

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	
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<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

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Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature(s) 

Full name(s) Carly Kind

Position (eg Secretary,
Chair, etc) Acting Chair

Date 20/09/21

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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

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**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		100,518	163,884	264,402
Total incoming resources		100,518	163,884	264,402
RESOURCES EXPENDED				
Charitable activities				
Glitch		51,246	89,946	141,192
NET INCOMING/(OUTGOING) RESOURCES		49,272	73,938	123,210
RECONCILIATION OF FUNDS				
Total funds brought forward		-	-	-
TOTAL FUNDS CARRIED FORWARD		49,272	73,938	123,210

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
		133,352
CREDITORS		
Amounts falling due within one year	7	- 10,142
NET CURRENT ASSETS/(LIABILITIES)		123,210
TOTAL ASSETS LESS CURRENT LIABILITIES		123,210
NET ASSETS		123,210
FUNDS	8	
Unrestricted funds		49,272
Restricted funds		73,938
TOTAL FUNDS		123,210

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	-
	<hr/>

3. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

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

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
	<hr/>
	13,839
	<hr/>

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

31.03.21
3
<hr/>

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	<u>615</u>
	<u>10,142</u>

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>

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 minortised 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 minortised 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 Unrestricted fund £	31.03.21 Restricted 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>100,518</u>	<u>163,884</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>51,246</u>	<u>89,946</u>
Net Expenditure	<u>49,272</u>	<u>73,938</u>