



2023 Annual Report

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

Charity number: 1187714

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Reference and administrative
details of the charity, its trustees
and advisers for the year ended 31
March 2023

GLITCH

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 misogynoir 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 EVAW 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, Luminate 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'DSustainable 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

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.

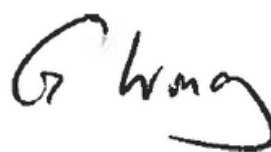
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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.

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



Date

9 December 2023

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	
	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
	<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	
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	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>
Total 2022	<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	<i>Total funds 2022</i>
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
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	Activities undertaken directly 2023	Support costs 2023	Total funds 2023	<i>Total funds 2022</i>
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		
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	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		
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	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)
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	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
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	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
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	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
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	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)
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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
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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)
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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
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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)
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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
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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
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	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
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	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.