

GLITCH

England & Wales · Charity number 1187714

Details

Status Registered

Legal form CIO

Registered 2020-02-03

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

Contact

Address 5th Floor
167 - 169 Great Portland Street
London
W1W 5PF

Phone 0000

Email info@glitchcharity.co.uk

Website www.glitchcharity.co.uk

Activities

Objects: FOR THE PUBLIC BENEFIT TO ADVANCE EDUCATION IN MATTERS RELATING TO THE PREVENTION OF ONLINE ABUSE THROUGH THE PROVISION OF TRAINING, WORKSHOPS AND OTHER RESOURCES. THE PRESERVATION AND PROTECTION OF GOOD MENTAL HEALTH THROUGH RAISING AWARENESS, PROVIDING INFORMATION AND RESOURCES AND MAKING RECOMMENDATIONS TO PROVIDERS ON THE SCOPE OF ONLINE ABUSE AND ITS NEGATIVE IMPACT ON INDIVIDUALS AND SOCIETY.

Activities: Glitch works to ensure that internet technologies do not further discrimination to Black women and Black gender-expansive people through advocacy, workshops and other resources.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Belgium
- United States
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£684,153	£731,810	£87,493	12
2024-03-31	£680,262	£755,546	£135,150	10
2023-03-31	£560,250	£519,902	£210,434	9
2022-03-31	£388,060	£341,184	-	-
2021-03-31	£264,402	£123,210	-	-

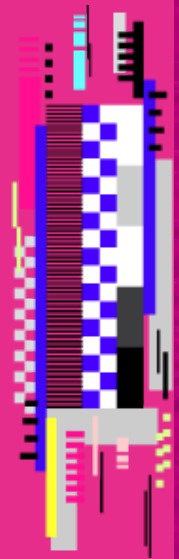
Trustees

Name	Role	Appointed
Asha Allen		2024-05-24
Barbara Jessica da Silva Paes		2026-02-05
Bontle Linda Senne		2026-02-05
Kimberley Chongyon Motley		2026-02-05
Safia Griffin		2026-02-05

GLITCH

England & Wales - Charity number 1187714

Accounts



2025 Annual Report

TRUSTEES' ANNUAL REPORT AND FINANCIAL
STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Charity number
1187714

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Trustees

Asha Allen (Chair)
Claire Marshall (resigned 5th September 2025)
Lauryn Mwale

Principal Office

63-66 Hatton Garden
Fifth Floor, Suite 23 London, EC1N 8LE

Independent Examiner

Jason Foxwell FCCA FCIE
12 Hillbourne Road, Poole, BH17 7JB

Bankers

Virgin Money
117 Bothwell Street, Glasgow, G2 7ER

Registered
Charity
Number

1187714

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

02

The Trustees present their annual report together with the financial statements of the charity for the year ended 31 March 2025.

Leadership transition and internal challenges

The past year has been one of tremendous change, reflection, review and transition for the charity. The biggest change is that the founder and CEO of Glitch stepped down and left the charity in December 2024. During the former CEO's tenure, Glitch mainstreamed the conversation around tech-facilitated gender-based violence, specifically online abuse, across the UK and Europe, ensuring it gained exposure and focus in digital and technology policy.

In August 2024, the former CEO hired tèmítópé lasade-anderson as Deputy Director. Unfortunately, between September and December, there were several issues raised to the Board of Trustees regarding the running of the charity under the then CEO. As a result of these issues and others, several staff and long-term contractors exited the charity between May 2024 and October 2024.

In January 2025, the Board of Trustees appointed tèmítópé as Glitch's new Executive Director. tèmítópé brings over a decade of experience from roles at Digital Action, Mozilla Foundation, and *Whose Knowledge?* as well as research expertise as an Arts and Humanities Council-funded PhD candidate at King's College London, researching Black women's digital intimacy.

Looking forward with an updated strategy

Starting her tenure as Executive Director, tèmítópé's focus has been to review operational and organisational performance, policies and priorities. The charity's mission has been refreshed to be more explicit on who our focal population (Black women and gender-expansive people) are, and to better reflect that the focus of work is broader than tech-facilitated gender-based violence, which was the sole remit at the charity's founding. Prior to the appointment of tèmítópé, Glitch previously summarised its strategy using pillars - 'Awareness, Advocacy, Action and Anchor.' But this does not now accurately reflect the organisational strategy and team structure under new leadership. We're excited about the approach tèmítópé has taken to strengthen Glitch's advocacy under a new strategy. We have three areas of work which make up our advocacy work plan:

1. Mitigating

Mitigation for Glitch reflects the reality of the current context of platform and AI governance. Despite an increase in regulatory efforts to control emerging technologies and social media platforms, they are still responsible for facilitating social and individual injustices, and private tech companies and governments have little to no accountability, resulting in reduced access to safety and redress for our focal population. Our work in this strand is around technology platform accountability through policy influencing.

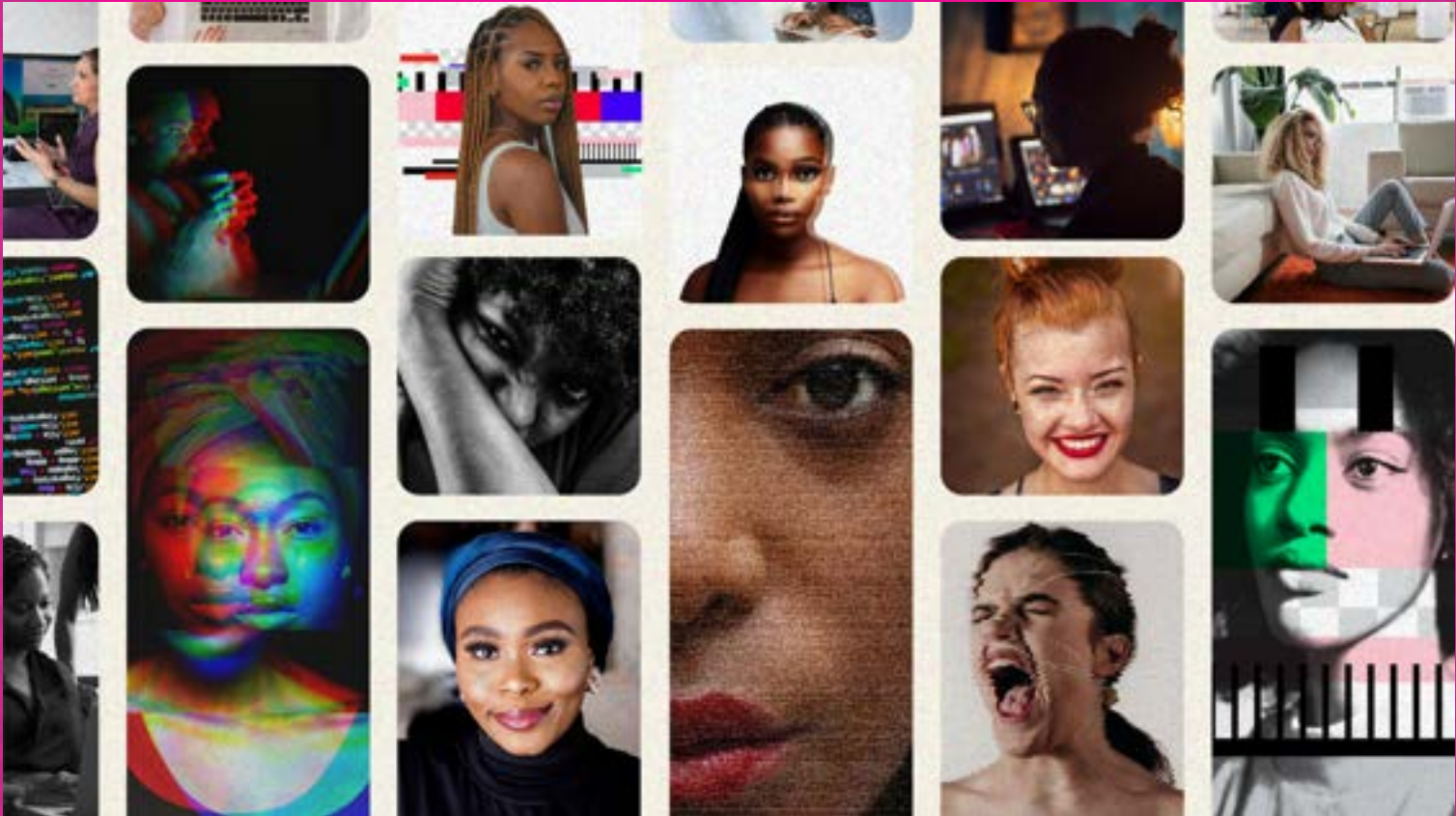
2. Organising

The organising strand is where our programmes (charity service delivery) work sit. It also includes our emerging and one-off ecosystem collaborations, campaigns and engagements, via coalition and campaigning tactics. Part of our organising work means we engage in activities that support movement building and resistance related to specific cultural, political, and social contexts and realities where we can add value from our niche and Black feminist tech policy expertise.

3. Imagining

To 'imagine otherwise' is to "to remake the world. [Because] some of us have never had any other choice". We see this as a radical approach — importantly grounded in Black feminist thought— to consider alternative ways of being/living with technology. What would it look like for internet technologies to uphold human rights, be ethical and just, and be used for community, connection and equity?

The M-O-I framework further shapes the specific aims of our advocacy work for 2025–2028, which make up our theory of change:



tèmítópé's leadership is one that is feminist, inclusive, caring and accountable. Her aim is to imbue organisational practices with a transformative justice and radical Black feminist ethos. As a result, she and the team have revised our values. They are: Accountable, Black feminist, Care-full, Radical and Thoughtful. We're particularly proud of how we'll seek to embed the value of 'care-full: we take care of each other — leading with a caring mindset and behaviour in our work' at Glitch moving forward.

A major change in terms of staff policies has been in the inclusion of a wellbeing benefit, drawing from a restricted grant that all permanent staff who have passed probation can avail of. This benefit allows staff to be reimbursed for occupational health, co-working space, or therapies, to support work-life balance. In February 2025, tèmítópé received the approval from the Trustees to move the organisation to a four-day work week (with no deduction in salary). This is a benefit that allows staff to have more time off per working week, without it impacting their take-home pay. We do not see any negative outcomes from a four-day work week. Another change that tèmítópé instated is that the leave at the end of the year — the typical end-of-year shutdown — is not deducted from contractual annual leave entitlements. This ensures staff do not have to worry about 'saving' annual leave days for the end of the year, and that we can return to work in January as rested as possible.

The biggest take away of the past year has been the necessity for transparency, accountability and honesty, and this reflects the changes made since tèmítópé was appointed Executive Director. These lessons also shape the updated strategy, which builds on her experience and connections in the field, the current legislative and regulatory regions our advocacy work focuses on, and the broader socio-political context of operating a Black feminist organisation concerned with technology policy and the information ecosystem.

Advocacy work

Advocacy and Programmatic

Since tèmítópé's appointment to ED, we have already delivered a strategy and brand refresh, including updating our website. The new strategy continues our work of [Black feminist tech policy](#), and ensures it is the foundational theory underpinning all of advocacy. A key differentiating factor under tèmítópé's leadership will be ensuring Glitch builds on existing academic research, so as not to duplicate existing work, and also to build bridges between academia and civil society. In addition, tèmítópé developed a framework for the organisation for thinking how the different strands and tactics to systemic change come together in our advocacy (existing and forthcoming). We call this the Mitigating-Organising-Imagining framework, or M.O.I.

Our work for the rest of the year (and into 12 months from now) will focus on a campaign (including position paper, public activity/mobilisation, and parliamentary/government influencing) on noncriminal redress for AI-facilitated or tech-facilitated intimate image-based abuse (NCII). Redress as an element of platform accountability has been a long-time idea and passion of our Head of Policy, Research and Campaigns. As a result, due to recent changes in legislation which criminalise the participation in NCII, as well as reforms to the UK's Victim and Courts Bill, we have developed a strategy that we hope will, at the very least, result in increased political appetite for noncriminal redress for tech harms. This falls under both our 'mitigating' and 'organising' framework to advocacy.

The second significant piece of new work is on AI governance and accountability. At the time of writing, we are three months into a research project investigating AI/predictive tools in the public sector, named 'Black Feminist AI Governance' (BFAI). In BFAI, we seek to apply Black feminist theory and analysis to uncover and illustrate how algorithmic discrimination exists and is made possible in public-sector predictive AI tools and products in housing welfare (England) and immigration (temporary visas) (Canada). We are interested in approaching the issue using this lens, because we understand algorithmic discrimination as resulting in individual, collective or societal harms, which we want to surface to apply to our programmatic work on AI resistance.

When tèmítópé was made Executive Director, programmatic work at Glitch had been paused since the end of 2023. Given the adjustment to strategy and then the smaller team, Glitch has not been in a position to re-launch programmes work. However, BFAI will shape the development of new workshops on AI literacy and resistance for our focal population, which we will aim to launch in the first quarter of 2026.



Advocacy work continued.

We have continued to work in platform governance in general, referencing our tech-facilitated gender-based violence efforts. Over the last year, we were able to sustain active engagement with Ofcom, pushing for strong implementation of the Online Safety Act (OSA). We built close relationships with Ofcom teams and our evidence and research has been cited a number of times by the regulator. Specifically, our work has been cited as influencing Ofcom's approach to:

- Provisions for reducing bias in hash databases in the Illegal content codes of conduct;
- Conceding that automated content moderation for adults needs addressing, with Ofcom committing to bringing further measures forward in a future consultation, to be part of the illegal content codes of conduct, based on our evidence;
- Gender-sensitive risk assessments in the Guidance for protecting women and girls online; and
- Identifying digital misogynoir as best practice for content moderation in the Guidance for protecting women and girls online.

Relatedly, we have remained an active participant in the Online Safety Act Network (OSAN), specifically in legitimising intersectionality as a useful framework for writing digital policy attentive to the realities of Black women and other marginalised people's online lives. We have also been cited several times in various public accounts committee meetings and debates.

Below are some examples of our advocacy work we're most proud of:

- In January, w for how regulators could track and monitor online abuse that women in public life were facing.
- Our ED was invited to give an intervention at the APPG meeting on AI and Domestic Abuse, and from this, received positive feedback from the Lord Baroness on our plans for noncriminal redress, who chairs the meeting, and we have engaged a new civil society partner for our work in this area.
- Our digital misogynoir taxonomy being cited as best practice in the Women & Girls Guidance from Ofcom.
- The launch of our position paper, ***Beyond the Content Takedown: Non-criminal Redress for Intimate Image Abuse*** on the necessity for a compensatory access scheme for tech-facilitated gender-based harm.

Even though there were a number of challenges revealed midway through the financial year, the charity has been able to fulfil its obligations to funders and those we advocate on behalf of. We're excited to see where tèmítópé leads the charity, and a new, strengthened version of Glitch, and we're looking forward to reviewing the next year's work in 2025–2026.

Objectives and Activities

a. Charitable Objectives

Glitch's Constitution specifies that our charitable purposes are:

1. To advance education in matters relating to the prevention of online abuse through the provision of training, workshops and other resources; and
2. To advance the preservation and protection of good mental health through raising awareness, providing information and resources and making recommendations to providers on the scope of online abuse and its negative impact on individuals and society.

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Our Vision

Our *vision* is a world where internet technologies and the information ecosystem are ethical, equitable and just, for Black women and gender-expansive people.

c. Our Mission

Ultimately, our mission is to ensure that internet technologies in the information ecosystem do not replicate or further discrimination to Black women and other marginalised people.

d. Background

We centre Black women and gender-expansive people in our mission, vision and work. To do so we make use of Black feminist thought to illustrate how race and gender re-shape individual and collective experiences online and with emerging technologies. We understand internet technologies to be an accelerator of existing social justice issues like racism, misogyny, white supremacy, dis/ability and economic injustice. Technologies reconstitute and reconfigure the ways these issues are experienced, enacted and resisted, but it is rarely the originator of these problems.

In our advocacy, we bridge the gap between academic research and civil society advocacy, choosing to build on existing research to develop strategy and policy work

The Cambridge Dictionary defines the word glitch as "a small problem or fault that prevents something from being successful or working as well as it should." We think that sums up the state of the internet technologies today: the glitches that allow for discrimination to proliferate, preventing it from being equitable to all, and something we all have a part to play in fixing.

Financial review

a. Financial review

The Charity recorded an in-year deficit of £47,657 (2024 – £75,284). This resulted in total funds at the year-end of £87,493 (2024 – £135,150). Of the funds held at the year end £53,532 (2024 – £127,135) were unrestricted and the remaining £33,961 (2024 – £8,015) were for restricted purposes. The deficit incurred was planned as the majority of our funds are linked to grants that are used to complete our outputs within the year. Further funds were secured for April 2025 onwards that are not represented in the accounts.

b. Reserves policy

Glitch's reserves policy is set to protect the charity's intangible assets and to ensure the availability of funds to deliver to completion mission critical projects. The levels of reserves needed are reviewed quarterly based on the key points:

1. The free funds needed should the charity stop operating, for the smooth transfer of intangible assets and governance duties;
2. The expenditure remaining on advocacy projects started which are linked to a contract or to restricted funding.
3. The expenditure remaining on advocacy projects which are funded from unrestricted funds.

The charity operates with the following types of reserves:

1. Restricted reserves – contractually restricted by funders
2. Designated reserves – restricted by decision of the Trustees
3. Committed reserves – restricted by decision of the Executive Director and/or Finance Director
4. Unrestricted reserves – unrestricted.

Free reserves are made up of the committed and unrestricted reserves. The minimum reserves needed at 31 March 2025 for the year 2025/26 are £80,155 – £160,310, representing 3-6 months of committed costs for the following financial year. At 31 March 2025, the actual reserves were £87,493. For the year 2025/26, new funding has been secured with existing funders as well as new funding relationships established.

c. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Further details regarding the adoption of the going concern basis can be found in the accounting policies. Nevertheless, in the first half of the year, there was a moderate risk of losing major funding sources without adequate notice – following on from the Serious Incident Report submitted in December 2024 to the Charity Commission and closed by the Commission in October 2025. Now, the charity is in the refresh and re-ignition stage following the exit of the former Founder and CEO. None of our existing funders have elected to cancel existing funding grant contracts at the time of writing, and the Trustees do not foresee this changing.

Structure, governance and management

a. Constitution

Glitch is a charitable incorporated organisation (CIO), registered with the Charity Commission in England & Wales on 3 February 2020 under registration number 1187714 and is governed by its constitution.

b. Methods of appointment or election of trustees

Every trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, due regard is given to the skills, knowledge and experience needed for the effective administration of the CIO. There must be a minimum of 3 and a maximum of 12 trustees.

c. Organisational structure

The Board of Trustees are responsible for the governance of the charity, but delegates day to day management of the charity to Glitch's Executive Director. Trustees are expected to be aligned with the same values as Glitch, of which we have 5: Accountable, Black Feminist, Care-full, Thoughtful, and Radical. The Trustees have an oversight and accountability role, meeting quarterly for board meetings with the Executive and senior team members to review financial status and any key operational decisions.

d. Risk management

The Board of Trustees and key management personnel have a rigorous approach to risk management, and the key risks facing the organisation are reviewed on an ongoing basis, with mitigating actions put in place to minimise the ongoing risk to the charity.

The charity maintains a low risk appetite for safeguarding, reputational and data protection matters, a medium risk appetite for strategic and operational risks that may affect project delivery, and a low-medium risk appetite for financial risks that could threaten organisational sustainability.

There are presently no going concerns regarding risk management.

e. Public benefit

Throughout the process of determining the activities outlined in this report, the Trustees confirm that they have complied with their duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP (FRS 102);
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue to operate.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees and signed on their behalf by:

Asha Allen

Chair of Trustees

Date: 8th November 2025



Independent Examiner's Report to the trustees of Glitch for the year ended 31 March 2025.

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and basis of report

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

I report in respect of my examination of your Charity's accounts as carried out under section 145 of the Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 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 fellow of both the Association of Chartered Certified Accountants (ACCA) and the Association of Charity Independent Examiners (ACIE), both of which are listed bodies.

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

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 the 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 a 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.

Jason Foxwell FCCA FCIE

www.independent-examiner.net

12 Hillbourne Road, Poole, BH17 7JB

Date: 8th November 2025



Statement of Financial Activities for the Year ended 31 March 2025.

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Income from:					
Donations and legacies	2	505,489	176,436	681,925	660,538
Charitable activities	3	2,228	-	2,228	19,724
Total income		507,717	176,436	684,153	680,262
Expenditure on:					
Raising funds		2,613	-	2,613	322
Charitable activities	4	567,059	162,138	729,197	755,224
Total expenditure		569,672	162,138	731,810	755,546
Transfers between funds	11	(488)	488	-	-
Net movement in funds		(62,443)	14,786	(47,657)	(75,284)
Reconciliation of funds:					
Total funds brought forward		127,135	8,015	135,150	210,434
Total funds carried forward		64,692	22,801	87,493	135,150

The Statement of Financial Activities includes all gains and losses recognised in the year.

All of the charity's activities derive from continuing operations.

The notes on pages 12 to 20 form an integral part of these accounts.

Balance sheet as at 31 March 2025

The accounts were approved by the trustees, authorised for issue and signed on their behalf by:

Asha Allen

Chair of Trustees

Date: 8th November 2025

Asha Allen

	Notes	2025		2024	
		£	£	£	£
Fixed Assets					
Tangible assets	8		-		3,509
Current Assets					
Debtors	9		-		72,343
Cash at bank		146,499		232,785	
		<u>146,499</u>		<u>305,128</u>	
Creditors: amounts falling due within one year	10	<u>(59,006)</u>		<u>(173,487)</u>	
Net current assets			<u>87,493</u>		<u>131,641</u>
Total assets less current liabilities			<u>87,493</u>		<u>135,150</u>
NET ASSETS			<u>87,493</u>		<u>135,150</u>
The funds of the charity:					
Restricted funds	11		22,801		8,015
Unrestricted funds			64,692		127,135
Total funds			<u>87,493</u>		<u>135,150</u>

	Notes	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	13	(86,286)	(111,547)
Cash flows from investing activities			
Purchase of tangible fixed assets		-	-
Change in cash and cash equivalents in the year		(86,286)	(111,547)
Cash and cash equivalents at 1 April 2024		232,785	344,332
Cash and cash equivalents at 31 March 2025		146,499	232,785

The notes on pages 12 to 20 form an integral part of these accounts.

Notes to the accounts for the year ended 31 March 2025

Accounting Priorities

1.1 Basis of preparation of the accounts

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) (effective 1 January 2015) - (Charities SORP (FRS 102)).

Glitch meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment – 33% straight line

1.5 Debtors

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

1.6 Cash at bank and in hand

Cash at bank and 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.

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.8 Financial instruments

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

1.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. INCOME FROM DONATIONS AND LEGACIES

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	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	7,590	-	7,590	37,448
Grants	497,899	176,436	674,335	623,090
Total	505,489	176,436	681,925	660,538

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Public speaking	-	-	-	3,559
Workshops	750	-	750	16,165
Consultancy	845	-	845	-
Other income	633	-	633	-
Total	2,228	-	2,228	19,724

4. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Project costs 2025 £	Support costs 2025 £	Total costs 2025 £	Total costs 2024 £
Charitable activities	63,477	665,720	729,197	755,224
Total	63,477	665,720	729,197	755,224

Support costs are analysed on the next page.

4. ANALYSIS OF EXPENDITURE BY ACTIVITIES CONTINUED

Analysis of Support Costs

	Total 2025 £	Total 2024 £
Staff costs	261,429	447,474
Depreciation	3,781	3,265
Staff training	-	727
HR costs	104,214	53,696
Foreign exchange	511	726
Advertising and marketing	-	380
Printing, stationery and postage	156	282
Meeting expenses	8,712	2,391
Insurance	5,942	3,212
IT software and consumables	20,739	13,572
Subscriptions	-	571
Telephone and internet	216	481
Sundries	798	430
Accountancy	4,455	2,595
Governance	88,760	70,308
Consulting	116,222	58,245
Legal expenses	39,968	-
Contractors	9,817	-
Total	665,720	658,350

5. INDEPENDENT EXAMINER'S REMUNERATION

	2025 £	2024 £
Fees payable to the Charity's independent examiner for:		
- Independent examination of the charity's accounts	1,200	2,280
- Preparation of the charity's accounts	975	-
Total fees payable to the Charity's independent examiner	2,175	2,280

6. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	238,176	396,501
Social security costs	17,427	37,900
Contribution to defined contribution pension schemes	5,827	13,073
	<u>261,429</u>	<u>447,474</u>

The average number of persons employed by the Charity during the year was as follows:

Employees	<u>3</u>	<u>10</u>
-----------	----------	-----------

The number of employees whose employment benefits (excluding employer pension costs) exceeded £60,000 was:

£60,001 - £70,000	1	1
-------------------	---	---

Total remuneration to key management personnel in the year was £112,344 (2024: £138,302)

7. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no trustees received any remuneration, benefits or had any expenses reimbursed (2024 – Nil).

8. TANGIBLE FIXED ASSETS

	Computer equipment £
Cost or valuation	
At 1 April 2024 and 31 March 2025	<u>9,782</u>
Depreciation	
At 1 April 2024	6,273
Charge for the year	3,509
At 31 March 2025	<u>9,782</u>
Net book value	
At 31 March 2025	<u>-</u>
At 31 March 2024	<u>3,509</u>

9. DEBTORS

	2025	2024
	£	£
Trade debtors	-	37,052
Prepayments and accrued income	-	35,291
	<u>-</u>	<u>72,343</u>



10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	3,100	16,140
Other taxation and social security	2,647	9,329
Other creditors	-	1,845
Accruals and deferred income	53,259	146,173
	59,006	173,487
Deferred income at 1 April 2024	142,063	149,962
Resources deferred during the year	46,974	142,063
Amounts released from previous periods	(142,063)	(149,962)
	46,974	142,063

11. STATEMENT OF FUNDS

	Balance at 1 Apr 2024	Income	Expenditure	Transfer of funds	Balance at 31 Mar 2025
	£	£	£	£	£
Unrestricted					
General fund	127,135	507,717	(569,672)	(488)	64,692
Restricted funds					
EU AI Fund 4	8,015	30,072	(38,575)	488	-
Reset Tech Wellbeing	-	10,026	(10,026)	-	-
Reset Tech Comms	-	87,887	(87,887)	-	-
EU AI Fund 5	-	22,847	(46)	-	22,801
Joseph Rowntree	-	25,604	(25,604)	-	-
Total	135,150	684,153	(731,810)	-	87,493

European AI & Society Fund

European AI & Society Fund awarded Glitch a grant for the period April 2023 to May 2024 to carry out a project related to digital rights and freedoms as per the proposal submitted to the European AI Fund.

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	-
Current assets	22,801	123,698	146,499
Creditors due within one year	-	(59,006)	(59,006)
	22,801	64,692	87,493

13. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income/expenditure for the period (per SOFA)	(47,657)	(75,284)
Depreciation charges	3,509	3,260
Decrease/(increase) in debtors	72,343	(43,120)
Increase/(decrease) in creditors	(114,481)	3,597
Net cash provided by/(used in) operating activities	(86,286)	(111,547)

14. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £5,827 (2024 - £13,073)

Glitch

GLITCH

England & Wales - Charity number 1187714

Accounts

GLITCH

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

GLITCH

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GLITCH

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees	Bakita Kasadha, Chair Clementina Ajounuma Amanda Green (resigned 31 May 2023) Claire Marshall Lauryn Mwale Vivian Ntinyari Jennifer Sandra Pepera (resigned 30 September 2023) Scheaffer Okore
Charity registered number	1187714
Principal office	63-66 Hatton Garden Fifth Floor Suite 23 London EC1N 8LE
Accountants	Hillier Hopkins LLP Chartered Accountants Radius House 51 Clarendon Road Watford Herts WD17 1HP
Bankers	Natwest 36 St Andrew Square Edinburgh EH2 2YB Virgin Money 117 Bothwell Street Glasgow G2 7ER

GLITCH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report together with the financial statements of Glitch for the year 1 April 2023 to 31 March 2024.

Objectives and activities

a. Charitable Objectives

Glitch's Constitution specifies that our charitable purposes are:

- 1) To advance education in matters relating to the prevention of online abuse through the provision of training, workshops and other resources; and
- 2) To advance the preservation and protection of good mental health through raising awareness, providing information and resources and making recommendations to providers on the scope of online abuse and its negative impact on individuals and society.

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Our Vision

Glitch is building an online space that's safe for everyone, by empowering everyone to become respectful and active Digital Citizens. That means providing all the tools (and the language) - through research and reports, toolkits and guides, workshops and training, influencing legislation and big techs - to help individuals advocate for themselves, their communities and one another online.

We're here to help make digital citizens of everyone. The practice of being a Digital Citizen never stops. And we're hoping it has a domino effect on organisations and corporations whose platforms enable and often ignore online abuse. Our vision is one where systemic change *actually* happens. Where tech companies not only understand their accountability, but take an active stand in preventing – not just reacting to - online abuse. We can't just delete online abuse. So we all have to play our part. And pass it on.

We're not here to tell you to stop scrolling. Or to 'get off the internet!' (but remember, walking outside is great too). We're here to talk about becoming the kind of person who uses digital spaces respectfully. Who calls out injustices instead of just scrolling past them. Who wants to make the internet a safe space for all communities, especially the marginalised ones.

c. Our Mission

Ultimately, our mission is to awaken a generation of digital citizens equipped to create and demand for safe online spaces for all.

GLITCH

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Objectives and activities (continued)**d. Background**

Glitch is an award-winning UK charity that started as a campaign in 2017 and later became a charity in 2020, founded by Seyi Akiwo, a former politician and Digital Leader of The Year 2019.

Glitch: The Cambridge Dictionary defines the word glitch as, "a small problem or fault that prevents something from being successful or working as well as it should." We think that sums up the state of the internet today; the glitches that allow online abuse to proliferate are preventing it from fulfilling its potential and we all have a part to play in fixing them. We believe that online abuse, in all its forms, is a vehicle to divide society and spread fear.

Glitch advocates for recognition that our online community is as real as our offline one and that we should all be working together to make it a better place. When we look back on this period of time, we want to be able to say that the current surge was merely a 'glitch' in our history. That is why it is crucial that we work together to fix the glitch and eradicate online abuse.

Achievements and performance**Financial review****a. Financial review**

The Charity recorded an in-year deficit of £75,284 (2023 - £40,348 surplus). This resulted in total funds at the year-end of £135,150 (2023 - £210,434). Of the funds held at year end £127,135 (2023 - £201,534) were unrestricted as to use. The remaining £8,015 (2023: £8,900) was restricted as to use.

The deficit incurred was planned as the majority of our funds are linked to grants that are used to complete our outputs within the year. Further funds were secured for April 2025 onwards that are not represented in the accounts as they were received in April and May 2024.

GLITCH

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

b. Reserves policy

From 2020, Glitch had a reserves policy that aimed towards a stretch target of 6 months. This policy was reviewed in 2023 and a new policy was approved by the Board of Trustees that was implemented from 31st of March 2024 and is introduced in this report.

Glitch's reserves policy is set to protect the charity's intangible assets and to ensure availability of funds to deliver to completion mission critical projects. The levels of reserves needed are reviewed quarterly based on the key points:

1. The free funds needed should the charity stop operating, for the smooth transfer of intangible assets and governance duties;
2. The expenditure remaining on mission critical projects started that are linked to a contract or to restricted funding.
3. The expenditure remaining on mission critical projects that are funded from unrestricted funds.

The charity operates with the following types of reserves:

1. Restricted reserves - contractually restricted by funders
2. Designated reserves - restricted by decision of the trustees
3. Committed reserves - restricted by decision of the executives and/or Head of Finance and Operations
4. Unrestricted reserves

The free reserves are made up of the committed and unrestricted reserves. No reserves have been designated.

The minimum reserves needed at 31 March 2024 for the year 2024/25 are £540,340. At 31 March 2024, the actual reserves were £135,150. In addition, confirmed income at 31 March 2024 not included in the account as not received at year end and not to be spent before April 2024 were £431,483.

c. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

d. Structure, Governance and Management Governing Document

The charitable incorporated organisation (CIO) was registered with the Charity Commission in England & Wales on 3 February 2020 and is governed by its constitution.

Structure, governance and management**a. Constitution**

Glitch is a registered charity, number 1187714, and is constituted under a Trust Deed.

b. Methods of appointment or election of trustees

Every trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. There must be a minimum of three and a maximum of 12 trustees.

GLITCH

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Structure, governance and management (continued)**c. Organisational structure**

The Board of Trustees are responsible for governance of the charity, but delegate day to day management of the centre to the Charity's Executive Team. Trustees are expected to be aligned with the same values as Glitch, of which we have 9: Collaborative, Dynamic, Trusted, Self-Care, Brave, Empowering, Inclusive, Progressive, Abundance. They play an oversight and accountability role, meeting regularly with the Executive to check on this and inform key decisions.

d. Risk management

The Board of Trustees and key management personnel have a rigorous approach to risk management, and the key risks facing the organisation are reviewed on an ongoing basis, with mitigating actions put in place to minimise the ongoing risk to the charity.

The key risks currently facing the organisation are:

Financial Stability

As Glitch transitions from being a start-up charity to an established organisation, our work ethics and values and our approach to building relationships with funders have allowed us to secure more multi-year funding and renew annual funding. The financial stability this brings enables us to plan for long-term projects. It also gives us the flexibility to adapt to evolving environments. This will be especially supportive moving into a year where key elections are being held worldwide, including the UK General Election, which did not have a confirmed date at the end of our financial year.

We also achieved better financial stability by recruiting a Head of Finance and Operations in April 2023. This addition enabled us to develop financial management and financial planning in-house, quarterly reforecasting and multi-year budgeting.

However, we recognise our current funding model is not diverse enough and has become too dependent on income from trusts and foundations. We increased our fundraising capacity by recruiting a Trust Fundraising Manager in June 2023, but were unable to execute our corporate and community fundraising strategies due to lack of staff capacity. We have updated our strategic plan to reflect our ongoing ambition to diversify our fundraising.

Sustainable Growth, Staff Wellbeing and Performance

Glitch is at the forefront of an issue that is garnering increasing attention across the sector and the country. The demand for our work is continually growing. The expectation for us to meet this demand is very high due to our reputation for our efficiency and thought leadership.

In July 2023, we published our The Digital Misogynoir Report, which highlights our research on the specific race and gender-based discrimination Black women experience, while providing individual, organisational and institutional solutions to end the dehumanisation of Black women on social media. This milestone was soon followed by our legislative win, getting women and girls recognised in the Online Safety Act, which holds tech corporations accountable to prioritising their safety online through tech policies.

Glitch has educated fellow community members, training 2,470 digital citizens through workshops on digital citizenship, digital self-care, self-defence and being an online active bystander.

GLITCH

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Structure, governance and management (continued)

Ensuring staff wellbeing and high performance in a fast-paced environment is key to Glitch. As such, we started a review of our roles and structure in October 2023. One of the key changes is the use of remunerated community groups to carry out consultation work on key projects. The first pilot of this structure was in February 2024, providing support for our response to Ofcom on the first Online Safety Act consultation. Our strategy for 2024/25 includes developing this model to influence and inform our educational resources, key research, advocacy and strategy.

e. Public Benefit

Throughout the process of determining the activities outlined in this report, the Trustees confirm that they have complied with their duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Statement of trustees' responsibilities


The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the Board of trustees and signed on their behalf by:

DocuSigned by:

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Claire Marshall
Acting Board Chair

Date: 08-01-2025 | 08:35 PST

GLITCH

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

Independent examiner's report to the trustees of Glitch ('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of 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 Institute of Accountants in England and Wales, which is one of the listed bodies.

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

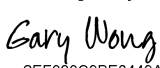
1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts 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.

This report is made solely to the Charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's 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 Charity's trustees as a body, for my work or for this report.

Signed:

Gary Wong BFP FCA
Hillier Hopkins LLP
Chartered Accountants
Radius House
51 Clarendon Road
Watford
Herts
WD17 1HP

DocuSigned by:

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Dated: 22-01-2025 | 20:04 GMT

GLITCH

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	338,504	322,034	660,538	492,235
Charitable activities	4	-	19,724	19,724	68,015
Total income		338,504	341,758	680,262	560,250
Expenditure on:					
Raising funds	5	-	322	322	-
Charitable activities		327,968	427,256	755,224	519,902
Total expenditure		327,968	427,578	755,546	519,902
Net income/(expenditure)		10,536	(85,820)	(75,284)	40,348
Transfers between funds	13	(11,421)	11,421	-	-
Net movement in funds		(885)	(74,399)	(75,284)	40,348
Reconciliation of funds:					
Total funds brought forward		8,900	201,534	210,434	170,086
Net movement in funds		(885)	(74,399)	(75,284)	40,348
Total funds carried forward		8,015	127,135	135,150	210,434

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


The notes on pages 11 to 22 form part of these financial statements.

GLITCH

BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	3,509	6,769
Current assets			
Debtors	11	72,343	29,223
Cash at bank and in hand		232,785	344,332
		<u>305,128</u>	<u>373,555</u>
Creditors: amounts falling due within one year	12	(173,487)	(169,890)
Net current assets		<u>131,641</u>	<u>203,665</u>
Total assets less current liabilities		<u>135,150</u>	<u>210,434</u>
Total net assets		<u>135,150</u>	<u>210,434</u>
Charity funds			
Restricted funds	13	8,015	8,900
Unrestricted funds	13	127,135	201,534
Total funds		<u>135,150</u>	<u>210,434</u>

The financial statements were approved and authorised for issue by the trustees and signed on their behalf by:

DocuSigned by:

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Claire Marshall

Acting Board Chair

Date: 08-01-2025 | 08:35 PST

The notes on pages 11 to 22 form part of these financial statements.

GLITCH

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	2024	2023
	£	£
Cash flows from operating activities		
Net cash used in operating activities	(111,547)	30,650
	<hr/>	<hr/>
Cash flows from investing activities		
Purchase of tangible fixed assets	-	(2,389)
	<hr/>	<hr/>
Net cash provided by/(used in) investing activities	-	(2,389)
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	(111,547)	28,261
Cash and cash equivalents at the beginning of the year	344,332	316,071
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	232,785	344,332
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 11 to 22 form part of these financial statements

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

1. General information

Glitch is a charitable incorporated organisation registered in England & Wales, and meets the definition of a public benefit entity.

The registered office is 63-66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE.

2. Accounting policies**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Glitch meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.3 Expenditure (continued)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33%
--------------------	---	-----

2.5 Debtors

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

2.6 Cash at bank and in hand

Cash at bank and 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.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

2.8 Financial instruments

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

GLITCH

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

2. Accounting policies (continued)

2.9 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricte d funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	376	37,072	37,448	128,753
Grants	338,128	284,962	623,090	363,482
	<u>338,504</u>	<u>322,034</u>	<u>660,538</u>	<u>492,235</u>
<i>Total 2023</i>	<u>229,291</u>	<u>262,944</u>	<u>492,235</u>	

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Consultancy	-	-	44,740
Public speaking	3,559	3,559	1,865
Workshops	16,165	16,165	21,210
Other	-	-	200
	<u>19,724</u>	<u>19,724</u>	<u>68,015</u>

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

4. Income from charitable activities (continued)

5. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Costs of raising voluntary income	322	322	-

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Charitable activities	96,874	658,350	755,224	519,902
<i>Total 2023</i>	7,117	512,785	519,902	

Analysis of direct costs

	Charitable activities 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Project costs	96,874	96,874	7,117

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Charitable activities 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	447,474	447,474	386,224
Depreciation	3,260	3,260	2,899
Staff training	727	727	56
HR costs	53,696	53,696	4,524
Foreign exchange	726	726	1,036
Advertising and marketing	380	380	4,253
Office costs	-	-	1,158
Printing, stationery and telephone	282	282	449
Meeting expenses	2,391	2,391	1,446
Insurance	3,212	3,212	1,887
Contractors	-	-	42,903
IT software and consumables	13,572	13,572	5,176
Subscriptions	571	571	914
Telephone and internet	481	481	-
Sundries	430	430	2,274
Accountancy	2,595	2,595	2,100
Governance	70,308	70,308	16,028
Travel costs	-	-	2,263
Consulting	58,245	58,245	37,195
	<u>658,350</u>	<u>658,350</u>	<u>512,785</u>

7. Independent examiner's remuneration

	2024 £	<i>2023 £</i>
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>2,280</u>	<u>2,100</u>

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

8. Staff costs

	2024	<i>2023</i>
	£	£
Wages and salaries	396,501	342,253
Social security costs	37,900	32,625
Contribution to defined contribution pension schemes	13,073	11,346
	<u>447,474</u>	<u>386,224</u>

The average number of persons employed by the Charity during the year was as follows:

	2024	<i>2023</i>
	No.	No.
Employees	10	9

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	<i>2023</i>
	No.	No.
In the band £60,001 - £70,000	1	1

Total remuneration to key management personnel in the year was £138,302 (2023: £121,806).

9. Trustees' remuneration and expenses

During the year, no trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no trustee expenses have been incurred (2023 - £NIL).

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

10. Tangible fixed assets

	Computer equipment £
Cost or valuation	
At 1 April 2023	9,782
At 31 March 2024	9,782
Depreciation	
At 1 April 2023	3,013
Charge for the year	3,260
At 31 March 2024	6,273
Net book value	
At 31 March 2024	3,509
<i>At 31 March 2023</i>	6,769

11. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	37,052	262
Other debtors	-	4
Prepayments and accrued income	35,291	28,957
	72,343	29,223

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

12. Creditors: Amounts falling due within one year

	2024	<i>2023</i>
	£	£
Trade creditors	16,140	<i>10,010</i>
Other taxation and social security	9,329	<i>-</i>
Other creditors	1,845	<i>1,764</i>
Accruals and deferred income	146,173	<i>158,116</i>
	173,487	<i>169,890</i>
	<hr/> <hr/>	<hr/> <hr/>
	2024	<i>2023</i>
	£	£
Deferred income at 1 April 2023	149,962	<i>155,014</i>
Resources deferred during the year	142,063	<i>149,962</i>
Amounts released from previous periods	(149,962)	<i>(155,014)</i>
	142,063	<i>149,962</i>
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GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General Funds - all funds	201,534	341,758	(427,578)	11,421	127,135
Restricted funds					
European AI Fund	8,900	59,848	(53,400)	(7,333)	8,015
Luminate	-	511	(511)	-	-
Reset Tech wellbeing	-	2,308	(2,308)	-	-
DCMS	-	141,877	(138,277)	(3,600)	-
Reset Comms	-	78,819	(78,831)	12	-
Comic relief	-	1,000	(1,000)	-	-
JR1	-	9,396	(8,896)	(500)	-
Reset Comms 2	-	12,366	(12,366)	-	-
Rest Wellbeing 2	-	32,379	(32,379)	-	-
	8,900	338,504	(327,968)	(11,421)	8,015
Total of funds	210,434	680,262	(755,546)	-	135,150

European AI fund

European AI Fund (now known as the European AI & Society Fund) awarded Glitch a grant for the period April 2023 to May 2024 to carry out a project related to digital rights and freedoms as per the proposal submitted to the European AI Fund.

Reset Tech

Reset Tech awarded Glitch a grant for the period October 2023 to December 2023. This grant was restricted to advocacy and communications work, as well as staff wellbeing.

GLITCH

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

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 March 2023</i>
	£	£	£	£	£
Unrestricted funds					
General Funds - all funds	159,228	330,959	(295,282)	6,629	201,534
Restricted funds					
European AI Fund	12,535	100,388	(96,523)	(7,500)	8,900
Luminate	-	56,805	(59,154)	2,349	-
Reset Tech	(1,677)	25,440	(23,763)	-	-
Reset Tech wellbeing	-	18,104	(18,104)	-	-
Cost of living and salary grants	-	14,047	(14,047)	-	-
DCMS	-	14,507	(13,029)	(1,478)	-
	<u>10,858</u>	<u>229,291</u>	<u>(224,620)</u>	<u>(6,629)</u>	<u>8,900</u>
Total of funds	<u><u>170,086</u></u>	<u><u>560,250</u></u>	<u><u>(519,902)</u></u>	<u><u>-</u></u>	<u><u>210,434</u></u>

14. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023	Income	Expenditure	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
General funds	201,534	341,758	(427,578)	11,421	127,135
Restricted funds	8,900	338,504	(327,968)	(11,421)	8,015
	<u>210,434</u>	<u>680,262</u>	<u>(755,546)</u>	<u>-</u>	<u>135,150</u>

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

14. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 April 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 March 2023</i>
	£	£	£	£	£
General funds	159,228	330,959	(295,282)	6,629	201,534
Restricted funds	10,858	229,291	(224,620)	(6,629)	8,900
	<u>170,086</u>	<u>560,250</u>	<u>(519,902)</u>	<u>-</u>	<u>210,434</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024	Unrestrict ed funds 2024	Total funds 2024
	£	£	£
Tangible fixed assets	-	3,509	3,509
Current assets	8,015	297,113	305,128
Creditors due within one year	-	(173,487)	(173,487)
Total	<u>8,015</u>	<u>127,135</u>	<u>135,150</u>

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023</i>	<i>Unrestricted funds 2023</i>	<i>Total funds 2023</i>
	£	£	£
Tangible fixed assets	-	6,769	6,769
Current assets	8,900	364,655	373,555
Creditors due within one year	-	(169,890)	(169,890)
Total	<u>8,900</u>	<u>201,534</u>	<u>210,434</u>

GLITCH

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

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

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(75,284)	40,348
Adjustments for:		
Depreciation charges	3,260	2,899
Decrease/(increase) in debtors	(43,120)	5,386
Increase/(decrease) in creditors	3,597	(17,983)
Net cash provided by/(used in) operating activities	(111,547)	30,650

17. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	232,785	344,332
Total cash and cash equivalents	232,785	344,332

18. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	344,332	(111,547)	232,785
	344,332	(111,547)	232,785

19. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £13,073 (2023 - £11,346).

GLITCH

England & Wales - Charity number 1187714

Accounts



2023 Annual Report

**UNAUDITED TRUSTEES' REPORT AND
FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2023**

Charity number: 1187714

Contents

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TRUSTEES
Bakita Kasadha, Chair (appointed 8 December 2022)
Clementina Ajuonuma (appointed 8 December 2022)
Amanda Green (resigned 31 May 2023)
Siobhan Harley (resigned 8 December 2022)
Julianne Marriott (resigned 1 October 2022)
Claire Marshall (appointed 8 December 2022)
Lauryn Mwale (appointed 8 December 2022)
Vivian Ntinyari (appointed 8 December 2022)
Jennifer Sandra Pepera (resigned 30 September 2023)
Scheaffer Okore (appointed 10 February 2023)

PRINCIPAL OFFICE
63-66 Hatton Garden Fifth Floor Suite 23 London EC1N 8LE

CHARITY REGISTERED NUMBER
1187714

BANKERS
Natwest 36 St Andrew Square Edinburgh EH2 2YB

ACCOUNTANTS
Hillier Hopkins LLP Chartered Accountants Radius House 51 Clarendon Road Watford Herts WD17 1HP

Impact review of our work in 2022/23

As Glitch moves from strength-to-strength, with an increasing global profile in recognition of our high-impact interventions to end online abuse, 2022-2023 has been a year of considered and constructive strides forward. We remain concerned about the alarming disregard of Black women's experiences and voices in conversations, legislation and policy-making about online safety; and we remain committed to holding tech companies and governments to account for tackling hate and violence online. Our unapologetic centring of Black women in all we do drives comprehensive and intersectional results, and we are encouraged by affirming feedback from Black women, concerned digital citizens and funding partners: the world needs Glitch. To support our growth, sustainability and impact, four pillars continue to inform our strategy and steward our work: "action", "advocacy", "awareness" and "anchor".

Our "action" activities for 2022-23 are built upon the solid foundations we've established in previous years, with a particular focus this year on activating individuals through Digital Citizenship interventions, equipping marginalised communities to thrive online, launching a new approach to address online abuse and developing sustainable processes and policies.

We delivered high-quality, evidence-driven workshops and resources that address online safety from an intersectional perspective. We reached nearly 300 community members through 22 workshops focusing on digital safety, how to be an online active bystander and tech accountability. These workshops engaged community members across various sectors, including UK councils, women in public life, Black activists and women's rights organisations. Additionally, we developed high-quality resources for young people, student unions and women in public life, thanks to partnerships with organisations such as Rutgers, National Education Union and Elect Her.

Our digital citizenship education suite includes modules on online abuse and its impacts, digital self-defence, how to be an online active bystander, digital self-care, tech accountability and knowing your rights. We also provided resources on dealing with online abuse: 2,241 views and 840 downloads made our resources page the fourth most-viewed page on our website. Our Digital Self-Defence and Self-Care course on the Elect Her online learning platform, hosted in Kajabi, empowers learners to navigate online spaces safely, combat online abuse and assert their boundaries. The course has Impact Review: Narrative 2 been accessed by nearly 250 women, with 40% expressing an interest in contesting upcoming elections. What's more, we organised our first workshop tailored for Black activists, featuring a pre-workshop survey to cater to their specific needs and offering customised content to support them.

The focus of our "advocacy" activities has been to create inclusive digital spaces by advocating for legislation that centres, respects and protects Black women; enhance tech accountability in addressing gender-based violence, white supremacy and patriarchy on their platforms; empower marginalised groups with online tools and resources for self-protection; promote digital citizenship through research, awareness and campaigns; and advocate for policy-making that is proactive, decolonised and participatory. Our work is grounded in lived experience & we will continue to reach out to people with lived experience of misogynoir for feedback, guidance, and thought leadership.

As such, we have been actively involved in various initiatives and partnerships to address online gender-based violence, including a significant contribution to the development of a code of practice for violence against women and girls within the Online Safety Bill, in collaboration with a coalition of civil society organisations and academics.

We partnered with the Web Foundation and non-profit Social Finance to strengthen accountability for online gender-based violence, and we've engaged in public panels and evidence sessions with parliamentarians, in order to advocate for an intersectional approach to addressing online gender-based violence within the Online Safety Bill. Our advocacy efforts resulted in us providing evidence to the Women and Equalities Select Committee and the Conservative Party Conference.

In collaboration with 195 organisations, we've applied public pressure on the European Parliament through an open letter via European Digital Rights, calling for critical changes to the EU AI Act to enhance protection for Black women and marginalised groups. Additionally, we launched research partnerships with Textgain to investigate text-based misogyny on social media platforms, and with the European Network Against Racism to explore AI-related issues at the intersection of racism and harm, including AI deepfake abuse and AI redress from harm.

In order to enhance awareness and comprehension of online abuse, its consequences and preventive measures, our "awareness" activities for the year sought to establish Glitch as a reputable and globally-acknowledged thought leader about online abuse; and foster the growth of our online community of supporters and donors, equipping Impact Review: Narrative 3 them to set examples of online best practices and nurturing a collective sense of purpose rooted in our values.

Throughout the year, we've effectively raised awareness of online abuse through expert content on our social media and newsletter, collaborations with influencers to expand our reach among concerned digital citizens and secured high-impact press appearances. Research with Methods and Mastery confirmed the widespread adoption of our "digital self-care" terminology on mainstream social platforms, and partnerships with Natasha Devon, Laura Bates and BT Hope United expanded our online communities.

Our engagement spanned various events, too, such as the Women in Tech conference, to involve companies in addressing online gender-based violence, and appearances at the Women & Equalities Committee and the Conservative conference. Our joint Online Safety Bill campaign with ERAW garnered 100k+ supporters and enabled us to engage parliamentarians to improve the proposed legislation. We made strategic decisions about media opportunities related to online abuse and misogyny, and our reputation for thought leadership grew, with appearances in BBC Panorama, Third Sector Magazine, Refinery29 and the Emily Attack documentary. While we don't have an overall media coverage tally, we recruited high-profile Ambassador Natasha Devon, whose reach across her social media is 71.8k and whose show on LBC reaches 3m people weekly (a national share of 3%).

We expanded our online community with 1,567 new social media followers, 290 new newsletter subscribers (with 4.9% increase in engagement) and 6.7k new website visitors. Our awareness efforts included engaging and informative IG Lives, resource adaptations for social media and nine blog posts. We raised funds through two inperson Glitch events and created event-specific merchandise.

Importantly, we have increased awareness and established a sense of shared purpose around the value of self-care, both through our digital self-care definition work on social media and by walking-the-talk: our clear messaging online and in the press about our founder and CEO's sabbatical was widely praised across the sector, and demonstrates Glitch's commitment to living the values we define.

Our "anchor" pillar reminds us that our bravery requires sustainability. We continue to improve the processes that enable all staff to deliver their work, achieve the mission and be experimental with community self-care; create a communication structure that is clear, open and honest; collect, log and analyse information on our activities and impact, Impact Review: Narrative 4 in order to refine and reinforce our interventions in service of our mission; and evidence our ability and desire to disrupt outdated systems of organisational culture.

Financially, the charity has demonstrated substantial progress by securing funding that sustains our growth for the remainder of the year and grows our reserves. We have excelled in generating income through consultations with prominent entities such as BT, Web Foundation, Rutgers and the Social Media Union. We have forged financial relationships with four new Trusts and Foundations, and secured renewed commitments from others, including Reset Tech, Luminare and the EU AI & Society Fund. Major donors have renewed their commitments, and Glitch has secured its first substantial corporate donation. However, we still need to diversify our income as the majority comes from grants. We will invest in our fundraising team in 2023/24.

We have enhanced our internal systems, enabling more advanced data collection, improved team collaboration on projects and knowledge-sharing. We successfully engaged a new external and independent accountant, revamped certain financial systems to better manage multiple income streams and improved both internal and external financial reporting. In line with our desire to increase the efficacy of our governance and legal compliance, we successfully completed a board renewal process. We have benefited from the consistent support from Clifford Chance, and we have increased our confidence in engaging in contractual relationships with larger entities, including international contracts with organisations like the Web Foundation.

We have also continued to nurture a collaborative working environment aligned with our values. Our new People and Culture Plan was created in consultation with the entire team, and we expanded our team by three to better distribute responsibilities. We saw the completion of more successful probation periods, conducted exit processes and implemented sickness policies to accommodate post-COVID recovery. The team has also benefited from individual and team-wide training and development, including digital security training, media training, vicarious trauma training, management support, executive coaching and strengths assessments. We updated internal policies and processes, including those related to holiday allowances, parental policies, remote and flexible working, recruitment, equal opportunities and pay and rewards.

Our work at Glitch requires that we think holistically about the challenges we seek to address, and that means we believe we have an opportunity to disrupt as we intervene. 2022/23 has proven that Glitch has the tenacity, support and commitment to continue creating lasting impact in the lives of Black women, Impact Review: Narrative 5 improving online safety for all and encouraging wholesale and sustained change within tech companies and governmental bodies. Here's to 2023/24 - and beyond.

CHARITABLE OBJECTIVES

Glitch's Constitution specifies that our charitable purposes are:

- 1) To advance education in matters relating to the prevention of online abuse through the provision of training, workshops and other resources; and
- 2) To advance the preservation and protection of good mental health through raising awareness, providing information and resources and making recommendations to providers on the scope of online abuse and its negative impact on individuals and society.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

OUR VISION

Glitch is building an online space that's safe for everyone, by empowering everyone to become respectful and active Digital Citizens. That means providing all the tools (and the language) - through research and reports, toolkits and guides, workshops and training, influencing legislation and big techs - to help individuals advocate for themselves, their communities and one another online.

We're here to help make digital citizens of everyone. The practice of being a Digital Citizen never stops. And we're hoping it has a domino effect on organisations and corporations whose platforms enable and often ignore online abuse. Our vision is one where systemic change **actually** happens. Where tech companies not only understand their accountability, but take an active stand in preventing - not just reacting to - online abuse. We can't just delete online abuse. So we all have to play our part. And pass it on.

We're not here to tell you to stop scrolling. Or to 'get off the internet!' (but remember, walking outside is great too). We're here to talk about becoming the kind of person who uses digital spaces respectfully. Who calls out injustices instead of just scrolling past them. Who wants to make the internet a safe space for all communities, especially the marginalised ones.

OUR MISSION

Ultimately, our mission is to awaken a generation of digital citizens equipped to create and demand for safe online spaces for all.

BACKGROUND

Glitch is an award-winning UK charity that started as a campaign in 2017 and later became a charity in 2020, founded by Seyi Akiwowo, a former politician and Digital Leader of The Year 2019.

Glitch: The Cambridge Dictionary defines the word glitch as, “a small problem or fault that prevents something from being successful or working as well as it should.” We think that sums up the state of the internet today; the glitches that allow online abuse to proliferate are preventing it from fulfilling its potential and we all have a part to play in fixing them. We believe that online abuse, in all its forms, is a vehicle to divide society and spread fear.

Glitch advocates for recognition that our online community is as real as our offline one and that we should all be working together to make it a better place. When we look back on this period of time, we want to be able to say that the current surge was merely a ‘glitch’ in our history. That is why it is crucial that we work together to fix the glitch and eradicate online abuse.

FINANCIAL REVIEW

The Charity achieved a surplus in year of £40,348 (2022 - £46,876). This resulted in total funds at the year-end of £210,434 (2021 - £170,086). Of the funds held at year end £201,534 (2021 - £159,228) were unrestricted as to use. The remaining £8,900 (2021: £10,858) was restricted as to use.

RESERVES POLICY

Since 2020, Glitch has had reserves policy that aims towards a stretch target of 6 months reserves (c. £260,000). The current reserves of £210,434 are under the target but deemed to be appropriate for the stage of the charity.

The reserves policy will be reviewed in 2023/24 to better reflect the needs of the charity in delivering research and advocacy work.

GOING CONCERN

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

STRUCTURE, GOVERNANCE AND MANAGEMENT GOVERNING DOCUMENT

The charitable incorporated organisation (CIO) was registered with the Charity Commission in England & Wales on 3 February 2020 and is governed by its constitution.

RECRUITMENT AND APPOINTMENT OF TRUSTEES

Every trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. There must be a minimum of three and a maximum of 12 trustees.

ORGANISATIONAL STRUCTURE

The board of trustees are responsible for governance of the charity, but delegate day to day management of the centre to the Charity's CEO and COO. Trustees are expected to be aligned with the same values as Glitch, of which we have 9: Collaborative, Dynamic, Trusted, Self-Care, Brave, Empowering, Inclusive, Progressive, Abundance. They play an oversight and accountability role, meeting regularly with the executive to check on this and inform key decisions.

RISK MANAGEMENT

The board of Trustees and key management personnel have a rigorous approach to risk management, and the key risks facing the organisation are reviewed on an ongoing basis, with mitigating actions put in place to minimise the ongoing risk to the charity.

The key risks currently facing the organisation are:

Financial Stability

As a young organisation, we still have yet to establish significant multi-year funding that will ensure long-term sustainability. However, through our transparent, supportive, abundant approach to work, we have been able to create long-term partnerships with funders that have allowed us to reach our objectives and set the path for meaningful influencing and educating. We remain a fully remote charity, a structure that allows us to recruit the best talent from across the UK and to minimise our overheads by not having a physical office.

However, we recognise that our funding is not diversified enough and is too dependant on income from Trusts and Foundations. We have started increasing our income from corporate partners. Our objective for 2023/4 is to further diversify our income from corporate and community fundraising. We will invest in our capacity by recruiting a full-time fundraiser.

RISK MANAGEMENT CONT'D

Sustainable Growth, Staff Wellbeing and Performance

Glitch is at the forefront of an issue that is garnering increasing attention. The demand for our work is always increasing. And the expectation for us to meet that demand, due to how efficiently we have been running, is very high.

We have responded to this increasing demand for our work by investing in our capacity, recruiting key staff throughout the year, thanks to support from our funders., including a multi-year grant to cover funding of finance and programmes functions.

To mitigate risks of overburdening existing staff and performance problems leading to poor project delivery, Glitch has continued to review organisational capacity and hire over 2023/24. We have well-considered hiring processes, including good onboarding, induction and probations. We continue to receive outsource HR and some finance services, with a view to bring those functions in house in 2023/24.

We have continued to invest in our People and Culture plans, and we will roll out a flexible unlimited leave policy in 2023/24 to further implement our values of self-care and community care, to move away from a culture with a risk of presentism to a culture of high-level outputs. To support our team's wellbeing, we have also put in place weeks where we close the virtual office to external contacts to concentrate on ourselves, namely Reading Week and Admin Week. We have also planned away days and in-person meetings.

Thanks to the support of an anonymous funder, we have also been able to support the team financially.

PUBLIC BENEFIT

Throughout the process of determining the activities outlined in this report, the Trustees confirm that they have complied with their duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Bakita Kasadha	
Date	9 December 2023

Independent examiner's report to the Trustees of Glitch



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GLITCH

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2023.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of 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 Institute of Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's 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 Charity's Trustees as a body, for my work or for this report.

<p>Hillier Hopkins LLP Chartered Accountants Radius House, 51 Clarendon Road Watford, Herts WD17 1HP</p>	
<p>Date</p>	<p>9 December 2023</p>

Statement of Financial Activities for the Year Ended 31 March 2023

		Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
Income from					
Donations and legacies	3	£229,291	£262,944	£492,235	£311,473
Charitable activities	4	--	£68,015	£68,015	£76,587
Total income		£229,291	£330,959	£560,250	£388,060
Expenditure on					
Charitable activities		£224,620	£295,282	£519,902	£341,184
Total expenditure		£224,620	£295,282	£519,902	£341,184

Net income		£4,671	£35,677	£40,348	£46,876
Transfers between funds	12	(£6,629)	£6,629	--	--
Net movement in funds		(£1,958)	£42,306	£40,348	£46,876

Reconciliation of funds					
Total funds brought forward		£10,858	£159,228	£170,086	£123,210
Net movement in funds		(£1,958)	£42,306	£40,348	£46,876
Total funds carried forward		£8,900	£201,534	£210,434	£170,086

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

The notes on pages 14 to 29 form part of these financial statements.

Balance Sheet as at 31 March 2023

Fixed assets		2023	2022
Tangible assets	9	£6,769	£7,279
Current assets			
Debtors	10	£29,223	£34,609
Cash at bank and in hand		£344,332	£316,071
		£373,555	£350,680
Creditors: amounts falling due within one year	11	(£169,890)	(£187,873)
Net current assets		£203,665	£162,807
Total assets less current liabilities		£210,434	£170,086
Total net assets		£210,434	£170,086

Charity funds		2023	2022
Restricted funds	12	£8,900	£10,858
Unrestricted funds	12	£201,534	£159,228
Total funds		£210,434	£170,086

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Bakita Kasadha	
Date	9 December 2023

The notes on pages 14 to 29 form part of these financial statements.

Statement of Cash Flows for the Year Ended 31 March 2023

	2023	2022
Cash flows from operating activities		
Net cash used in operating activities	£30,650	£194,776
Cash flows from investing activities		
Purchase of tangible fixed assets	(£2,389)	(£7,393)
Net cash used in investing activities	(£2,389)	(£7,393)
Change in cash and cash equivalents in the year	£28,261	£187,383
Cash and cash equivalents at the beginning of the year	£316,071	£128,688
Cash and cash equivalents at the end of the year	£344,332	£316,071

The notes on pages 14 to 29 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2023

1.	General information	
	<p>Glitch is a charitable incorporated organisation registered in England & Wales, and meets the definition of a public benefit entity. The registered office is 63-66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE.</p>	
2.	Accounting policies	
	2.1	Basis of preparation of financial statements
	<p>The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.</p> <p>Glitch meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.</p>	
	2.2	Income
	<p>All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.</p> <p>Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.</p> <p>Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.</p>	

Notes to the Financial Statements for the Year Ended 31 March 2023

2.	Accounting policies (cont'd)	
	2.3	Expenditure
	<p>Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.</p> <p>Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.</p> <p>All expenditure is inclusive of irrecoverable VAT.</p>	
	2.4	Tangible fixed assets and depreciation
	<p>Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost. Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method. Depreciation is provided on the following basis: Computer equipment – 33%</p>	
	2.5	Debtors
	<p>Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.</p>	

Notes to the Financial Statements for the Year Ended 31 March 2023

2.	Accounting policies (cont'd)	
	2.6	Cash at bank and in hand
	Cash at bank and 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.	
	2.7	Liabilities and provisions
	<p>Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.</p> <p>Provisions are measured at the best estimate of the amounts required to settle the obligation.</p>	
	2.8	Financial instruments
	The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.	
	2.9	Pensions
	The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.	

Notes to the Financial Statements for the Year Ended 31 March 2023

2.	Accounting policies (cont'd)	
	2.10	Fund accounting
<p>General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.</p> <p>Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.</p>		

3.	Income from donations and legacies	
----	------------------------------------	--

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
Donations	--	£128,753	£128,753	£53,988
Grants	£229,291	£134,191	£363,482	£257,485
	<u>£229,291</u>	<u>£262,944</u>	<u>£492,235</u>	<u>£311,473</u>
<i>Total 2022</i>	<u>£112,055</u>	<u>£199,418</u>	<u>£311,473</u>	

Notes to the Financial Statements for the Year Ended 31 March 2023

4.	Income from charitable activities
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	Unrestricted funds 2023	Total funds 2023	Total funds 2022
Consultancy	£44,740	£44,740	£29,017
Public speaking	£1,865	£1,865	£4,600
Workshops	£21,210	£21,210	£39,805
Other	£200	£200	£3,165
	<u>£68,015</u>	<u>£68,015</u>	<u>£76,587</u>

5.	Analysis of expenditure by activities
----	---------------------------------------

	Activities undertaken directly 2023	Support costs 2023	Total funds 2023	Total funds 2022
Charitable activities	<u>£7,117</u>	<u>£512,785</u>	<u>£512,902</u>	<u>£341,184</u>
Total 2022	<u>£13,300</u>	<u>£327,884</u>	<u>£341,184</u>	

Notes to the Financial Statements for the Year Ended 31 March 2023

Analysis of direct costs			
	Charitable activities 2023	Total funds 2023	Total funds 2022
Project costs	<u>£7,117</u>	<u>£7,117</u>	<u>£13,300</u>

Analysis of support costs			
	Charitable activities 2023	Total funds 2023	Total funds 2022
Staff costs	386,224	£7,117	£191,468
Depreciation	£2,899	£2,899	£114
Staff training	£56	£56	£2,664
HR costs	£4,524	£4,524	£13,830
Foreign exchange	£1,036	£1,036	--
Advertising and marketing	£4,253	£4,253	£743
Office costs	£1,158	£1,158	£492
Printing, stationery and telephone	£449	£449	£1,113

Notes to the Financial Statements for the Year Ended 31 March 2023

Analysis of support costs (cont'd)			
	Charitable activities 2023	Total funds 2023	Total funds 2022
Meeting expenses	£1,446	£1,446	£474
Insurance	£1,887	£1,887	£1,405
Contractors	£42,903	£42,903	£6,931
IT software and consumables	£5,176	£5,176	£10,529
Subscriptions	£914	£914	£2,469
Sundries	£2,274	£2,274	£3,136
Accountancy	£2,100	£2,100	£4,660
Governance	£16,028	£16,028	--
Travel costs	£2,263	£2,263	£1,168
Consulting	£37,195	£37,195	£86,688
	<u>£512,785</u>	<u>£512,785</u>	<u>£327,884</u>

6. Independent examiner's remuneration		
	2023	2022
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	£2,100	£1,830

Notes to the Financial Statements for the Year Ended 31 March 2023

7.	Staff costs		
		2023	2022
	Wages and salaries	£342,253	£174,250
	Social security costs	£32,625	£14,453
	Contribution to defined contribution pension scheme	£11,346	£2,765
		<u>£386,224</u>	<u>£191,468</u>

The average number of persons employed by the Charity during the year was as follows:

		2023	2022
	Employees	<u>9</u>	<u>5</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

		2023	2022
	In the band £60,001 – £70,000	<u>1</u>	--

Total remuneration to key management personnel in the year was £121,806 (2022: £63,493).

Notes to the Financial Statements for the Year Ended 31 March 2023

8.	Trustees' remuneration and expenses	
	During the year, no Trustees received any remuneration or other benefits (2022 - £NIL-).	
	During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).	
9.	Tangible fixed assets	
		Computer equipment
	Cost or valuation	
	At 1 April 2022	£7,393
	Additions	£2,389
	At 21 March 2023	£9,782
	Depreciation	
	At 1 April 2022	£114
	Charge for the year	£2,899
	At 31 March 2023	£3,013
	Net book value	
	At 31 March 2023	<u>£6,769</u>
	At 31 March 2022	<u>£7,279</u>

Notes to the Financial Statements for the Year Ended 31 March 2023

10.	Debtors
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	2023	2022
Due within one year		
Trade debtors	£262	£1,195
Other debtors	£4	£72
Prepayments and accrued income	£28,957	£33,342
	<u>£29,223</u>	<u>£34,609</u>

11.	Creditors: Amounts falling due within one year
-----	--

	2023	2022
Trade creditors	£10,010	£11,949
Other taxation and social security	--	£17,683
Other creditors	£1,764	£1,097
Accruals and deferred income	£158,116	£157,144
	<u>£169,890</u>	<u>£182,873</u>

Notes to the Financial Statements for the Year Ended 31 March 2023

12.	Statement of funds
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Statement of funds – current year					
	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
Unrestricted funds					
General funds – all funds	<u>£159,228</u>	<u>£330,959</u>	<u>(£295,282)</u>	<u>£6,629</u>	<u>£201,534</u>
Restricted funds					
European AI Fund	£12,535	£100,388	(£96,523)	(£7,500)	£8,900
Luminate	--	£56,805	(£59,154)	£2,349	--
Reset Tech	(£1,677)	£25,440	(£23,763)	--	--
Reset Tech Wellbeing	--	£18,104	(£18,104)	--	--
Cost of living and salary grants	--	£14,047	(£14,047)	--	--
DCMS	--	£14,507	(£13,029)	(£1,478)	--
	£10,858	(£229,291)	(£224,620)	(£6,629)	£8,900
Total of funds	<u>£170,086</u>	<u>(£560,250)</u>	<u>(£519,902)</u>	--	<u>£210,434</u>

Notes to the Financial Statements for the Year Ended 31 March 2023

12.	Statement of funds (cont'd)
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European AI Fund

European AI Fund (now known as the European AI & Society Fund) awarded Glitch a €208,576 for the period April 2021 to March 2023 to carry out a project related to digital rights and freedoms as per the proposal submitted to the European AI Fund.

Reset Tech

Reset Tech awarded Glitch a grant of \$85,000 for the period September 2021 to September 2022, and a further grant of \$25,200 for the period November 2022 to October 2023. These grants were restricted to advocacy and communications work, as well as staff wellbeing.

Statement of funds – prior year				
	Balance at 1 April 2021	Income	Expenditure	Balance at 31 March 2022
Unrestricted funds				
General funds – all funds	<u>£49,272</u>	<u>£276,005</u>	<u>(£166,049)</u>	<u>£159,228</u>
Restricted funds				
APC	£476	--	(£476)	--
Awards for All	£2,752	--	(£2,752)	--
Covid-19 Response Project	£15,649	--	(£15,649)	--
European AI Fund	--	£76,439	(£63,904)	£12,535
Luminate	£1,095	--	(£14,047)	--
OSF	£50,853	--	(£13,029)	--

Notes to the Financial Statements for the Year Ended 31 March 2023

12.	Statement of funds (cont'd)
-----	-----------------------------

Statement of funds – prior year (cont'd)				
	Balance at 1 April 2021	Income	Expenditure	Balance at 31 March 2022
Restricted funds				
Reset Tech	--	35,616	(£37,293)	(£1,677)
Unbound Philanthropy	£3,113	--	(£3,113)	--
	73,938	112,055	(£175,135)	(£10,858)
Total of funds	<u>£123,210</u>	<u>£388,060</u>	<u>(£341,184)</u>	<u>£170,086</u>

13.	Summary of funds
-----	------------------

Statement of funds – current year					
	Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
General funds	£159,228	£330,959	(£295,282)	£6,629	£201,534
Restricted funds	£10,858	£229,291	(£224,620)	(£6,629)	£8,900
	<u>£170,086</u>	<u>£560,250</u>	<u>(£519,902)</u>	--	<u>£210,434</u>

Notes to the Financial Statements for the Year Ended 31 March 2023

13.	Summary of funds (cont'd)
-----	---------------------------

Statement of funds – prior year				
	Balance at 1 April 2021	Income	Expenditure	Balance at 31 March 2022
General funds	£49,272	£276,005	(£166,049)	£159,228
Restricted funds	£73,938	£112,055	(£175,135)	£10,858
	<u>£123,210</u>	<u>£388,060</u>	<u>(£341,184)</u>	<u>£170,086</u>

14.	Analysis of assets between funds
-----	----------------------------------

Analysis of assets between funds – current year			
	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
Tangible fixed assets	--	£6,769	£6,769
Current assets	£8,900	£364,655	£373,555
Creditors due within one year	--	(£169,890)	(£169,890)
Total	<u>£8,900</u>	<u>£201,534</u>	<u>£210,434</u>

Notes to the Financial Statements for the Year Ended 31 March 2023

14.	Analysis of assets between funds (cont'd)
-----	---

Analysis of assets between funds – prior year			
	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
Tangible fixed assets	--	£7,279	£7,279
Current assets	£165,872	£184,808	£350,680
Creditors due within one year	(£155,014)	(£32,859)	(£187,873)
Total	<u>£10,858</u>	<u>£159,228</u>	<u>£170,086</u>

15.	Reconciliation of net movement in funds to net cash flow from operating activities
-----	--

Net income for the year (as per Statement of Financial Activities)	2023	2022
Adjustments for		
Depreciation charges	£2,899	£114
Decrease/(increase) in debtors	£5,386	(£29,945)
Increase/(decrease) in creditors	(£17,983)	£177,731
Net cash provided by operating activities	<u>£30,650</u>	<u>£194,776</u>

Notes to the Financial Statements for the Year Ended 31 March 2023

16.	Analysis of cash and cash equivalents
-----	---------------------------------------

	2023	2022
Cash in hand	£344,332	£316,071
Total cash and cash equivalents	<u>£344,332</u>	<u>£316,071</u>

17.	Analysis of changes in net debt
-----	---------------------------------

	At 1 April 2022	Cash flows	At 31 March 2023
Cash at bank and in hand	£316,071	£28,261	£344,332
	<u>£316,071</u>	<u>£28,261</u>	<u>£344,332</u>

18.	Pension commitments
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The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £11,346 (2022 - £2,765).



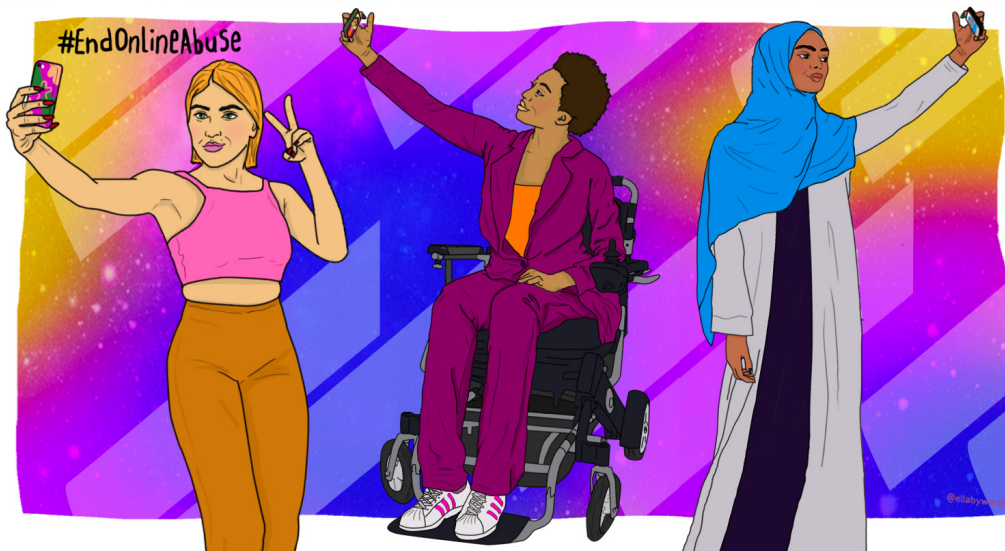
Glitch is the UK charity committed to ending the abuse of women and marginalised people online. Through workshops, training, reports and programmes, we equip our diverse community to become the digital citizens we need in the world today. From grassroots to systemic change, we advocate for an online world that is a safe, more joyous space for all.

GLITCH

England & Wales - Charity number 1187714

Accounts

GLITCH



GLITCH ANNUAL REPORT AND FINANCIAL STATEMENTS Year Ended 31 March 2022

Charity registration - 1187714

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Trustees annual report

The Board of Trustees submit their annual report and the financial statements of Glitch for the year ended 31 March 2022.

The Board of Trustees confirms that the annual report and financial statements of the Charity comply with current statutory requirements, including the Charity Act 2011, as well as the requirements of the Charity's governing document and the provisions of the 'Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition (effective 1 January 2019)', and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

About Glitch

Charitable objectives

Glitch's Constitution specifies that our charitable purposes are:

- To advance education in matters relating to the prevention of online abuse through the provision of training, workshops and other resources; and
- To advance the preservation and protection of good mental health through raising awareness, providing information and resources and making recommendations to providers on the scope of online abuse and its negative impact on individuals and society.

Our vision

Glitch is building an online space that's safe for everyone, by empowering everyone to become respectful and active Digital Citizens. That means providing all the tools (and the language) - through research and reports, toolkits and guides, workshops and training - to help individuals advocate for themselves, their communities and one another online. We're here to help make digital citizens of everyone. The practice of being a Digital Citizen never stops. And we're hoping it has a domino effect on organisations and corporations whose platforms enable and often ignore online abuse.

Our vision is one where systemic change *actually* happens. Where tech companies not only understand their accountability, but take an active stand in preventing - not just reacting to - online abuse. We can't just delete online abuse. So we all have to play our part. And pass it on.

We're not here to tell you to stop scrolling. Or to 'get off the internet!' (but remember, walking outside is great too). We're here to talk about becoming the kind of person who uses digital spaces respectfully. Who calls out injustices instead of just scrolling past them. Who wants to make the internet a safe space for all communities, especially the marginalised ones.

Our mission

Ultimately, our mission is **to awaken a generation of digital citizens equipped to create and demand for safe online spaces for all.**

Background

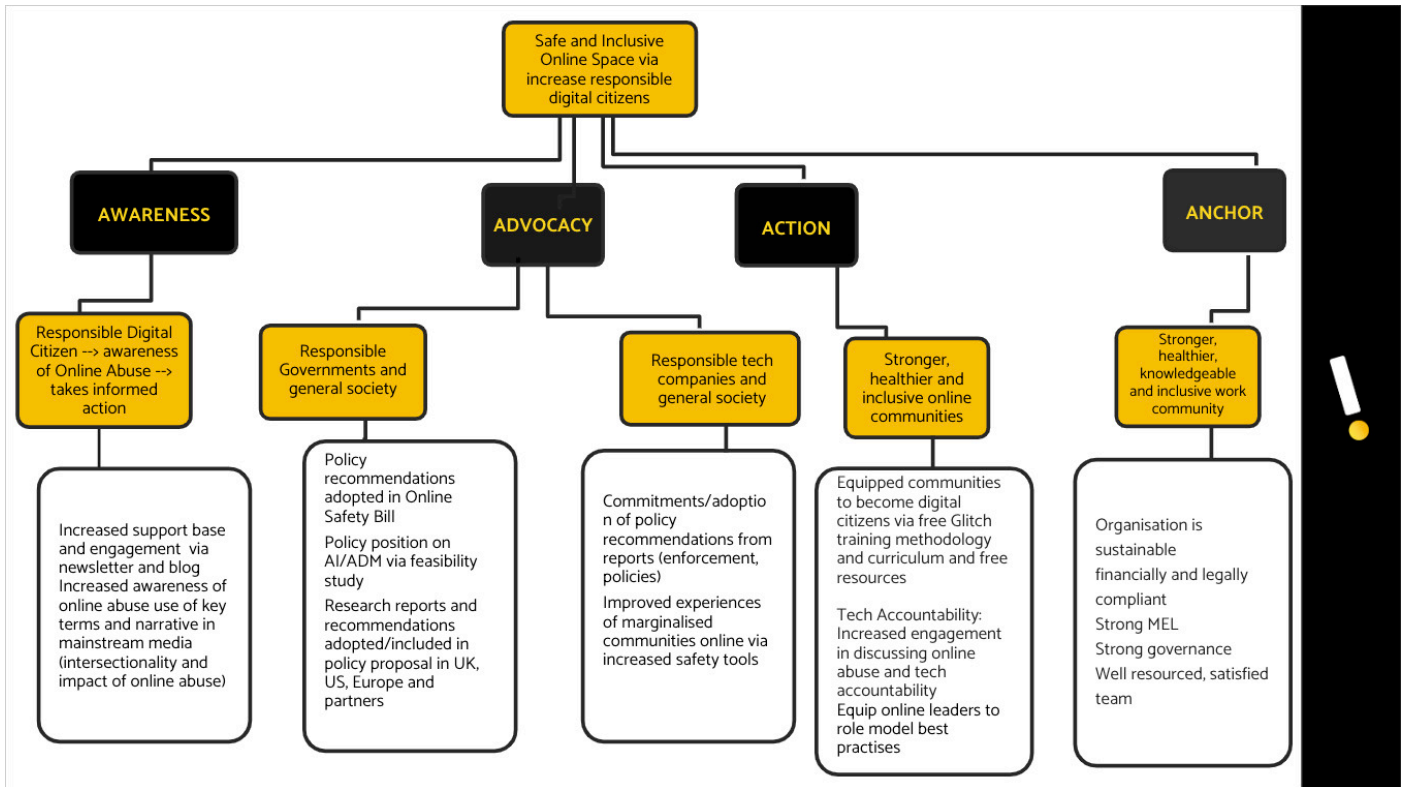
Glitch is an award-winning UK charity that started as a campaign in 2017 and later became a charity in 2020, founded by Seyi Akiwowo, a former politician and Digital Leader of The Year 2019.

Glitch: The Cambridge Dictionary defines the word glitch as, "a small problem or fault that prevents something from being successful or working as well as it should." We think that sums up the state of the internet today; the glitches that allow online abuse to proliferate are preventing it from fulfilling its potential and we all have a part to play in fixing them. We believe that online abuse, in all its forms, is a vehicle to divide society and spread fear.

Glitch advocates for recognition that our online community is as real as our offline one and that we should all be working together to make it a better place. When we look back on this period of time, we want to be able to say that the current surge was merely a 'glitch' in our history. That is why it is crucial that we work together to fix the glitch and eradicate online abuse.

Glitch’s work

Our work is split across four strategic pillars: **Awareness, Action, Advocacy and Anchor**. These pillars each support impact aims that feed into our organisational theory of change.



Awareness

Awareness Impact Aim:

To build a community of Digital Citizens with knowledge & understanding of digital citizenship, how online abuse manifests and how Glitch plays a part in this. We aim for this community to be able to take effective and informed action when they experience and witness online abuse.

Through campaigning and the provision of information and resources, we raise awareness of the scope of online abuse and its negative impact on individuals and society. We do this in collaboration with partners to amplify our voices and increase our impact.

Awareness Achievements



Following the outbreak of COVID-19, much of the world saw a sharp and sustained increase in internet usage and time spent online as people hoped to stay connected whilst under lockdowns. Sadly, during this time we also saw a proliferation of hate and abuse online - as evidenced from our [‘The Ripple Effect Report’](#). So in 2021-2022, Glitch saw it as paramount to use media as a tool for raising public awareness on online abuse and its negative impact on individuals and society, as well as promoting information on the effectiveness of digital citizenship.

We invested time into building partnerships with people and organisations who could help us reach more people with information, resources and support, to further our charitable objectives. This included partnering with an important national voice to raise awareness of the impacts of online abuse. **British activist, writer and presenter Natasha Devon MBE became Glitch’s first ambassador, lending her powerful voice and platform across traditional and social media, to bring attention to the issues and solutions to online abuse.**

We have become an important voice for press outlets across the political spectrum, different communities and geographies, on issues relating to online abuse. We have focussed on increasing people's awareness and understanding of online abuse, particularly its impacts on Black and marginalised women and their communities. We worked on pieces to push the conversation on topics including ["Here's how women and can protect themselves from online harassment"](#) (Washington Post); ["Will the Online Safety Bill actually protect people from abuse?"](#) (Raconteur) Wired; NY Times; The Times; ["The internet isn't a safe place for women, rules new report"](#) (Dazed). We also promoted our work through podcasts like [She Can She Did podcast](#) and the [Cheer up Luv podcast](#), and engaged in panels such as one on Online Harassment with Minister Monsef (Minister for Women and Gender Equality) and a Grazia workshop with Candice Brathwaite, critically acclaimed Black British author, journalist and TV presenter with over 244k instagram followers.

Our awareness raising has helped our advocacy efforts, pushing engagement with our policy recommendations in government and tech companies - *see more in Advocacy below*. With the increased attention, we also worked to update our website, making it easier for people to access [our resources](#) and [book workshops](#) to learn directly from us about online abuse, and equip themselves to interact with more intention online - *see more in Action below*.

In 2022-2023, we aim to more closely analyse our impact on the change in conversations online in regards to online abuse and digital citizenship. We've begun a pro bono research partnership with Methods x Mastery to do exactly that! Together we'll be looking at how people are currently engaging with conversations online about online abuse and digital citizenship, so we can meet them where they are at - but more on that next year.

Glitch launched a national campaign to [#DrawTheLine on online abuse](#), in partnership with BT Hope United. Creating significant public conversation and opportunities for engagement on the issue of how to combat online hate, sparking thousands of engagements and interactions from the general public on social media channels. The campaign took a firm stance against online abuse that prevailed on the BT Sport, BT and EE social media channels, including huge volumes of racist and sexist abuse towards both sportspeople and pundits. Glitch used the campaign as a tool to advance education on this issue by sharing our "Spot, Report, Support" guidance as core messaging, which was shared across press outlets and BT sport channels. Glitch's Founder and CEO Seyi Akiwowo featured in a [Top Tech Tips awareness-raising video](#) and [live TV broadcasts](#) to support this. This powerful campaign was successful in achieving high levels of public engagement and in influencing BT Sport to use their significant platform to contribute to the public discourse around what good digital citizenship looks like.



Action

Action Impact Aim:

Stronger, healthier and inclusive online communities where women and marginalised groups both understand the impact of online abuse as well as feel confident and informed to engage online and offline.

We deliver workshops to individuals, communities, organisations and businesses across different sectors. We offer off-the-shelf and custom-made workshops to equip groups and individuals with expert knowledge and practical guidance on online safety and digital self-care.

Activities/Achievements

This year we developed key resources to directly support women and marginalised groups who are experiencing online abuse. Our guide on [What to do if you're experiencing online abuse](#) is designed to provide quick, simple actions in these contexts. This resource fulfilled a key need identified by our community: good quality information to support mental health and safety in situations of online abuse, particularly for women and marginalised groups. We also worked with the Centre for Foreign Policy, to create [The Intersectionality and Cybersecurity Toolkit](#), which equipped readers with how to use an intersectional lens to explore and rethink cybersecurity. This has helped create a shift in how people conceptualise cybersecurity, and how it can protect people marginalised by their race, gender and/or class.



Knowing that women in politics are more likely to be targeted by online abuse, we released a new resource to support women in public life to be safe online. [Digital Threats to Democracy](#) is a powerful toolkit which has been downloaded over 400 times. This toolkit helped demonstrate the significance of online safety for women engaging in political spaces, leading to our 15 month partnership with Activate and Elect Her, called Equip Her, funded by Joseph Rowntree Foundation. **Equip Her developed and delivered workshops directly to over 1000 women on their journey into political leadership, ensuring they are better equipped to handle online abuse they may experience and advocate for change in digital spaces. 153 women the partnership supported stood for election, of whom 73 women were elected.**

Awakening a generation of digital citizens equipped to create and demand for safe online spaces for all requires commitment and support from those who may not be experiencing online abuse, but are witness to it. That's why we developed a resource on [how to be an online active bystander](#). We believe that online bystander

intervention is an important way to empower individuals to be good digital citizens and ensures that everyone plays their part to create safe online spaces. The guide includes five easy ways that we can all make a difference to address and reduce online abuse.

Our workshops are fundamental to the preservation and protection of mental health of Glitch community members. They are an opportunity to provide information, support and community while hearing from our community on issues that matter to them. We've worked with organisations and groups representing those who are likely to experience disproportionate abuse including Black women, the LGBTQ+ community, women in public life and women in sport. **Our impact data demonstrated 95% of participants said they now had the skills to be resilient and safer online including how to respond if they faced online abuse. 97% of participants said they knew how to respond if they saw someone else facing online abuse. Outcomes that demonstrate the impact of our workshops in advancing education in issues relating to online abuse and online safety.**

Glitch invested in simple accessibility measures, reflected in attendance of people with disabilities at our workshops. Accessibility and improving the diversity of who attends and can attend our workshop is important to our values and to reach those disproportionately impacted by online abuse. By introducing British Sign Language interpretation and creating an accessible booking process we improved access to the information, support and community in our workshops. Of workshop participants 17.5% identified as a person with a disability, just below the national average of 19% of people of working age. This demonstrates the importance of making our work inclusive and accessible - especially considering that people living with a disability experience a disproportionate amount of online abuse.

Advocacy

Advocacy Impact Aim:

To have governments, tech companies and general society pay attention, prioritise and take action (by stronger and clearer legislation, procedures and policies) to proactively engage in preventing and addressing online abuse.

We conduct research and develop policy recommendations, from an intersectional perspective and in a trauma informed way.

Advocacy

Since its inception, Glitch has been focussed on ensuring that the UK had better protections in place for those who experience abuse online. We have been at the forefront of ensuring that women and girls, particularly Black and minoritised women, are protected under the UK Government's proposed Online Safety Bill. Our strategic efforts resulted in the Government publicly committing to ending misogynist and racist online abuse and drafting wording on multiple, intersecting discriminations for the Bill.

As women and girls are still not explicitly protected in the Online Safety Bill, we embarked on a joint campaign with the End Violence Against Women coalition, which became one of the most successful online campaigns of the year on change.org, with **over 45,000 supporters taking action to demand the inclusion of women and girls in the Bill, bringing the issue of online safety to the forefront of government attention.**

As the Online Safety Bill has made its passage through parliamentary debates and committee reports, Glitch's work was cited multiple times, including by the then Shadow Minister Jo Stevens, as well as being mentioned in multiple committee reports and a House of Lords report. **As a result, Glitch was invited to give evidence to the Digital Culture Media and Sport Committee on the Bill, where we spoke up about the lack of protections for women and girls, leading to the Prime Minister being asked directly about the absence of these protections.**

On International Women's Day 2022, [Google Jigsaw announced open sourcing the code for a Harassment Manager Tool](#) which was developed in partnership with Glitch alongside others including Twitter. Thomson Reuters Foundation will be the tool's first implementation partner, making it available to women journalists who are disproportionately targeted with online abuse. Glitch's advisory role helped shape the tool in line with a trauma informed and intersectional approach, ensuring the protection and preservation of mental health was at the heart of the tool's development.

Our work in influencing tech is fundamental to systemic change in online safety. As part of this, we contributed to Twitter's enquiry into gender-based online abuse, which resulted in girls being invited to suggest new languages for content moderation. We also worked with other tech companies including Facebook, TikTok and the TikTok European Safety Advisory Council, playing the role of 'critical friend' by holding companies accountable to making change while sharing our expertise to support the development of information and tools for women and marginalised groups to be safe online.

Our key research report *The Ripple Effect: Covid-19 and epidemic of online abuse (2020)* continued to have an impact on policy, research and media discussions on this issue. The *Interdisciplinary Perspectives on Equality and Diversity* academic journal published the research findings in an article "[COVID-19 has fuelled an epidemic of gender-based and intersectional abuse online](#)", demonstrating our impact on academic debate.

Anchor

Anchor Impact Aim:

To disrupt the sector in doing leadership, management and organisational culture differently (better!). We want to build a stronger, healthier, knowledgeable and inclusive work community that fosters curiosity, creativity and smart work. Glitch is committed to considered and sustainable growth. We aim to be an exemplar of how to do charity in the best way for the beneficiaries and for the people doing the work!

Anchor Achievements

This year has definitely been one for working on organisational maturity. In this, our second year as a charity, the organisation has made huge steps towards more efficient and purpose-driven, values-based operations, whilst also managing exponential growth. Glitch has grown from three to nine members of staff, alongside developing and implementing a number of important processes and policies.

We care greatly about investing in our staff, and made the decision to increase our employer's contribution to pensions. We have also been praised for our efforts around embedding wellbeing and wellness into how we work, being asked to speak to and share recommendations with other organisations in the sector. For example, our Admin & Reading Week policy - in which the organisation closes externally to allow for catching up on admin and having space to read and be creative - has had an impact on other organisations, that we now see embedding this practise.

In March 2022, we announced our CEO's sabbatical leave as an opportunity to demonstrate the impact of doing charity work differently, and the benefit to the work when staff wellbeing is centred. We wanted to use this organisational decision to support other founders and activists working in the digital rights space, particularly Black women in this space, to see rest as radical. We felt that sharing this approach helped equip other leaders to feel able to role model best practice around taking breaks and retaining work life balance - even in a small under-resourced and underrepresented charity.

Taking learnings from our second year as a charity, we closed out this financial year updating our 18 month strategy, and collaboratively creating a 24 month strategy. The biggest change was not only to the time, but officially recognising Anchor in our strategy, to be able to showcase how the organisation is committed to doing the work in a way that is healthy and sustainable, and enable us to also track the impact our internal functions have on the mission more broadly.

At present, Glitch is unaware of any other organisation that places the importance of its operational impact alongside the impact of projects and outputs of the organisation - something we are incredibly proud of.

Glitch is clearly respected in the field, showcased by being nominated and shortlisted for the [London Community Fund Award](#), an award that celebrates women-led organisations leading the way in this sector.



Glitch has identified operational needs that we will be developing in 2022-2023, on the course to be an exemplar of how to do charity. Including investing more in our core functions. We are proud to have begun diversifying our income streams, the majority of which is now unrestricted, allowing us the independence and flexibility to invest in resources we need including our brand new website which has allowed us to cultivate regular and individual donations and raise the profile and mission of Glitch.

Financial review

The Charity achieved a surplus in year of £46,876 (2021 – £123,210). This resulted in total funds at the year-end of £170,086 (2021 – £123,210).

Of the funds held at year end £159,228 (2021 – £49,272) were unrestricted as to use. The remaining £10,858 (2021: £73,938) was restricted as to use.

Reserves policy

Since 2020, Glitch has had reserves policy that aims towards a stretch target of 6 months reserves (c. £170,000). The current reserves of £159,228 are in line with this and deemed to be appropriate for the stage of the charity.

Structure, Governance and Management

Governing Document

The charitable incorporated organisation was registered with the Charity Commission in England & Wales on 3 February 2020 and is governed by its constitution.

Recruitment and Appointment of Trustees

Every trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. There must be a minimum of 3 and a maximum of 12 trustees.

Organisational structure

The board of trustees are responsible for governance of the charity, but delegate day to day management of the centre to an administrator. Trustees are expected to be aligned with the same values as Glitch - of which we have 9: Collaborative, Dynamic, Trusted, Self-Care, Brave, Empowering, Inclusive, Progressivem Abundance. They play an oversight and accountability role, meeting regularly with the executive to check on this.

Risk management

The board of Trustees and key management personnel have a rigorous approach to risk management, and the key risks facing the organisation are reviewed on an ongoing basis, with mitigating actions put in place to minimise the ongoing risk to the charity. The key risks currently facing the organisation are:

Financial Stability

We are a young organisation and have not yet established long term (multi-year) reliable income sources with which to sustain ourselves over the longer term. To address this we are engaging with potential donors to provide further funding. Covid-19 and the cost of living crisis has materially affected trusts and foundations resulting in a more challenging funding environment, especially for less well established charities like us. Glitch also aims to diversify its funding: not just relying on Trust and Foundations.

The pending cost of living crisis is also a risk, so Glitch is looking to ensure that as it builds its financial stability it takes into account inflation rates to be able to support staff.

Sustainable Growth , Staff Wellbeing and Performance

Glitch is at the forefront of an issue that is garnering increasing attention. The demand for our work is always increasing. And the expectation for us to meet that demand, due to how efficiently we have been running, is very high.

Glitch is still a very young organisation, but has grown a lot in the last year, and is set to continue growing. There is a risk that we grow too quickly to meet demand - this can have an impact on the health and mental health of staff, it can affect performance, it can affect hiring standards, and it can affect keeping a solid grip on organisational finances and processes.

Despite being so young, there are many policies and processes in place to protect staff and we want to ensure that our internal processes are developing with the demand of our work. Glitch will be investing in core support to be able to support this.

To mitigate risks of overburdening existing staff and performance problems leading to poor project delivery, Glitch will continue to review organisational capacity and hire over the next year. We have well-considered hiring processes, including good onboarding, induction and probation. We are investing in management support and will be looking to bring HR into the organisation to support this long-term (Glitch currently has external consultancy HR support that is very good).

To support staff, we are investing in a People and Culture plan, which, whilst maintaining Glitch as a remote-first organisation, will look to support an open, smart-working flexible culture with a central focus on wellbeing. This plan includes mental health wellbeing support, as well as plans for supporting their remote working environment - something increasingly important in the wake of the cost of living crisis.

We have all team monthly and quarterly reviews of work plans to ensure that the deliverables are reasonable and actionable within the time, and allow us to replan and reprioritise for newly incoming information.

COVID-19 and In-Person Meetings in the New Normal

Glitch is a remote-first organisation. Glitch will continue to be a remote working organisation, however there is an increasing demand for in-person workshops facilitated by Glitch, in-person events organised by Glitch and in-person meetings/events which members of staff need to attend. Coming out of the pandemic there are new things to consider when meeting in person to ensure the safety and wellbeing of the team, as well as participants. Glitch is also determined to ensure whatever we participate in is accessible and inclusive. Glitch currently has a national and international risk assessment form, but is also developing processes and risk assessment procedures to allow us to be able to facilitate in-person meetings that are accessible. Glitch is also looking into methods to conduct hybrid events. .

The long term effects of the pandemic are still yet to be understood. Long Covid became a recognised disability in the UK in 2022. Waves of covid are still continuing. Being a remote-first organisation means that Glitch can remain agile in terms of working in this environment.

Public benefit

Throughout the process of determining the activities outlined in this report, the Trustees confirm that they have complied with their duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Reference and administrative details**Charity name**

Glitch

Charity number

1187714

Registered office

63-66 Hatton Garden
Fifth Floor Suite 23
London
EC1N 8LE

Trustees

Bakita Kasadha	appointed December 2022
Clementina Ajounuma	appointed December 2022
Amanda Green	
Siobhan Harley	resigned December 2022
Lillian Kennett	resigned March 2022
Carly Kind	resigned March 2022
Julianne Marriott	resigned October 2022
Claire Marshall	appointed December 2022
Lauryn Mwale	appointed December 2022
Raymond Murphy	resigned February 2022
Vivian Ntinyari	appointed December 2022
Jennifer Sandra Pepera	

Independent examiners

Andy Nash Accounting & Consultancy Ltd
Units 24 & 25
Goodsheds Container Village
Hood Road
Barry
CF62 5QU

Principal banker

Natwest
36 St Andrew Square
Edinburgh
EH2 2YB

Statement of Board of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. Charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the excess of income over expenditure for that year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue its activities.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Charity and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In addition, the Trustees confirm that they are happy that content of the annual review in pages 4 to 12 of this document meet the requirements of the Trustees' Annual Report under charity law.

They also confirm that the financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the Charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

This report was approved and authorised for issue by the Board of Trustees on 26 January 2023 and signed on its behalf by:



BAKITA KASADHA

CHAIR OF TRUSTEES

Independent examiner's report

I report to the Trustees on my examination of the accounts of Glitch (Charity number 1187714) for the year ended 31 March 2022 which are set out on pages 15 to 27.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the Charities Act). The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and,
- to state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the Charity's Trustees as a body. My work has been undertaken so that I might state to the Charity's 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 Charity's Trustees as a body for my examination work, for this report, or for the statements I have made.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 & 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:

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- 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.

A handwritten signature in black ink, appearing to read 'APNash', with a long horizontal line extending to the right.

ANDREW PHILIP NASH ACA

MEMBER OF THE INSTITUTE OF CHARTERED ACCOUNTANTS IN ENGLAND AND WALES - 2461833

DATED: 26 JANUARY 2023

Andy Nash Accounting & Consultancy Ltd
Units 24 & 25
Goodsheds Container Village
Hood Road
Barry
CF62 5QU

Statement of financial activities

For the year ended 31 March 2022

		Unrestricted	Restricted	Total	Total
		Funds	Funds	Funds	Funds
		Year ended	Year ended	Year ended	Year ended
		31-Mar-22	31-Mar-22	31-Mar-22	31-Mar-21
Notes		£	£	£	£
Income from					
Donations and legacies	3	199,418	112,055	311,473	216,557
Charitable activities	4	76,587	-	76,587	47,845
Total income		276,005	112,055	388,060	264,402
Expenditure on					
Charitable activities	5	166,049	175,135	341,184	141,192
Total expenditure		166,049	175,135	341,184	141,192
Net income/(expenditure)		109,956	(63,080)	46,876	123,210
Reconciliation of funds					
Funds brought forward	10 & 11	49,272	73,938	123,210	-
Funds carried forward	10 & 11	159,228	10,858	170,086	123,210

The notes on pages 17 to 27 form part of the financial statements.

Following a change in independent examiner during the year the allocation of both income and expenditure has been reviewed to ensure both income and costs are accurately recorded against the activity to which they should be attributed and in line with the SORP. As a result the Charity has chosen to represent the prior year figures using this model however both total income and expenditure remains unchanged.

Balance sheet

As at 31 March 2022

	Notes	£	Total Funds 31-Mar-22 £	Total Funds 31-Mar-21 £
Fixed assets				
Tangible fixed assets	7		7,279	-
Current assets				
Debtors and prepayments	8	34,609	4,664	
Cash at bank		316,071	128,688	
Total current assets		350,680	133,352	
Creditors:				
Amounts falling due within one year	9	(187,873)	(10,142)	
Net current assets			162,807	123,210
Net assets			170,086	123,210
Funds of the charity				
Restricted funds	10 & 11		10,858	73,938
Unrestricted funds				
General funds	10 & 11	159,228	49,272	
Unrestricted funds			159,228	49,272
Total funds			170,086	123,210

The notes on pages 17 to 27 form part of the financial statements.

These financial statements were approved and authorised for issue by the Board of Trustees on 26 January 2023 and signed on their behalf by:



BAKITA KASADHA

CHAIR OF TRUSTEES

Notes to the financial statements

1. Accounting policies

Basis of preparation of the financial statements

The financial statements have been prepared in accordance with 'Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition (effective 1 January 2019)', the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), including Update Bulletin 1, and relevant charities law.

The effect of any event relating to the year ended 31 March 2022, which occurred before the date of approval of the financial statements by the Board of Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2022 and the results for the year ended on that date.

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

The functional currency of the Charity is sterling and amounts in the financial statements are rounded to the nearest pound.

Legal status

Glitch is a charitable incorporated organisation registered in England & Wales, and meets the definition of a public benefit entity. The registered office is 13 Fonthill Road, London, N4 3HY.

Going concern

The financial statements have been prepared on the going concern basis as the Board of Trustees is confident that future reserves and future income is more than sufficient to meet current commitments. There are no material uncertainties that impact this assessment, and the ongoing COVID-19 global pandemic has had no material impact on this assessment.

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in note 10 of the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance indicators attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Gift aid receivable is included when claimable – i.e. when the eligible donation is received.

Grant income is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless the grant relates to a future year, in which case it is deferred.

Income from charitable activities is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless it relates to a specific future period or event, in which case it is deferred.

1. Accounting policies (continued from previous page)

Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Indirect costs, including governance costs, which cannot be directly attributed to activities, are allocated between activities proportionate to the direct costs incurred in those activities.

Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

Tangible fixed assets and depreciation

Any assets costing more than £500 are capitalised other than those purchased using restricted funds. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their residual value, over their useful life, on the following basis:

Computer equipment	3 years
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Cash at bank and in hand

Cash at bank and in hand includes cash in hand, deposits with banks and funds that are readily convertible into cash at, or close to, their carrying values, but are not held for investment purposes.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount is applied.

Creditors

Creditors are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party, and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments

Basic financial instruments are measured at amortised cost other than investments which are measured at fair value.

Critical estimates and judgements

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The treatment of tangible fixed assets is sensitive to changes in useful economic lives and residual values of assets. These are reassessed annually.

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Comparative statement of financial activities

		Unrestricted Funds	Restricted Funds	Total Funds
		Year ended 31-Mar-21	Year ended 31-Mar-21	Year ended 31-Mar-21
	Notes	£	£	£
Income from				
Donations and legacies	3	54,673	161,884	216,557
Charitable activities	4	45,845	2,000	47,845
Total income		100,518	163,884	264,402
Expenditure on				
Charitable activities	5	51,246	89,946	141,192
Total expenditure		51,246	89,946	141,192
Net income/(expenditure)		49,272	73,938	123,210
Reconciliation of funds				
Funds brought forward	10 & 11	-	-	-
Funds carried forward	10 & 11	49,272	73,938	123,210

3. Income from donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds
	Year ended 31-Mar-22	Year ended 31-Mar-22	Year ended 31-Mar-22
	£	£	£
Grants	145,430	112,055	257,485
Donations	53,988	-	53,988
	199,418	112,055	311,473

	Unrestricted Funds	Restricted Funds	Total Funds
	Year ended 31-Mar-21	Year ended 31-Mar-21	Year ended 31-Mar-21
	£	£	£
Grants	35,418	151,694	187,112
Donations	19,255	10,190	29,445
	54,673	161,884	216,557

Following a change in independent examiner during the year the allocation of both income and expenditure has been reviewed to ensure both income and costs are accurately recorded against the activity to which they should be attributed and in line with the SORP. As a result the Charity has chosen to represent the prior year figures using this model however both total income and expenditure remains unchanged.

4. Income from charitable activities

	Unrestricted Funds Year ended 31-Mar-22 £	Restricted Funds Year ended 31-Mar-22 £	Total Funds Year ended 31-Mar-22 £
Consultancy	29,017	-	29,017
Public speaking	4,600	-	4,600
Workshops	39,805	-	39,805
Other	3,165	-	3,165
	76,587	-	76,587

	Unrestricted Funds Year ended 31-Mar-21 £	Restricted Funds Year ended 31-Mar-21 £	Total Funds Year ended 31-Mar-21 £
Consultancy	8,436	-	8,436
Public speaking	6,484	-	6,484
Workshops	30,925	2,000	32,925
	45,845	2,000	47,845

Following a change in independent examiner during the year the allocation of both income and expenditure has been reviewed to ensure both income and costs are accurately recorded against the activity to which they should be attributed and in line with the SORP. As a result the Charity has chosen to represent the prior year figures using this model however both total income and expenditure remains unchanged.

5. Expenditure on charitable activities

	Unrestricted Funds Year ended 31-Mar-22 £	Restricted Funds Year ended 31-Mar-22 £	Total Funds Year ended 31-Mar-22 £
Staff costs	98,111	93,357	191,468
Project costs	51,865	52,656	104,521
Professional services	11,389	25,498	36,887
Administration	1,590	3,483	5,073
Governance	3,094	141	3,235
	166,049	175,135	341,184

	Unrestricted Funds Year ended 31-Mar-21 £	Restricted Funds Year ended 31-Mar-21 £	Total Funds Year ended 31-Mar-21 £
Staff costs	3,850	9,989	13,839
Project costs	34,738	71,940	106,678
Professional services	8,540	6,182	14,722
Administration	2,462	456	2,918
Governance	1,656	1,379	3,035
	51,246	89,946	141,192

Following a change in independent examiner during the year the allocation of both income and expenditure has been reviewed to ensure both income and costs are accurately recorded against the activity to which they should be attributed and in line with the SORP. As a result the Charity has chosen to represent the prior year figures using this model however both total income and expenditure remains unchanged.

Indirect costs, including governance costs, which cannot be directly attributed to activities, are allocated between activities proportionate to the direct costs incurred in those activities.

An analysis of staff costs can be found in note 6.

Governance costs includes the following items:

5. Expenditure on charitable activities (continued from previous page)

Governance costs includes the following items:

	Total Funds Year ended 31-Mar-22 £	Total Funds Year ended 31-Mar-21 £
Independent examination	1,830	2,510
Insurance	1,405	115
Other	-	410
	3,235	3,035

6. Staff numbers and costs

	Total Funds Year ended 31-Mar-22 £	Total Funds Year ended 31-Mar-21 £
Gross salaries	174,250	13,839
Employer's NI	14,453	-
Employer's pension	2,765	-
	191,468	13,839

The average headcount during the year was 5 persons (2021 – 1).

No employee received employee benefits of more than £60,000 (2021 – Nil).

Total remuneration to key management personnel in the year was £63,493 (2021 - £Nil).

7. Tangible fixed assets

	Computer equipment	Total
	£	£
Cost		
As at 1 April 2021	-	-
Additions in period	7,393	7,393
As at 31 March 2022	7,393	7,393
Accumulated depreciation		
As at 1 April 2021	-	-
Charge in period	114	114
As at 31 March 2022	114	114
Net book value		
As at 1 April 2021	-	-
As at 31 March 2022	7,279	7,279

8. Debtors and prepayments

	Total Funds 31-Mar-22	Total Funds 31-Mar-21
	£	£
Accounts receivable	1,195	3,400
Accrued grant income	31,787	-
Prepayments	1,555	1,264
Other	72	-
	34,609	4,664

9. Creditors: amounts falling due within one year

	Total	Total
	Funds	Funds
	31-Mar-22	31-Mar-21
	£	£
Accounts payable	11,949	6,616
Accruals	2,130	-
Deferred grant income	155,014	-
HMRC payable	17,683	2,911
Pensions payable	1,097	-
Other	-	615
	187,873	10,142

Deferred revenue relates to amounts received from a multitude of funders for subsequent years and can be analysed as follows:

	Total	Total
	Funds	Funds
	31-Mar-22	31-Mar-21
	£	£
As of 1 April 2021	-	-
Released in year	-	-
Deferred in year	155,014	-
As of 31 March 2022	155,014	-

10. Analysis of charity funds

	Balance brought forward Year ended 31-Mar-22 £	Income in the year Year ended 31-Mar-22 £	Expenditure in the year Year ended 31-Mar-22 £	Transfers in the year Year ended 31-Mar-22 £	Balance carried forward Year ended 31-Mar-22 £
Restricted funds					
APC	476	-	(476)	-	-
Awards for All	2,752	-	(2,752)	-	-
COVID-19 Response Project	15,649	-	(15,649)	-	-
EU AI Fund	-	76,439	(63,904)	-	12,535
Luminate Workshop	1,095	-	(1,095)	-	-
OSF	50,853	-	(50,853)	-	-
Reset Tech	-	35,616	(37,293)	-	(1,677)
Unbound Philanthropy	3,113	-	(3,113)	-	-
Total restricted	73,938	112,055	(175,135)	-	10,858
Unrestricted funds	49,272	276,005	(166,049)	-	159,228
Total funds	123,210	388,060	(341,184)	-	170,086

APC

The Charity received funds from the Association of Progressive Communication to support the development of resources, new training and translation to the Africa diaspora.

Awards for All

The Charity received funds from the National Lottery Community Fund - Awards for All for the delivery of free digital self-defence and self care grants for women and minoritised communities across the UK.

COVID-19 Response Project

The Charity received funds from a number of funders for a research project on the impact of the global pandemic on online gender based violence.

EU AI fund

TBC

Luminate Workshop

The Charity received funds to scope research on the impact of online abuse on black women and training for women in politics.

OSF

The Charity received funds from the Open Society Foundation to support Glitch's core and sustainability needs.

10. Analysis of charity funds (continued from previous page)

Reset Tech

TBC

Unbound Philanthropy

The Charity received funds from Unbound Philanthropy to pilot new programmatic activity with the Jewish Justice Centre.

	Balance brought forward Year ended 31-Mar-21 £	Income in the year Year ended 31-Mar-21 £	Expenditure in the year Year ended 31-Mar-21 £	Transfers in the year Year ended 31-Mar-21 £	Balance carried forward Year ended 31-Mar-21 £
Restricted funds					
APC	-	3,736	(3,260)	-	476
Awards for All	-	9,790	(7,038)	-	2,752
Comic Relief	-	7,500	(7,500)	-	
COVID-19 Response Project	-	45,700	(30,051)	-	15,649
EU AI Fund	-				-
Luminate Workshop	-	9,924	(8,829)		1,095
OSF	-	56,640	(5,787)		50,853
UnLtd	-	19,444	(19,444)		-
Unbound Philanthropy	-	11,150	(8,037)		3,113
Total restricted	-	163,884	(89,946)	-	73,938
Unrestricted funds	-	100,518	(51,246)	-	49,272
Total funds	-	264,402	(141,192)	-	123,210

UnLTD

The Charity received funds from the UnLTD to support Glitch's core and sustainability needs.

11. Analysis of net assets

	Unrestricted	Restricted	Total
	Funds	Funds	Funds
	Year ended	Year ended	Year ended
	31-Mar-22	31-Mar-22	31-Mar-22
	£	£	£
Fixed assets	7,279	-	7,279
Current assets	184,808	165,872	350,680
Current liabilities	(32,859)	(155,014)	(187,873)
	159,228	10,858	170,086

	Unrestricted	Restricted	Total
	Funds	Funds	Funds
	Year ended	Year ended	Year ended
	31-Mar-21	31-Mar-21	31-Mar-21
	£	£	£
Current assets	59,414	73,938	133,352
Current liabilities	(10,142)	-	(10,142)
	49,272	73,938	123,210

12. Trustee remuneration

During the year, no trustee received any remuneration (2021 - £Nil). No members of the Board of Trustees received reimbursement of expenses (2021 - £Nil).

13. Related party transactions

During the year there were no related party transactions (2021 - £Nil).

14. Guarantees and secured charges

As of 31 March 2022 the Charity did not have any outstanding guarantees to third partners nor any debts secured against assets of the Charity (2021 - £Nil).

GLITCH

GLITCH

England & Wales - Charity number 1187714

Accounts

As a newly registered charity we are not yet required to have submitted our first annual report to the Charities Commission. We end our first financial year as a charity on March 31st 2021. This is a DRAFT of our annual report and may be subject to change.



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Trustees' Annual Report for the period

From 1st April 2020
Period end date

Period start date 31st March 2021

Charity name: Glitch

Charity registration number: 1187714

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The core aim of Glitch is to make the online space safe for all by raising awareness of online abuse and its impact especially on women and those with intersectional identities.</p> <p>Glitch's Objects are:</p> <p>a) For the public benefit to advance education in matters relating to the prevention of online abuse through the provision of training, workshops and other resources.</p> <p>b) The preservation and protection of good mental health through raising awareness, providing information and resources and making recommendations to providers on the scope of online abuse and its negative impact on individuals and society.</p> <p>Our vision is that our online space is a safe and inclusive arena for all digital citizens to participate in. The online community is as important as our offline one, which is why people, institutions and businesses play their part in creating a safe online world. We want everyone to feel confident and equipped to engage in online and offline spaces - particularly those disproportionately affected by discrimination, including women and girls.</p>

		<p>Our mission is to awaken a generation of digital citizens equipped to create and demand for safe online spaces for all.</p> <p>We achieve this via the following strategic objectives:</p> <ol style="list-style-type: none"> 1. Champion online active bystanders 2. Increase awareness of digital rights and responsibilities 3. Establish Glitch as a known credible thought leader on digital citizenship internationally 4. Improve access to justice for victims of online abuse 5. Build Glitch into a sustainable organisation
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Glitch's main activities are the provision of training and workshops and other activities that raise awareness and provide information on the scope of online abuse.</p> <p>Glitch has 3 key areas of activity: Awareness, Advocacy and Action:</p> <p>Awareness: Glitch raising awareness of online abuse. We launched the Ripple Effect Report which showed online abuse toward women had increased during the pandemic.</p> <p>Advocacy: With both tech companies and the Government. Recent work has included being invited to join both Twitter and TikTok's Trust and Safety Council and to give evidence at the House of Lords Digital Committee on Freedom of Expression and working with CAG on joint guidance for candidates ahead of the local elections.</p> <p>Action: Glitch delivers a range of impactful educational programmes on digital citizenship, digital self care and safety.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Board confirm that they have complied with the duty in the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	

Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	<ul style="list-style-type: none"> • Support in researching for development of resources (Toolkit 2.0 and Resource for Politically Active Women) • Researching potential partners and clients to approach including activists, women in politics, women in STEM etc. • Completing literature reviews of recent research on online abuse/harassment in the UK in 2019 to use in future resources and updated workshops. • Researching demographic questions for future post-workshop surveys. • Researching organisational policies in terms of NDAs and Terms of Business for new clients. • Assisting in finding grant opportunities • Researched and collated a list of Newham schools for our Digital Citizenship project. • Researching the disproportionate impact on Black women of misinformation/disinformation/mal information. • Assisting with the development of internal programmatic processes.
Other		

Achievements and Performance

	SORP reference	
--	----------------	--

<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>Achievements:</p> <p>Glitch has 3 key areas of activity: Awareness, Advocacy and Action:</p> <ol style="list-style-type: none"> 1. Awareness: Glitch raising awareness of online abuse. We launched the Ripple Effect Report which showed online abuse toward women had increased during the pandemic. 2. Advocacy: With both tech companies and the Government. Recent work has included being invited to join both Twitter and TikTok's Trust and Safety Council and to give evidence at the House of Lords Digital Committee on Freedom of Expression and working with CAG on joint guidance for candidates ahead of the local elections. 3. Action: Glitch delivers a range of impactful educational programmes on digital citizenship, digital self care and safety. <p>Milestones:</p> <ul style="list-style-type: none"> ● Launched a report on the impact of Covid-19 on online abuse, <i>The Ripple Effect: Covid-19 and the Epidemic of Online Abuse</i> ● Launched a Black Lives Matter Online Too campaign and petition which has led to working with Twitter to support its users on digital self care ● Developed partnerships with influential organisations, such as Amnesty International, The Parliament Project, Change.org, The End the Violence Against Women Coalition and the Antisemitism Trust ● Nominated for a Digital Leader Impact Award ● Launched our second Fix The Glitch Toolkit -a free e-resource for Black women, non-binary people and allies. This resource outlines how everyone can play their part in ending online gender based violence which has been viewed by almost 600 people this year alone. ● Delivered bespoke workshops on digital citizenship, self care, safety and self defence to over 990 people.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	To be added at end of the period
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	3 months worth of expenses is the minimum balance
Amount of reserves held	Para 1.22	Between £50 - 60K
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	<p>Risk Assessment</p> <p>Glitch manages risks within the Charity as part of the regular course of operational activity. It involves identifying the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence and identifying means of mitigating risks. As part of this process the Trustees review the adequacy of the charity's internal controls and ensure compliance with best practice.</p> <p>The Operations Director is responsible for identifying and escalating serious risks and issues to the Board of Trustees.</p>
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO Foundation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Recruitment of new Trustees is open and skills-based.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>New Trustees are briefed on the constitution, policies and procedure, delegation and authority, recruitment, conflict of interest, financial performance and risk register.</p> <p>New Trustees are inducted on their duties as a Trustee and the Charities Governance Code.</p>
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>Glitch's governing Board of Trustees meet regularly during the year to devise, oversee and review strategic direction.</p> <p>With responsibility for the strategic direction of Glitch, Trustees delegate management to the Executive Director who reports on performance in plans approved by the Board.</p> <p>The quorum is three Trustees.</p> <p>The Finance, Risk, Communications and Fundraising Committees are made up of Trustees, Executive Leadership and Accountants and operate under terms of reference which delegate certain functions to the board. When appropriate, the work of the committees is reviewed by the full board.</p> <p>The Executive Director reports regularly, through the Treasurer and Finance Committee, on the financial position including regular variance reports.</p>
Relationship with any related parties	Para 1.51	

Other		
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Reference and Administrative details

Charity name	Glitch
Other name the charity uses	n/a
Registered charity number	1187714
Charity's principal address	63-66 Hatton Garden Fifth Floor Suite 23 London EC1N 8LE

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Siobhan Harley	Trustee	2020 - present (Glitch became a registered charity 3rd February 2020)	
2	Carly Kind	Chair	2020 - present	
3	Raymond Murphy	Trustee	2020 - present	
4	Amanda Green	Trustee	2020 - present	
5	Lillian Kennett	Trustee	2020 - present	
6	Julianne Marriott	Trustee	2020 - present	
7	Stephanie Itimi	Trustee	2020 - June 2021	
8	Jennifer Sandra Pepera	Trustee	2020 - present	
9	Helen Wright	Chair (Resigned)	2020 - 2 April 2021	
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s) *CKd*

Full name(s) Carly Kind

Position (eg Secretary,
Chair, etc) Acting Chair

Date 20/09/21

As a newly registered charity we are not yet required to have submitted our first annual report to the Charities Commission. We end our first financial year as a charity on March 31st 2021. This is a DRAFT of our annual report and may be subject to change.

REGISTERED COMPANY NUMBER: CE020525
REGISTERED CHARITY NUMBER: 1187714

**Report of the Trustees and
Financial Statements for the Period Ended 31 March 2021
for
Glitch**

**Ashton McGill Limited
25 Tay Street Lane
The Mews
DD1 4EF**

Glitch

**Contents of the Financial Statements
for the Period Ended 31 March 2021**

	Page
Independent Examiner's Report	1
Statement of Financial Activities	2
Balance Sheet	3
Notes to the Financial Statements	4 to 8
Detailed Statement of Financial Activities	9

**Independent Examiner's Report to the Trustees of
Glitch**

I report on the accounts of the company for the period ended 31 March 2021, which are set out on pages two to nine.

Responsibilities and basis of report

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


Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, I have examined your charity's accounts as required under section 145 of the Charities Act 2011 ('the Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. that accounting records were not kept as required by section 386 of the Companies Act 2006; or
2. that the accounts do not accord with those records; or
3. that the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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; or
4. that there is further information needed for a proper understanding of the accounts.

Independent examiner's statement

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission I have found no matters that require drawing to your attention.



Ashton McGill Ltd
25 Tay Street Lane
The Mews
DD1 4EF

Date:

Glitch

Statement of Financial Activities for the Period Ended 31 March 2021

	Notes	31.3.21 Unrestricted fund £	31.3.21 Restricted fund £	31.3.21 Total funds £
INCOMING RESOURCES				
Incoming resources from generated funds				
Investment income	2	-	-	-
Incoming resources from charitable activities				
Glitch		<u>100,518</u>	<u>163,884</u>	<u>264,402</u>
Total incoming resources		100,518	163,884	264,402
RESOURCES EXPENDED				
Charitable activities				
Glitch		<u>51,246</u>	<u>89,946</u>	<u>141,192</u>
NET INCOMING/(OUTGOING) RESOURCES		49,272	73,938	123,210
RECONCILIATION OF FUNDS				
Total funds brought forward		-	-	-
TOTAL FUNDS CARRIED FORWARD		<u><u>49,272</u></u>	<u><u>73,938</u></u>	<u><u>123,210</u></u>

Glitch

Balance Sheet

At 31 March 2021

	Notes	31.3.21 Total fund £
FIXED ASSETS		
Tangible assets		-
CURRENT ASSETS		
Debtors	6	3,400
Prepayments		1,264
Cash at bank		128,688
		<u>133,352</u>
CREDITORS		
Amounts falling due within one year	7	- 10,142
NET CURRENT ASSETS/(LIABILITIES)		<u>123,210</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>123,210</u>
NET ASSETS		<u>123,210</u>
FUNDS	8	
Unrestricted funds		49,272
Restricted funds		73,938
TOTAL FUNDS		<u>123,210</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Trustees on _____ and were signed on its behalf by:

Helen Wright - Chair

Glitch

Notes to the Financial Statements **for the Period Ended 31 March 2021**

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard applicable in the UK & Republic of Ireland (FRS102) issued on 16 July 2014, the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Glitch

Notes to the Financial Statements for the Period Ended 31 March 2021

2. INVESTMENT INCOME

	31.03.21
	£
Interest receivable - trading	-
	<u><u> </u></u>

3. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.03.21
	£
Depreciation - owned assets	-
Other pension costs	-
	<u><u> </u></u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021.

5. STAFF COSTS

	31.03.21
	£
Wages and Salaries	13,839
	<u>13,839</u>
	<u><u> </u></u>

The average monthly number of employees during the year was as follows:

31.03.21
<u><u> </u></u>
3

No employees received emoluments in excess of £60,000.

Glitch

Notes to the Financial Statements - continued
for the Period Ended 31 March 2021

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.21
	£
Trade Debtors	<u>3,400</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.4.20
	£
Trade Creditors	6,616
Taxation and social security	2,911
Other creditors	615
	<u>10,142</u>

Glitch

**Notes to the Financial Statements - continued
for the Period Ended 31 March 2021**

8. MOVEMENT IN FUNDS

	At 03.02.19	Net movement in funds	At 31.03.21
	£	£	£
Unrestricted funds			
General fund	-	49,272	49,272
Restricted funds			
Grants	-	73,938	73,938
TOTAL FUNDS	<u>-</u>	<u>123,210</u>	<u>123,210</u>

Net movement in funds, included in the above are as follows:

	Incoming Resources		Resources expensed	Movement in funds
	£		£	£
Unrestricted funds				
General fund	100,518	-	51,246	49,272
Restricted funds				
Grants	163,884	-	89,946	73,938
TOTAL FUNDS	<u>264,402</u>	<u>-</u>	<u>141,192</u>	<u>123,210</u>

Glitch**Notes to the Financial Statements - continued
for the Period Ended 31 March 2021****9. MOVEMENT IN RESTRICTED FUNDS**

Fund	Purpose	Balance b/fwd	Income	Expenditure	Balance c/fwd
Association of Progressive Communication	Development of resources, new training and translation to the Africa diaspora	-	3,736	- 3,260	476
National Lottery - Awards for All	Delivery of free Digital Self Defence and Self Care grants for women and minoritised communities across the UK	-	9,790	- 7,038	2,752
Fawcett Society	Research project on the impact of the global pandemic on online gender based violence	-	2,000	-	2,000
Girl Deramer	Research project on the impact of the global pandemic on online gender based violence	-	500	-	500
Paul Hamlyn Foundation and Fawcett Society	Research project on the impact of the global pandemic on online gender based violence	-	20,000	- 7,551	12,449
Comic Relief	Delivery of digital self care and self defence workshops to equip women who are apprehensive in actively participating in democracy	-	7,500	- 7,500	-
Luminate Workshop	Grant to develop scoping research the impact of online abuse on Black women and training for women in politics	-	9,924	- 8,829	1,095
National Lottery - Coronavirus Community Support Fund	Delivery of free Digital Self Defence and Self Care grants for women and minoritised communities across the UK	-	23,200	- 22,500	700
Open Society Foundations	Grant to support Glitch's core and sustainability needs	-	56,640	- 5,787	50,853
UnLTD	Grant to support Glitch's core and sustainability needs	-	19,444	- 19,444	-
Unbound Philanthropy and Lankelly Chase	Grant to pilot new programmatic activity with Jewish Justice Centre	-	11,150	- 8,037	3,113
		-	163,884	- 89,946	73,938

Glitch

Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	31.03.21	31.03.21
	Unrestricted	Restricted
	fund	fund
	£	£
INCOMING RESOURCES		
Investment income		
Interest receivable - trading	-	-
Incoming resources from charitable activities		
Sales - Workshops	30,925	2,000
Other Donations	15,106	10,190
Grants	35,418	151,694
Public Speaking	6,484	-
Consultancy	8,436	-
Other Revenue	4,149	-
	<u>100,518</u>	<u>163,884</u>
Total incoming resources	<u><u>100,518</u></u>	<u><u>163,884</u></u>
RESOURCES EXPENDED		
Charitable activities		
Direct costs	27,879	55,640
Wages and salaries (use database for trustees)	3,850	9,989
Travel and Subsistence	18	-
Accountancy	2,534	3,016
Bank charges	80	-
Entertainment	241	-
Professional fees	12,015	16,300
Sundries	555	200
Insurance	-	1,379
Computer consumables	1,511	3,167
Postage and stationery	388	6
Donations	1,779	-
Rent	235	-
Training	25	240
Professional subscriptions	78	-
Telephone	57	10
	<u>51,246</u>	<u>89,946</u>
Support costs		
Finance		
Depreciation of tangible fixed assets		-
Total resources expended	<u><u>51,246</u></u>	<u><u>89,946</u></u>
Net Expenditure	<u><u>49,272</u></u>	<u><u>73,938</u></u>