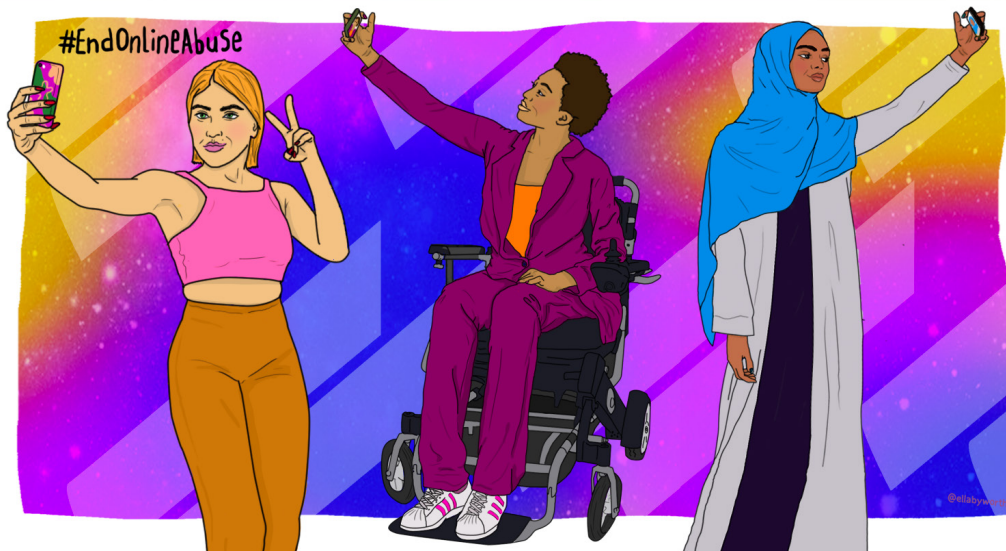


GLITCH



GLITCH ANNUAL REPORT AND FINANCIAL STATEMENTS Year Ended 31 March 2022

Charity registration - 1187714

Contents

Trustees annual report	4
About Glitch	4
Glitch's work	5
Financial review	9
Structure, Governance and Management	9
Reference and administrative details	11
Statement of Board of Trustees' responsibilities	11
Independent examiner's report	13
Statement of financial activities	15
Balance sheet	16
Notes to the financial statements	17

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

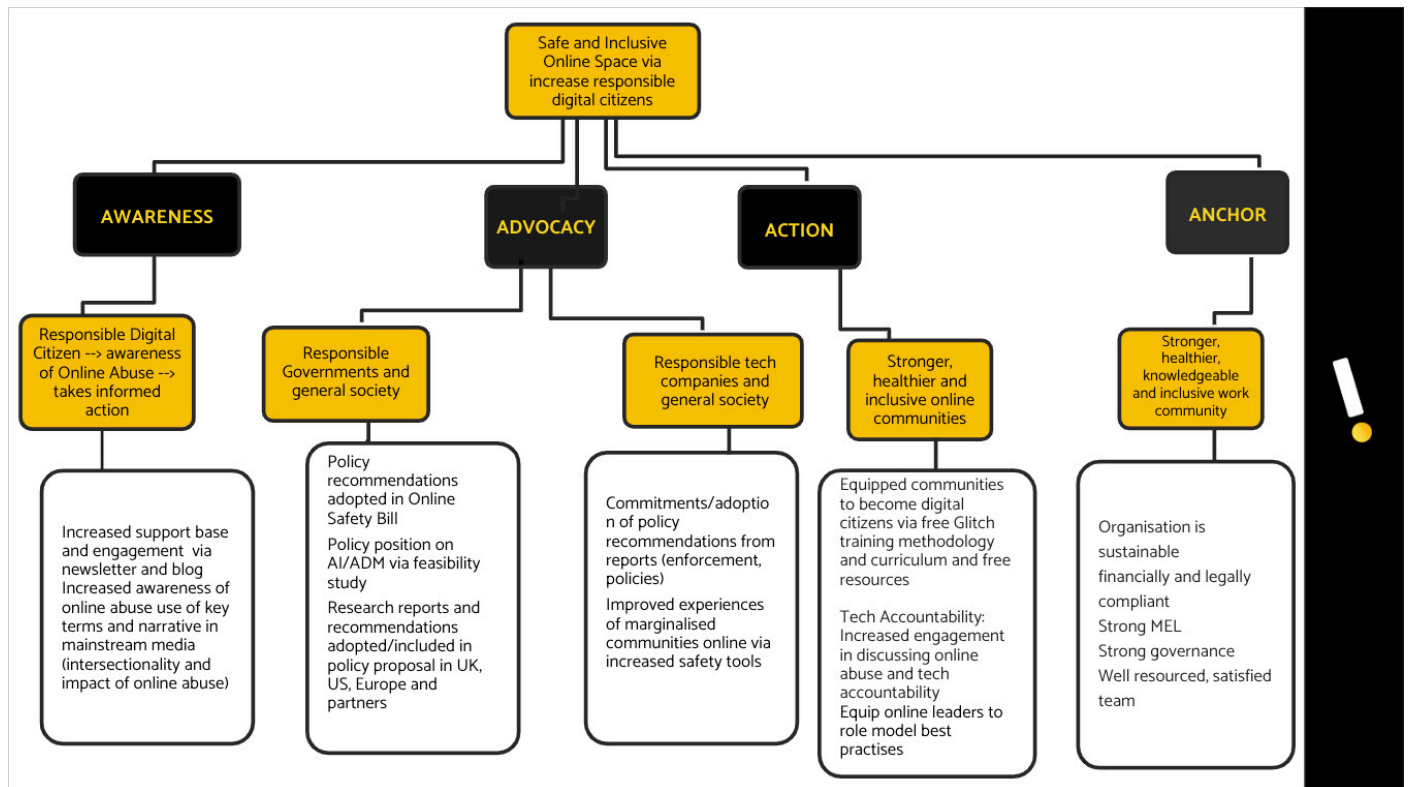
Glitch is an award-winning UK charity that started as a campaign in 2017 and later became a charity in 2020, founded by Seyi Akiwowo, a former politician and Digital Leader of The Year 2019.

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, Progressivism 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 probations. 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 'APN', followed by 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

			Total Funds 31-Mar-22	Total Funds 31-Mar-21
	Notes	£	£	£
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 Year ended 31-Mar-21 £	Restricted Funds Year ended 31-Mar-21 £	Total Funds 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 Year ended 31-Mar-22 £	Restricted Funds Year ended 31-Mar-22 £	Total Funds 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 Year ended 31-Mar-21 £	Restricted Funds Year ended 31-Mar-21 £	Total Funds 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	Restricted	Total
	Funds	Funds	Funds
	Year ended	Year ended	Year ended
	31-Mar-22	31-Mar-22	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	Restricted	Total
	Funds	Funds	Funds
	Year ended	Year ended	Year ended
	31-Mar-21	31-Mar-21	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	Total
	Funds	Funds
	Year ended	Year ended
	31-Mar-22	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	Total
	Funds	Funds
	Year ended	Year ended
	31-Mar-22	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