylearningwest.net/2023/11/09/solutions-not-sides/</a>
The Guardian	05.11.23	<a href="https://www.theguardian.com/education/2023/nov/05/schools-in-england-block-lessons-on-middle-east-over-fears-of-bias-claims#:~:text=Solutions%20Not%20Sides%20%5BSNS%5D%2C.of%20saying%20the%20wrong%20thing.">https://www.theguardian.com/education/2023/nov/05/schools-in-england-block-lessons-on-middle-east-over-fears-of-bias-claims#:~:text=Solutions%20Not%20Sides%20%5BSNS%5D%2C.of%20saying%20the%20wrong%20thing.</a>
Bradford Schools Online	12.10.23	<a href="https://bso.bradford.gov.uk/news/22364-israel--palestine-conflict---guidance-and-resources-for-schools">https://bso.bradford.gov.uk/news/22364-israel--palestine-conflict---guidance-and-resources-for-schools</a>
Facing History and Ourselves United Kingdom	11.10.23	<a href="https://www.facinghistory.org/en-gb/resource-library/processing-violence-israel-gaza-west-bank">https://www.facinghistory.org/en-gb/resource-library/processing-violence-israel-gaza-west-bank</a>
Positive.News	19.10.23	<a href="https://www.positive.news/world/groups-working-for-israel-palestine-peace/">https://www.positive.news/world/groups-working-for-israel-palestine-peace/</a>
Services for Education	20.10.23	<a href="https://www.servicesforeducation.co.uk/blog/schools/israel-palestine/">https://www.servicesforeducation.co.uk/blog/schools/israel-palestine/</a>
Leeds for Learning	16.10.23	<a href="https://www.leedsforlearning.co.uk/Article/149524">https://www.leedsforlearning.co.uk/Article/149524</a>
University College of Osteopathy	no date listed	<a href="https://www.uco.ac.uk/news/support-students-and-staff-affected-events-israel-and-palestine">https://www.uco.ac.uk/news/support-students-and-staff-affected-events-israel-and-palestine</a>
Mumsnet	13.10.23	<a href="https://www.mumsnet.com/talk/_chat/4919216-jewish-charities-in-uk">https://www.mumsnet.com/talk/_chat/4919216-jewish-charities-in-uk</a>
Universities UK	02.11.23	<a href="https://www.universitiesuk.ac.uk/latest/news/uuk-statements-and-resources-related">https://www.universitiesuk.ac.uk/latest/news/uuk-statements-and-resources-related</a>
Anti Bullying Alliance	10.10.23	<a href="https://anti-bullyingalliance.org.uk/aba-our-work/news-opinion/resources-schools-re-events-israel-and-palestine">https://anti-bullyingalliance.org.uk/aba-our-work/news-opinion/resources-schools-re-events-israel-and-palestine</a>
Bromley Education Matters	no date listed	<a href="https://www.bromleyeducationmatters.uk/Page/15522">https://www.bromleyeducationmatters.uk/Page/15522</a>
KELSI	10.10.23	<a href="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">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</a>



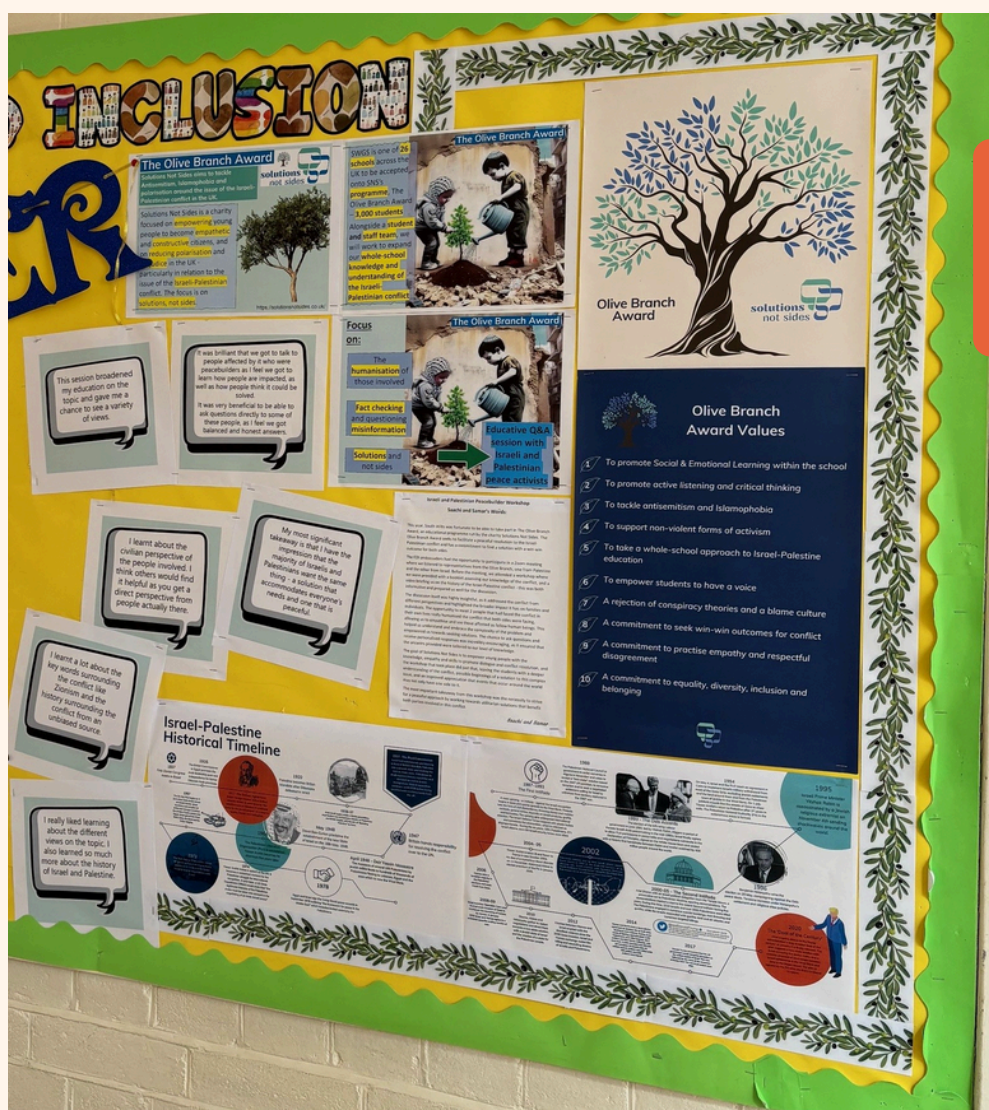


# What Challenged Us?

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 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.

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

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



**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.

**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	<b>462,686</b>	216,006	15,330	231,336
Donations	61,906	–	<b>61,906</b>	66,613	–	66,613
Donated services	–	–	–	–	–	–
	<b>477,096</b>	<b>47,496</b>	<b>524,592</b>	<b>282,619</b>	<b>15,330</b>	<b>297,949</b>

## 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	–	<b>318,580</b>	–	234,279	–	234,279
Direct project costs	–	186,895	–	<b>186,895</b>	–	86,273	–	86,273
Legal and Governance	–	–	2,726	<b>2,726</b>	–	–	7,484	7,484
Overheads	–	12,395	4,441	<b>16,836</b>	–	14,340	–	14,340
Fundraising	496	–	–	<b>496</b>	244	–	–	244
Other staff costs	–	13,949	–	<b>13,949</b>	–	14,082	–	14,082
Sundry	–	1,050	–	<b>1,050</b>	–	–	–	–
<b>Total expenditure 2024</b>	<b>496</b>	<b>532,869</b>	<b>7,167</b>	<b>540,532</b>	<b>244</b>	<b>348,975</b>	<b>7,484</b>	<b>356,703</b>

## 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>-</u>	<u>-</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 £
<b>Restricted funds:</b>					
Youth Education Project	–	42,096	(42,096)	–	–
Bridge Builders Programme	–	5,400	(5,400)	–	–
Staff Development	–	–	–	–	–
Student Leadership Project	–	–	–	–	–
<b>Total restricted funds</b>	<u>–</u>	<u>47,496</u>	<u>(47,496)</u>	<u>–</u>	<u>–</u>
<b>Unrestricted funds:</b>					
General funds	111,886	545,901	(493,036)	–	164,751
<b>Total unrestricted funds</b>	<u>111,886</u>	<u>545,901</u>	<u>(493,036)</u>	<u>–</u>	<u>164,751</u>
<b>Total funds</b>	<u>111,886</u>	<u>593,397</u>	<u>(540,532)</u>	<u>–</u>	<u>164,751</u>