

# UK TIME'S UP

England & Wales · Charity number 1189328

## Details

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Other names	TIME'S UP UK
Status	Registered
Legal form	Charitable company
Company number	<a href="#">11657103</a>
Registered	2020-05-04
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	22 Wycombe End Beaconsfield Buckinghamshire HP9 1NB
Phone	07790002471
Email	<a href="mailto:info@timesupuk.org">info@timesupuk.org</a>
Website	<a href="http://www.timesupuk.org">www.timesupuk.org</a>

## Activities

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**Objects:** THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) WORKING FOR THE ELIMINATION OF DISCRIMINATION IN THE WORKPLACE;(B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;(C) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY IN SUCH WAYS AS THE TRUSTEES MAY THINK FIT.

**Activities:** UK Time's Up is a charity which works to (a) promote equality and diversity for the public benefit by working for the elimination of discrimination in the workplace (b) raise awareness about equality and diversity (c) cultivate a sense of favour and equality and diversity in such ways as the trustees think fit.

## Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- Northern Ireland
- Scotland
- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£37,450	£113,417	-	-
2024-03-31	£40,825	£84,418	-	-
2023-03-31	£247,534	£116,476	-	-
2022-03-31	£32,639	£79,112	-	-
2021-03-31	£210,020	£103,666	-	-

## Trustees

Name	Role	Appointed
<b>DAME HEATHER VICTORIA RABBATTS DBE</b>	Chair	2018-07-27
Adedigba Amanda Rawcliffe		2020-05-05
Barbara Broccoli		2020-05-05
JOANNA COSGROVE		2022-04-29
Kate September Buckley-Sharma		2019-05-21

**UK TIME'S UP**

England & Wales - Charity number 1189328

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# Accounts

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**UK TIME'S UP**  
**(A company limited by guarantee)**

**Unaudited**

**Trustees' report and financial statements**  
**for the year ended 31 March 2025**

**UK TIME'S UP**  
**(A company limited by guarantee)**

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**UK TIME'S UP**  
**(A company limited by guarantee)**

**Reference and administrative details of the Charitable Company, its Trustees and advisers for the year ended 31 March 2025**

**Trustees** Dame Heather Victoria Rabbatts DBE, Chair  
Barbara Broccoli  
Kate September Buckley-Sharma  
Adedigba Amanda Rawcliffe  
Joanna Cosgrove  
Julie La'Bassiere (appointed 4 December 2024)

**Company registered number** 11657103

**Charity registered number** 1189328

**Registered office** 22 Wycombe End  
Beaconsfield  
Buckinghamshire  
HP9 1NB

**Accountants** S&W Audit  
22 Wycombe End  
Beaconsfield  
Buckinghamshire  
HP9 1NB

**Bankers** Coutts  
440 The Strand  
London  
WC2R 0QS

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2025**

The Trustees present their annual report together with the financial statements of UK Time's Up for the period 1 April 2024 to 31 March 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

The objects of the Company are the promotion of equality and diversity for the public benefit by:

- (a) working for the elimination of discrimination in the workplace;
- (b) advancing education and raising awareness in equality and diversity;
- (c) cultivating a sense of favour and equality and diversity in such ways as the trustees think fit.

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

**b. Strategies for achieving objectives**

1. **Advocacy** – we partner with women's organisations and industry bodies working on the frontline and use our platform to nurture and champion their work.
2. **Education** – we raise awareness about sexual harassment in schools, in the workplace, and since the pandemic, at home, working in collaboration with charities and movements, for example The Fawcett Society, The Film & TV Charity and others. We also work with organisations to champion equity and inclusion across a range of issues and sectors.
3. **Media & communications** – we identify opportunities to place news, opinion, features about sexual harassment, discrimination and seek to champion equity and inclusion

**c. Activities undertaken to achieve objectives**

**Creative Industries Independent Standards Authority**

The charity has been the driving force in the establishment of the Creative Industries Independent Standards Authority (CIISA). The body has been established to uphold and improve standards of behaviour across the creative industries, including preventing and tackling all forms of bullying and harassment of a discriminatory nature. To support CIISA's launch in March 2024 it sought to appoint the Chair and first four members of the new Finance Board. [www.ciisa.org.uk](http://www.ciisa.org.uk)

**Black Equity**

We are now elevating our voice in support of Black Equity, and in particular campaigning against misogynoir, the racism that Black women in particular face.

This year we started our focus on Black equity in film, working with our friends at The British Blacklist, BFI and others to celebrate Black women in film at Cannes. We also collaborated with The Diverse Squad, ITV and others working to improve the on-set hair and make-up experience for Black actors. In 2021 the Sir Lenny Henry Media Centre for Media Diversity published a report, Actors' Experience of Race and Racism in Britain's Audition and Casting Process and On Set, which stated s.

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**Trustees' report**  
**for the year ended 31 March 2025**

71% of respondents had experienced hair or make-up artists who lacked the knowledge to work with them on an equal basis to their white co-workers. We are focused on working to change this.

**UK TIME'S UP Platforms:**

1. Instagram – c11K followers
2. Website
3. Newsletter – monthly newsletter

**d. Main activities undertaken to further the Charitable Company's purposes for the public benefit**

In addition to the activities undertaken to achieve objectives set out above, UK Time's Up continued to support the campaign by Can't Buy My Silence against misuse of non-disclosure agreements.

We continued our partnership with 16 Days 16 Films, a short film festival with support from UN Women, Geena Davis Institute, UK Says No More, Voice of Change and TIME'S UP UK in association with the DDA Group.

16 Days 16 Films, shines a light on female filmmakers and gender-based violence.

We continued our partnership with the BFI and British Blacklist to celebrate and champion black women in film.

We continue to amplify the work of our partners and friends who have shared missions with comms support via our platforms.

**Achievements and performance**

**a. Main achievements of the Charitable Company**

The main achievement of UK Time's Up in the year ended 31 March 2025 was the launch of our new campaign to ensure equity in the on-set hair and makeup experience of black and global majority actors.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charitable Company 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.

**b. Reserves policy**

The trustees have established the level of reserves (that is those funds that are freely available) that the charity should have.

The trustees keep the level of overhead spending to a minimum and consider it necessary to have a relatively low level of reserves. The trustees consider the minimum level of reserves at 31 March 2025 would be £10,000. The actual free level of reserves were £46,556 (2024: £122,523) all of which were held for an unrestricted purpose.

**c. Financial results & review**

The Charity funds are collected from donations and contributions towards joint event costs.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2025**

Total income for the year was £37,450 (2024: £40,825). Total expenditure for the year was £113,417 (2024: £84,418). The Charity ended with a deficit for the year of £75,967 (2024: £43,593 deficit).

**Structure, governance and management**

**a. Constitution**

UK Time's Up is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The company was registered as a charity with the Charity Commission on 4 May 2020 having previously been operating as a company limited by guarantee.

**b. Methods of appointment or election of Trustees**

The management of the Charitable Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

**Statement of Trustees' responsibilities**


The Trustees (who are also the directors of the Charitable Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company 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 Charitable Company 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 Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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:

  
[Heather Rabbatts \(Jan 29, 2026 14:14:18 GMT\)](#)  
**Dame Heather Victoria Rabbatts DBE**  
Trustee  
Date: 29/01/2026

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Independent examiner's report**  
**for the year ended 31 March 2025**

**Independent examiner's report to the Trustees of UK Time's Up ('the Charitable Company')**

I report to the charity Trustees on my examination of the accounts of the Charitable Company for the year ended 31 March 2025, which comprise the Statement of Financial Activities, the Balance Sheet, and the notes to the accounts, including significant accounting policies.

**Responsibilities and basis of report**

As the Trustees of the Charitable Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the Companies Act').

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the Companies Act and are eligible for independent examination, I report in respect of my examination of the Charitable Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

Signed: Oliver Pengelley  
Oliver Pengelley (Jan 29, 2026 14:47:59 GMT)

Dated: 29/01/2026

Oliver Pengelley

S&W Audit  
22 Wycombe End  
Beaconsfield  
Buckinghamshire  
HP9 1NB

**UK TIME'S UP**  
(A company limited by guarantee)

**Statement of financial activities (incorporating income and expenditure account)  
for the year ended 31 March 2025**

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024</i> £
<b>Income from:</b>					
Donations and legacies	3	29,943	6,992	36,935	39,208
Interest received			515	515	1,617
		<u>29,943</u>	<u>7,507</u>	<u>37,450</u>	<u>40,825</u>
<b>Expenditure on:</b>					
Charitable activities	4	29,943	83,474	113,417	84,418
<b>Total expenditure</b>		<u>29,943</u>	<u>83,474</u>	<u>113,417</u>	<u>84,418</u>
<b>Net movement in funds</b>		<u>-</u>	<u>(75,967)</u>	<u>(75,967)</u>	<u>(43,593)</u>
<b>Reconciliation of funds</b>					
<b>Total funds brought forward</b>		-	122,523	122,523	166,116
<b>Net movement in funds</b>		-	(75,967)	(75,967)	(43,593)
<b>Total funds carried forward</b>		<u>-</u>	<u>46,556</u>	<u>46,556</u>	<u>122,523</u>

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

The notes on pages 8 to 13 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**  
**Registered number: 11657103**

**Balance sheet**  
**as at 31 March 2025**

	<b>Note</b>	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
<b>Current assets</b>			
Debtors	8	<b>38,975</b>	<b>53,975</b>
Cash at bank and in hand		<b>12,581</b>	74,309
		<hr/> <b>51,556</b>	<hr/> 128,284
Creditors: amounts falling due within one year	9	<b>(5,000)</b>	(5,761)
<b>Net current assets</b>		<hr/> <b>46,556</b>	<hr/> 122,523
<b>Total net assets</b>		<hr/> <b>46,556</b>	<hr/> 122,523
<b>Charity funds</b>			
Unrestricted funds	11	<b>46,556</b>	122,523
<b>Total funds</b>		<hr/> <b>46,556</b>	<hr/> 122,523


The Charitable Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

  
[Heather Rabbatts \(Jan 29, 2026 14:14:18 GMT\)](#)

**Dame Heather Victoria Rabbatts DBE**

Trustee

Date: 29/01/2026

The notes on pages 8 to 13 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2025**

**1. General information**

UK Time's Up is a charitable company limited by guarantee registered in England and Wales. The registered office is 22 Wycombe End, Beaconsfield, Buckinghamshire, HP9 1NB. The principal activity of the organisation is to insist on safe, fair and dignified work for women of all kinds in line with the charitable objectives as set out in the Trustees Report.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

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

**2.2 Income**

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

**2.3 Expenditure**

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

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

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

All expenditure is inclusive of irrecoverable VAT.

**2.4 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

**UK TIME'S UP**  
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**Notes to the financial statements**  
**for the year ended 31 March 2025**

**2. Accounting policies (continued)**

**2.5 Liabilities and provisions**

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

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.6 Financial instruments**

The Charitable Company 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.

**2.7 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 Charitable Company and which have not been designated for other purposes.

Restricted funds are funds which have been given for a specific purpose.

**3. Income from donations and legacies**

	<b>Restricted funds 2025</b>	<b>Unrestricted funds 2025</b>	<b>Total funds 2025</b>	Total funds 2024
	£	£	£	£
Donations	29,943	6,992	<b>36,935</b>	39,208
<i>Total 2023</i>	<u>29,943</u>	<u>6,992</u>	<u><b>36,935</b></u>	<u>39,208</u>

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2025**

**4. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2025</b>	<b>Unrestricted funds 2025</b>	<b>Total funds 2025</b>	<b>Total funds 2024</b>
	£	£	£	£
Direct costs	29,943	83,474	<b>113,417</b>	84,418

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly</b>	<b>Support costs</b>	<b>Total funds</b>	<b>Total funds</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
Direct costs	107,221	6,196	<b>113,417</b>	84,418

**Analysis of activities undertaken directly**

	<b>Restricted Funds</b>	<b>General Funds</b>	<b>Total funds</b>	<b>Total funds</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
Public relations and communications	-	73,442	73,442	77,213
Event costs	29,943	3,836	33,779	-
	29,943	77,278	107,221	77,213

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2025**

**5. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2025 £</b>	Total funds 2024 £
Computer	-	185
Bank Charges	<b>500</b>	509
Other Costs	<b>35</b>	3,834
Governance costs	<b>5,661</b>	2,677
	<b>6,196</b>	7,205

**6. Independent examiner's remuneration**

	2025 £	2024 £
Fees payable to the Charitable Company's independent examiner for the independent examination of the Charitable Company's annual accounts	4,100	3,900
Fees payable to the Charitable Company's independent examiner in respect of:		
All other services not included above	1,561	600

**7. Trustees' remuneration and expenses**

During the year and the comparative year, no Trustees received any remuneration or other benefits, and no trustee expenses were incurred.

<b>8. Debtors</b>	2025 £	2024 £
Amounts due from related party	38,975	53,975
	<b>38,975</b>	53,975

**9. Creditors: Amounts falling due within one year**

	2025 £	2024 £
Accruals and deferred income	5,000	5,761
	<b>5,000</b>	5,761

**UK TIME'S UP**  
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**Notes to the financial statements  
for the year ended 31 March 2025**

**10. Financial instruments**

	<b>2025</b>	<b>2024</b>
	£	£
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	<b>12,581</b>	<b>74,309</b>

**11. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2024	Income	Expenditure	Balance at 31 March 2025
	£	£	£	£
<b>Restricted funds</b>				
Events	-	29,943	(29,943)	-
<b>Unrestricted funds</b>				
General funds	122,523	7,507	(83,474)	46,556
<b>Total Funds</b>	<b>122,523</b>	<b>37,450</b>	<b>(113,417)</b>	<b>46,556</b>

*Statement of funds – prior year*

	Balance at 1 April 2023	Income	Expenditure	Balance at 31 March 2024
	£	£	£	£
<b>Restricted funds</b>				
CIISA	-	5,000	(5,000)	-
<b>Unrestricted funds</b>				
General funds	166,116	35,825	(79,418)	122,523
<b>Total funds</b>	<b>166,116</b>	<b>40,825</b>	<b>(84,418)</b>	<b>122,523</b>

**Restricted funds**

The Events restricted fund relates to the funds given and expended on a specific event connected with our focus in black equity in film.

The CIISA restricted funds represents income and expenditure received by this charity to facilitate the establishment of the Creative Industries Independent Standard Authority.

**UK TIME'S UP**  
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**Notes to the financial statements**  
**for the year ended 31 March 2025**

**12. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Total Funds- All unrestricted 2025
Current assets	£ 51,556
Creditors due within one year	(5,000)
Total	<u>46,556</u>

**Analysis of net assets between funds - prior year**

	Total Funds- All unrestricted 2024
Current assets	£ 128,284
Creditors due within one year	(5,761)
Total	<u>122,523</u>

**13. Related party transactions**

During the year there were donations paid on behalf of E-On Productions Limited totalling £18,662 (2024 - £32,898), a related party of B Broccoli, a trustee of the charity. Of this donation £13,000 (2024 - £nil) was given to fund a specific event and £5,662 (2024 - £32,898) was given for unrestricted purposes.

During the year donations of £5,000 (2024 - £nil).were received from Dame Heather Rabbatts, a Trustee of this charity, There were no restrictions upon this income.

The Creative Industries ISA (CIISA) is a company limited by guarantee. Dame Heather Rabbatts who is a Trustee of this charity, was also a director of CIISA until November 2024. At 31 March 2025 the charity was owed £38,975 (2024 - £53,975) which had been loaned to support the company in its start up phase. This was fully repaid after the year end.

**UK TIME'S UP**

England & Wales - Charity number 1189328

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# Accounts

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**UK TIME'S UP**  
**(A company limited by guarantee)**

**Unaudited**

**Trustees' report and financial statements**

**for the year ended 31 March 2024**

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**(A company limited by guarantee)**

**Reference and administrative details of the Charitable Company, its Trustees and advisers for the year ended 31 March 2024**

<b>Trustees</b>	Dame Heather Victoria Rabbatts DBE, Chair Barbara Broccoli Jennifer Jane Blair Casarotto (died 29 February 2024) Kate September Buckley-Sharma Adedigba Amanda Rawcliffe Joanna Cosgrove
<b>Company registered number</b>	11657103
<b>Charity registered number</b>	1189328
<b>Registered office</b>	22 Wycombe End Beaconsfield Buckinghamshire HP9 1NB
<b>Accountants</b>	CLA Evelyn Partners Limited 22 Wycombe End Beaconsfield Buckinghamshire HP9 1NB
<b>Bankers</b>	Coutts 440 The Strand London WC2R 0QS

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2024**

The Trustees present their annual report together with the financial statements of UK Time's Up for the period 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

The objects of the Company are the promotion of equality and diversity for the public benefit by:

- (a) working for the elimination of discrimination in the workplace;
- (b) advancing education and raising awareness in equality and diversity;
- (c) cultivating a sense of favour and equality and diversity in such ways as the trustees think fit.

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

**b. Strategies for achieving objectives**

1. **Advocacy** – we partner with women's organisations and industry bodies working on the frontline and use our platform to nurture and champion their work.
2. **Education** – we raise awareness about sexual harassment in schools, in the workplace, and since the pandemic, at home, working in collaboration with charities and movements, for example The Fawcett Society, The Film & TV Charity and others.
3. **Media & communications** – we identify opportunities to place news, opinion, features about sexual harassment.

**c. Activities undertaken to achieve objectives**

**Creative Industries Independent Standards Authority**

The charity has been the driving force in the establishment of the Creative Industries Independent Standards Authority (CIISA). The body has been established to uphold and improve standards of behaviour across the creative industries, including preventing and tackling all forms of bullying and harassment of a discriminatory nature. To support CIISA's launch in March 2024 it sought to appoint the Chair and first four members of the new Finance Board. [www.ciisa.org.uk](http://www.ciisa.org.uk)

**Black Equity**

We are now elevating our voice in support of Black Equity, and in particular campaigning against misogynoir, the racism that Black women in particular face.

This year we started our focus on Black equity in film, working with our friends at The British Blacklist, BFI and others to celebrate Black women in film at Cannes. We also collaborated with The Diverse Squad, ITV and others working to improve the on-set hair and make-up experience for Black actors. In 2021 the Sir Lenny Henry Media Centre for Media Diversity published a report, Actors' Experience of Race and Racism in Britain's Audition and Casting Process and On Set, which stated 71% of respondents had experienced hair or make-up artists who lacked the knowledge to work with them on an equal basis to their white co-workers. We are focused on working to change this.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2024**

**UK TIME'S UP Platforms:**

1. Instagram – c12K followers
2. X (formerly known as Twitter) – c5K followers
3. Website
4. Newsletter – monthly newsletter

**d. Main activities undertaken to further the Charitable Company's purposes for the public benefit**

In addition to the activities undertaken to achieve objectives set out above, UK Time's Up continued to support the campaign by Can't Buy My Silence against misuse of non-disclosure agreements.

We launched our partnership with 16 Days 16 Films, a short film festival with support from UN Women, Geena Davis Institute, UK Says No More, Voice of Change and TIME'S UP UK in association with the DDA Group 16 Days 16 Films, shines a light on female filmmakers and gender-based violence, this is its seventh edition, expanding into new global territories.

We continued our partnership with the BFI and British Blacklist to celebrate and champion black women in film.

We continue to amplify the work of our partners and friends who have shared missions with comms support via our platforms.

**Achievements and performance**

**a. Main achievements of the Charitable Company**

The main achievement of UK Time's Up in the year ended 31 March 2024 is the continued progress made with consultations on the creation of CIISA which has now moved forward in a separate entity with its own management team. We are also proud of the work we do in partnership with other organisations as set out in the activities undertaken above and also this year launching our new campaign to ensure equity in the onset hair and makeup experience of black and global majority actors.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charitable Company 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.

**b. Reserves policy**

The trustees have established the level of reserves (that is those funds that are freely available) that the charity should have. The trustees keep the level of overhead spending to a minimum and consider it necessary to have a relatively low level of reserves. The trustees consider the minimum level of reserves at 31 March 2024 would be £10,000. The actual free level of reserves were £122,523 (2023: £166,116) all of which were held for an unrestricted purpose.

**c. Financial results & review**

The Charity funds are collected from donations.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2024**

Total income for the year was £35,825 (2023: £247,534). Total expenditure for the year was £79,418 (2023: £116,476). The Charity ended with a deficit for the year of £43,593 (2023: £131,058 surplus).

**Structure, governance and management**

**a. Constitution**

UK Time's Up is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The company was registered as a charity with the Charity Commission in 2020 having previously been operating as a company limited by guarantee.

**b. Methods of appointment or election of Trustees**

The management of the Charitable Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

**Statement of Trustees' responsibilities**


The Trustees (who are also the directors of the Charitable Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial . Under company 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 Charitable Company 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 Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

DocuSigned by:  
  
**Dame Heather Victoria Rabbatts DBE**  
Trustee  
Date: 18/12/2024

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Independent examiner's report**  
**for the year ended 31 March 2024**

**Independent examiner's report to the Trustees of UK Time's Up ('the Charitable Company')**

I report to the charity Trustees on my examination of the accounts of the Charitable Company for the year ended 31 March 2024.

**Responsibilities and basis of report**

As the Trustees of the Charitable Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charitable Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 Charitable Company'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 Charitable Company'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 Charitable Company and the Charitable Company's Trustees as a body, for my work or for this report.

Signed:



Dated: **20/12/2024**

Keir Singleton

CLA Evelyn Partners Limited  
22 Wycombe End  
Beaconsfield  
Buckinghamshire  
HP9 1NB

**UK TIME'S UP**  
(A company limited by guarantee)

**Statement of financial activities (incorporating income and expenditure account)  
for the year ended 31 March 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023</i> £
<b>Income from:</b>					
Donations and legacies	3	5,000	34,208	39,208	246,921
Interest received			1,617	1,617	613
		<u>5,000</u>	<u>35,825</u>	<u>40,825</u>	<u>247,534</u>
<b>Expenditure on:</b>					
Charitable activities	4	5,000	79,418	84,418	116,476
<b>Total expenditure</b>		<u>5,000</u>	<u>79,418</u>	<u>84,418</u>	<u>116,476</u>
<b>Net movement in funds</b>		<u>-</u>	<u>(43,593)</u>	<u>(43,593)</u>	<u>131,058</u>
<b>Reconciliation of funds</b>					
<b>Total funds brought forward</b>		-	166,116	166,116	35,058
<b>Net movement in funds</b>		-	(43,593)	(43,593)	131,058
<b>Total funds carried forward</b>		<u>-</u>	<u>122,523</u>	<u>122,523</u>	<u>166,116</u>

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

The notes on pages 8 to 14 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**  
**Registered number: 11657103**

**Balance sheet**  
**as at 31 March 2024**

	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors	8	53,975	-
Cash at bank and in hand		74,309	218,806
		<u>128,284</u>	<u>218,806</u>
Creditors: amounts falling due within one year	9	(5,761)	(52,690)
<b>Net current assets</b>		<u>122,523</u>	<u>166,116</u>
<b>Total net assets</b>		<u>122,523</u>	<u>166,116</u>
 <b>Charity funds</b>			
Unrestricted funds	11	122,523	166,116
<b>Total funds</b>		<u>122,523</u>	<u>166,116</u>


The Charitable Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

DocuSigned by:  
  
B9326035A4DE49A...  
**Dame Heather Victoria Rabbatts DBE**  
 Trustee  
 Date: 18/12/2024

The notes on pages 8 to 14 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2024**

**1. General information**

UK Time's Up is a charitable incorporated organisation registered in England and Wales. The registered office is 22 Wycombe End, Beaconsfield, Buckinghamshire, HP9 1NB. The principal activity of the organisation is to insist on safe, fair and dignified work for women of all kinds in line with the charitable objectives as set out in the Trustees Report.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

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

**2.2 Income**

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

**2.3 Expenditure**

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

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

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

All expenditure is inclusive of irrecoverable VAT.

**2.4 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

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2024**

**2. Accounting policies (continued)**

**2.5 Liabilities and provisions**

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

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.6 Financial instruments**

The Charitable Company 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.

**2.7 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 Charitable Company and which have not been designated for other purposes.

Restricted funds are funds which have been given for a specific purpose.

**3. Income from donations and legacies**

	<b>Restricted funds 2024</b>	<b>Unrestricted funds 2024</b>	<b>Total funds 2024</b>	Total funds 2023
	£	£	£	£
Donations	-	34,208	<b>34,208</b>	246,921
<i>Total 2023</i>	-	34,208	<b>34,208</b>	246,921

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2024**

**4. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2024</b>	<b>Unrestricted funds 2024</b>	<b>Total funds 2024</b>	<b>Total funds 2023</b>
	£	£	£	£
Direct costs	-	79,418	<b>79,418</b>	116,476

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly</b>	<b>Support costs</b>	<b>Total funds</b>	<i>Total funds</i>
	<b>2024</b>	<b>2024</b>	<b>2024</b>	<i>2023</i>
	£	£	£	£
Direct costs	72,213	7,205	<b>79,418</b>	116,476

**Analysis of activities undertaken directly**

	<b>Restricted Funds</b>	<b>General Funds</b>	<b>Total funds</b>	<b>Total funds</b>
	<b>2024</b>	<b>2024</b>	<b>2024</b>	<b>2023</b>
	£	£	£	£
Public relations and communications	-	72,213	72,213	111,295

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2024**

**5. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2024 £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Computer	185	35	35
Bank Charges	509	382	382
Other Costs	3,834	384	384
Governance costs	2,677	4,380	4,380
	<b>7,205</b>	<b>5,181</b>	<b>5,181</b>
	<b>7,205</b>	<b>5,181</b>	<b>5,181</b>

**6. Independent examiner's remuneration**

	2024 £	2023 £
Fees payable to the Charitable Company's independent examiner for the independent examination of the Charitable Company's annual accounts	3,900	3,420
Fees payable to the Charitable Company's independent examiner in respect of:		
All other services not included above	600	600
	<b>600</b>	<b>600</b>
	<b>600</b>	<b>600</b>

**7. Trustees' remuneration and expenses**

During the year and the comparative year, no Trustees received any remuneration or other benefits, and no trustee expenses were incurred.

	2024 £	2023 £
<b>8. Debtors</b>		
Amounts due from connected entity	53,975	-
	<b>53,975</b>	<b>-</b>
	<b>53,975</b>	<b>-</b>

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2024**

**9. Creditors: Amounts falling due within one year**

	2024	2023
	£	£
Accruals and deferred income	5,761	11,959
Amounts due from connected entity	-	40,731
	<u>5,761</u>	<u>52,690</u>

**10. Financial instruments**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	<b>74,310</b>	<b>218,806</b>
	<u>74,310</u>	<u>218,806</u>

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2024**

**11. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2023	Income	Expenditure	Balance at 31 March 2024
	£	£	£	£
<b>Restricted Funds</b>	-	-	-	-
CIISA		5,000	(5,000)	
<b>Unrestricted funds</b>				
General funds	166,116	35,825	(79,418)	122,523
Total Funds	<u>166,116</u>	<u>40,825</u>	<u>(84,418)</u>	<u>122,523</u>

*Statement of funds – prior year*

	Balance at 1 April 2022	Income	Expenditure	Balance at 31 March 2023
	£	£	£	£
<b>Restricted Funds</b>				
CIISA	-	26,000	(26,000)	-
<b>Unrestricted funds</b>				
General funds	35,058	221,534	(90,476)	166,116
Total Funds	<u>35,058</u>	<u>247,534</u>	<u>(116,476)</u>	<u>116,116</u>

**Restricted funds**

The CIISA restricted funds represents income and expenditure received by this charity facilitate the establishment of the Creative Industries Independent Standard Authority.

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2024**

**12. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Total Funds 2024
Current Assets	£ 74,310
Creditors due within one year	48,214
Total	122,524

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2023	Total Funds 2023
Current Assets	£ 218,806	£ 43,778
Creditors due within one year	(52,690)	(8,720)
Total	166,116	35,058

**13. Related party transactions**

During the year there were donations paid on behalf of E-On Productions Limited of £32,898 (2023 - £219,112), a related party of B Broccoli, a trustee of the charity. There were no restrictions upon this income.

During the prior year The Creative Industries ISA (CIISA) was set up as a company limited by guarantee. Dame Heather Victoria Rabbatts who is a Trustee of this charity, was also a director of CIISA during the year, although she has now resigned. At the start of the year the charity held £40,731 of funds which had been collected in a restricted fund for start up costs for the project. The charity also loaned a further £53,975 to support the company in its start up phase with the agreement that this will be repaid on a monthly basis from January 2025.

**UK TIME'S UP**

England & Wales - Charity number 1189328

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# Accounts

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**UK TIME'S UP**  
(A company limited by guarantee)

**Unaudited**

**Trustees' report and financial statements**

**for the year ended 31 March 2023**

**UK TIME'S UP**  
**(A company limited by guarantee)**

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**UK TIME'S UP**  
**(A company limited by guarantee)**

**Reference and administrative details of the Charitable Company, its Trustees and advisers for the year ended 31 March 2023**

<b>Trustees</b>	Dame Heather Victoria Rabbatts DBE, Chair Barbara Broccoli Jennifer Jane Blair Casarotto Kate September Buckley-Sharma Adedigba Amanda Rawcliffe Valerie Elizabeth Cazalet (resigned 7 November 2022) Joanna Cosgrove (appointed 29 April 2022)
<b>Company registered number</b>	11657103
<b>Charity registered number</b>	1189328
<b>Registered office</b>	22 Wycombe End Beaconsfield Buckinghamshire HP9 1NB
<b>Accountants</b>	CLA Evelyn Partners Limited 22 Wycombe End Beaconsfield Buckinghamshire HP9 1NB
<b>Bankers</b>	Coutts 440 The Strand London WC2R 0QS

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2023**

The Trustees present their annual report together with the financial statements of UK Time's Up for the period 1 April 2022 to 31 March 2023. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

The objects of the Company are the promotion of equality and diversity for the public benefit by:

- (a) working for the elimination of discrimination in the workplace;
- (b) advancing education and raising awareness in equality and diversity;
- (c) cultivating a sense of favour and equality and diversity in such ways as the trustees think fit.

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

**b. Strategies for achieving objectives**

1. **Advocacy** – we partner with women's organisations and industry bodies working on the frontline and use our platform to nurture and champion their work.
2. **Education** – we raise awareness about sexual harassment in schools, in the workplace, and since the pandemic, at home, working in collaboration with charities and movements, for example The Fawcett Society, The Film & TV Charity and others.
3. **Media & communications** – we identify opportunities to place news, opinion, features about sexual harassment.

**c. Activities undertaken to achieve objectives**

**Creative Industries Independent Standards Authority (CIISA)**

This year, in partnership with Creative UK, we have embarked on a singular mission to create a new regulatory body, (CIISA), to drive accountability and integrity in challenging unacceptable behaviour within the creative sector, but also to offer advice to help move us all forward. We have provided accounting, advisory and communications support in the first development phase during the year to 31 March 2023, and continued to provide support through later consultancy phases post year end. More than 60 organisations across TV and Film, Theatre, Music are now in support, as CIISA prepares for the final phase of consultation, with a view to launching in 2024

**Black Equity**

We are now elevating our voice in support of Black Equity, and in particular campaigning against misogynoir, the racism that Black women in particular face.

This year we have started convening various conversations as we work with partners to shape this agenda, so that together we can try to secure sustainable change. As the recently departed Black feminist, Bell Hooks, said, "I will not have my life narrowed down. I will not bow down to somebody else's whim or to someone else's ignorance." Unless we are all alive to how race pervades power structures, we will not dismantle exclusion and discrimination

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2023**

**UK TIME'S UP Platforms:**

1. Instagram – c12K followers
2. X (formerly known as Twitter) – c5K followers
3. Website
4. Newsletter – monthly newsletter

**d. Main activities undertaken to further the Charitable Company's purposes for the public benefit**

In addition to the activities undertaken to achieve objectives set out above, UK Time's Up continued to support the campaign by Can't Buy My Silence against misuse of non-disclosure agreements. This included providing sponsorship for the premiere of the movie 'She Said'.

We worked with Anna Bull on a research study called Safe To Speak Up about sexual harassment in the UK film and TV industry.

We partnered with the BFI and British Black List to celebrate and champion black women in film.

We amplify the work of our partners and friends who have shared missions with comms support via our platforms.

**Achievements and performance**

**a. Main achievements of the Charitable Company**

The main achievement of UK Time's Up in the year ended 31 March 2023 was the progress made with consultations on the creation of CIISA which has now moved forward in a separate entity with its own management team.

We are also proud of the work we do in partnership with other organisations as set out in the activities undertaken above.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charitable Company 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.

**b. Reserves policy**

The trustees have established the level of reserves (that is those funds that are freely available) that the charity should have.

The trustees keep the level of overhead spending to a minimum and consider it necessary to have a relatively low level of reserves. The trustees consider the minimum level of reserves at 31 March 2023 would be £10,000. The actual free level of reserves were £166,116 (2022: £35,058) all of which were held for an unrestricted purpose.

**c. Financial results & review**

The Charity funds are collected from donations.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2023**

Total income for the year was £247,534 (2022: £32,639). Total expenditure for the year was £116,476 (2022: £79,112). The Charity ended with a surplus for the year of £131,058 (2022: £46,473 deficit).

**Structure, governance, and management**

**a. Constitution**

UK Time's Up is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The company was registered as a charity with the Charity Commission during the previous year having previously been operating as a company limited by guarantee.

**b. Methods of appointment or election of Trustees**

The management of the Charitable Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial . Under company 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 Charitable Company 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 Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

DocuSigned by:  
  
B9326035A4DE49A...

**Dame Heather Victoria Rabbatts DBE**

Trustee

Date: 30/12/2023

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Independent examiner's report**  
**for the year ended 31 March 2023**

**Independent examiner's report to the Trustees of UK Time's Up ('the Charitable Company')**

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

**Responsibilities and basis of report**

As the Trustees of the Charitable Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charitable Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 Charitable Company'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 Charitable Company'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 Charitable Company and the Charitable Company's Trustees as a body, for my work or for this report.

Signed: *CLA Evelyn Partners*

Dated: *30 December 2023*

Keir Singleton

CLA Evelyn Partners Limited  
22 Wycombe End  
Beaconsfield  
Buckinghamshire  
HP9 1NB

**UK TIME'S UP**  
(A company limited by guarantee)

**Statement of financial activities (incorporating income and expenditure account)  
for the year ended 31 March 2023**

	Notes	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	3	26,000	220,921	246,921	32,639
Interest received		-	613	613	-
		<u>26,000</u>	<u>221,534</u>	<u>247,534</u>	<u>32,639</u>
<b>Expenditure on:</b>					
Charitable activities	4	26,000	90,476	116,476	79,112
<b>Total expenditure</b>		<u>26,000</u>	<u>90,476</u>	<u>116,476</u>	<u>79,112</u>
<b>Net movement in funds</b>		<u>-</u>	<u>131,058</u>	<u>131,058</u>	<u>(46,473)</u>
<b>Reconciliation of funds</b>					
<b>Total funds brought forward</b>		-	35,058	35,058	81,531
<b>Net movement in funds</b>		-	131,058	131,058	(46,473)
<b>Total funds carried forward</b>		<u>-</u>	<u>166,116</u>	<u>166,116</u>	<u>35,058</u>

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

The notes on pages 8 to 13 form part of these financial statements.

**UK TIME'S UP**  
(A company limited by guarantee)  
Registered number: 11657103

**Balance sheet**  
as at 31 March 2023

	Note	2023 £	2022 £
<b>Current assets</b>			
Cash at bank and in hand		218,806	43,778
		<u>218,806</u>	<u>43,778</u>
Creditors: amounts falling due within one year	8	(52,690)	(8,720)
		<u>166,116</u>	<u>35,058</u>
<b>Net current assets</b>		<u>166,116</u>	<u>35,058</u>
<b>Total net assets</b>		<u><u>166,116</u></u>	<u><u>35,058</u></u>
<b>Charity funds</b>			
Unrestricted funds	10	166,116	35,058
		<u>166,116</u>	<u>35,058</u>
<b>Total funds</b>		<u><u>166,116</u></u>	<u><u>35,058</u></u>

The Charitable Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

DocuSigned by:

*Heather Rabbatts*

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**Dame Heather Victoria Rabbatts DBE**

Trustee

Date: 30/12/2023

The notes on pages 8 to 13 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2023**

**1. General information**

UK Time's Up is a charitable incorporated organisation registered in England and Wales. The registered office is 22 Wycombe End, Beaconsfield, Buckinghamshire, HP9 1NB. The principal activity of the organisation is to insist on safe, fair and dignified work for women of all kinds in line with the charitable objectives as set out in the Trustees Report.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

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

**2.2 Income**

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

**2.3 Expenditure**

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

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

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

All expenditure is inclusive of irrecoverable VAT.

**2.4 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

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2023**

**2. Accounting policies (continued)**

**2.5 Liabilities and provisions**

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

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.6 Financial instruments**

The Charitable Company 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.

**2.7 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 Charitable Company and which have not been designated for other purposes.

Restricted funds are funds which have been given for a specific purpose.

**3. Income from donations and legacies**

	<b>Restricted funds 2023</b>	<b>Unrestricted funds 2023</b>	<b>Total funds 2023</b>	Total funds 2022
	£	£	£	£
Donations	26,000	220,921	<b>246,921</b>	32,639
<i>Total</i>	26,000	220,921	<b>246,921</b>	32,639

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements**  
for the year ended 31 March 2023

**4. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2023</b>	<b>Unrestricted funds 2023</b>	<b>Total funds 2023</b>	<b>Total funds 2022</b>
	£	£	£	£
Direct costs	26,000	90,476	<b>116,476</b>	79,112

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly</b>	<b>Support costs</b>	<b>Total funds</b>	<i>Total funds</i>
	<b>2023</b>	<b>2023</b>	<b>2023</b>	<b>2022</b>
	£	£	£	£
Direct costs	111,295	5,181	<b>116,476</b>	79,112

**Analysis of activities undertaken  
directly**

	<b>Restricted Funds</b>	<b>General Funds 2023</b>	<b>Total funds 2023</b>	<b>Total funds 2022</b>
	£	£	£	£
Public relations and communications	26,000	85,295	111,295	75,399

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2023**

**5. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
Computer	35	359
Bank Charges	382	630
Other Costs	384	384
Governance costs	4,380	2,340
	<u>5,181</u>	<u>3,713</u>

**6. Independent examiner's remuneration**

	<b>2023 £</b>	<b>2022 £</b>
Fees payable to the Charitable Company's independent examiner for the independent examination of the Charitable Company's annual accounts	3,420	900
Fees payable to the Charitable Company's independent examiner in respect of:		
All other services not included above	600	1,250
	<u>600</u>	<u>1,250</u>

**7. Trustees' remuneration and expenses**

During the year and the comparative year, no Trustees received any remuneration or other benefits, and no trustee expenses were incurred.

**8. Creditors: Amounts falling due within one year**

	<b>2023 £</b>	<b>2022 £</b>
Accruals and deferred income	11,959	8,720
Other creditors	40,731	-
	<u>52,690</u>	<u>8,720</u>

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2023**

**9. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2022	Income	Expenditure	Balance at 31 March 2023
	£	£	£	£
Restricted Funds				
CIISA	-	26,000	(26,000)	-
Unrestricted funds				
General funds	35,058	221,534	(90,476)	166,116
<b>Total Funds</b>	<b>35,058</b>	<b>247,534</b>	<b>116,476</b>	<b>166,116</b>

*Statement of funds - Prior year*

	<i>Balance at 1 April 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 March 2022</i>
	£	£	£	£
<i>Unrestricted funds</i>				
<i>General funds</i>	<i>81,531</i>	<i>32,639</i>	<i>(79,112)</i>	<i>35,058</i>

**Restricted funds**

The CIISA restricted funds represents income and expenditure received by this charity facilitate the establishment of the Creative Industries Independent Standard Authority.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2023**

**10. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Total Funds 2023 £
Current Assets	216,806
Creditors due within one year	(52,690)
<b>Total</b>	<b>166,116</b>

*Analysis of net assets between funds - prior year*

	<i>Total Funds 2022 £</i>
Current Assets	43,778
Creditors due within one year	(8,720)
<b>Total</b>	<b>35,058</b>

**11. Related party transactions**

During the year there were donations paid on behalf of E-On Productions Limited of £219,112 (2022 - £30,829), a related party of B Broccoli, a trustee of the charity. There were no restrictions upon this income.

During the year The Creative Industries ISA (CIISA) was set up as company limited by guarantee. Dame Heather Victoria Rabbatts, a trustee of the charity is also a director of this company. During the year the charity collected funds totalling £26,000 (2022 - £Nil) raised for the establishment of CIISA and incurred costs of £26,000 (2022 - £Nil) in respect of this project. At the year end the charity owed CIISA £40,731 (2022 - £Nil).

**UK TIME'S UP**

England & Wales - Charity number 1189328

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# Accounts

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Registered number: 11657103  
Charity number: 1189328

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Unaudited**

**Trustees' report and financial statements**

**for the year ended 31 March 2022**

**UK TIME'S UP**  
**(A company limited by guarantee)**

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**UK TIME'S UP**  
**(A company limited by guarantee)**

**Reference and administrative details of the Charitable Company, its Trustees and advisers  
for the year ended 31 March 2022**

**Trustees** Dame Heather Victoria Rabbatts DBE, Chair  
Barbara Broccoli  
Jennifer Jane Blair Casarotto  
Kate September Buckley-Sharma  
Adedigba Amanda Rawcliffe  
Valerie Elizabeth Cazalet  
Joanna Cosgrove (appointed 29 April 2022)

**Company registered  
number** 11657103

**Charity registered  
number** 1189328

**Registered office** Old Farmhouse Street End  
Lower Hardres  
Canterbury  
Kent  
CT4 5NR

**Accountants** Williams Giles Professional Services Ltd  
Sittingbourne  
Kent  
ME10 5BH

**Bankers** Coutts  
440 The Strand  
London  
WC2R 0QS

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2022**

The Trustees present their annual report together with the financial statements of the UK Time's Up for the period 1 April 2021 to 31 March 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

The objects of the Company are the promotion of equality and diversity for the public benefit by:

- (a) working for the elimination of discrimination in the workplace;
- (b) advancing education and raising awareness in equality and diversity;
- (c) cultivating a sense of favour and equality and diversity in such ways as the trustees think fit.

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

**b. Strategies for achieving objectives**

- 1. Advocacy** – we partner with women's organisations working on the frontline and use our platform to champion their work.
- 2. Education** – we raise awareness about sexual harassment in schools, in the workplace, and since the pandemic, at home, working in collaboration with charities and movements, for example The Fawcett Society.
- 3. Media & communications** – we identify opportunities to place news, opinion, features about sexual harassment.

**c. Activities undertaken to achieve objectives**

**Independent Standards Authority (ISA)**

Bullying, harassment, and discrimination (BHD) in any form have no place in society, and it is imperative that we ensure the welfare of all those who work in the creative industries. In response DCMS hosted a creative industries-wide roundtable, of which TIME'S UP UK formed part, on welfare issues back in June 2021, during which a range of factors were identified as contributing towards instances of bullying, harassment, and discrimination in the creative industries. A working group was formed, and we have been part of a regular convening of an industry-led working group including stakeholders across TV, film, music, publishing, theatre, fashion, advertising, and games over the course of this year. In September 2021, the working group established its terms of reference, which outline its membership and its overarching aims of 'Prevent, Protect, Monitor':

1. To prevent BHD issues from arising through cross-industry initiatives and codes of conduct that are joined up and visible.
2. To protect those who have faced instances of BHD, by ensuring they are able to easily access independent advice and support.
3. To monitor the long-term effectiveness of initiatives to tackle BHD to ensure the effectiveness of support available.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**for the year ended 31 March 2022**

**Objectives and activities (continued)**

Led by the Creative Industries Federation, the Bullying, Harassment and Discrimination in the Creative Industries Working Group is comprised of organisations with the agency to drive change across the creative industries. Member organisations are advocates for this strand of work in their respective sectors and are expected to drive forward initiatives through their engagement with their own sector members and stakeholders.

Significant progress has been made by industry already. For example, organisations across film, music, fashion, and games will be publishing renewed codes of conduct to agreed standards addressing BHD issues. The Working Group is working to identify relevant training to be used as a 'blueprint' across the creative industries, which is expected to come to fruition later in 2022. The Group is also actively working on a plan to monitor the effectiveness and visibility of support available, to ensure that the success of initiatives can be effectively evaluated.

Time's Up UK's proposal for an industry-led independent body which would support the reporting and investigation of misconduct complaints, with a view to improving accountability in the creative industries forms part of this work and has comprised our work for this year.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**for the year ended 31 March 2022**

**Objectives and activities (continued)**

**UK TIME'S UP Platforms**

- Instagram - 11.9K followers
- Twitter - 4,872 followers
- Website
- Newsletter – monthly newsletter

**d. Main activities undertaken to further the Charitable Company's purposes for the public benefit**

As part of our advocacy work raising awareness about sexual harassment in the work place, Dame Heather Rabbatts led a panel discussion to launch a toolkit with The Fawcett Society to help employers learn about how to recognise and stamp out sexual harassment in the workplace.

We are the charity partner for the Funny Women Awards.

ROSA and the Justice & Equality Fund: the final tranche of grants have now been distributed, we are working closely with the grantees and support with our advocacy platforms. We will be doing a review and final report in November 2022, when the grant fund completes.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**for the year ended 31 March 2022**

**Objectives and activities (continued)**

**Achievements and performance**

**a. Main achievements of the Charitable Company**

We launched a toolkit with The Fawcett Society for employers to recognize and then stamp out sexual harassment in the workplace.

We partnered with Everyone's Invited to help raise awareness of sexual harassment and abuse in schools.

We amplify the work of our partners and friends who have shared missions with comms support via our platforms.

We held a series of consultations across the year to get support for the ISA from industry professionals and broadcasters. We were able to announce both publicly.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charitable Company 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.

**b. Reserves policy**

The trustees have established the level of reserves (that is those funds that are freely available) that the charity out to have.

The trustees keep the level of overhead spending to a minimum and consider it necessary to have a relatively low level of reserves. The trustees consider the minimum level of reserves at 31 March 2022 would be £10,000. The actual free level of reserves were £35,058 (2021: £81,531) all of which were held for an unrestricted purpose.

**c. Financial results & review**

The Charity funds are collected from donations.

Total income for the year was £32,639 (2021: £210,020). Total expenditure for the year was £79,112 (2021: £103,666). The Charity ended with a deficit for the year of £46,473 (2021: £106,354 surplus).

**Structure, governance and management**

**a. Constitution**

UK Time's Up is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The company was registered as a charity with the Charity Commission during the previous year having previously been operating as a company limited by guarantee.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**for the year ended 31 March 2022**

**Structure, governance and management (continued)**

**b. Methods of appointment or election of Trustees**

The management of the Charitable Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial . Under company 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 Charitable Company 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 Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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:



**Dame Heather Victoria Rabbatts DBE**  
Trustee  
Date: 27th October 2022

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Independent examiner's report**  
**for the year ended 31 March 2022**

**Independent examiner's report to the Trustees of UK Time's Up ('the Charitable Company')**

I report to the charity Trustees on my examination of the accounts of the Charitable Company for the year ended 31 March 2022.

**Responsibilities and basis of report**

As the Trustees of the Charitable Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charitable Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 Charitable Company'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 Charitable Company'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 Charitable Company and the Charitable Company's Trustees as a body, for my work or for this report.

Signed:



Dated: 31 October 2022

Samuel Ketcher

FCCA

Williams Giles Professional Services Ltd  
12 Conqueror Court  
Sittingbourne  
Kent  
ME10 5BH

**UK TIME'S UP**  
(A company limited by guarantee)

**Statement of financial activities (incorporating income and expenditure account)  
for the year ended 31 March 2022**

	Note	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
<b>Income from:</b>				
Donations and legacies	3	32,639	32,639	210,020
<b>Total income</b>		<b>32,639</b>	<b>32,639</b>	<b>210,020</b>
<b>Expenditure on:</b>				
Raising funds		-	-	20,000
Charitable activities	4	79,112	79,112	83,666
<b>Total expenditure</b>		<b>79,112</b>	<b>79,112</b>	<b>103,666</b>
<b>Net movement in funds</b>		<b>(46,473)</b>	<b>(46,473)</b>	<b>106,354</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward		81,531	81,531	(24,823)
Net movement in funds		(46,473)	(46,473)	106,354
<b>Total funds carried forward</b>		<b>35,058</b>	<b>35,058</b>	<b>81,531</b>

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

The notes on pages 10 to 16 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**  
**Registered number: 11657103**

**Balance sheet**  
**as at 31 March 2022**

	Note	2022 £	2021 £
<b>Current assets</b>			
Cash at bank and in hand	43,778	98,353	
	<u>43,778</u>	<u>98,353</u>	
Creditors: amounts falling due within one year	8	(8,720)	(16,822)
		<u>35,058</u>	<u>81,531</u>
<b>Net current assets</b>		<b>35,058</b>	<b>81,531</b>
<b>Total net assets</b>		<b>35,058</b>	<b>81,531</b>
<b>Charity funds</b>			
Unrestricted funds	10	35,058	81,531
		<u>35,058</u>	<u>81,531</u>
<b>Total funds</b>		<b>35,058</b>	<b>81,531</b>

The Charitable Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



**Dame Heather Victoria Rabbatts DBE**  
Trustee  
Date: 27th October 2022

The notes on pages 10 to 16 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2022**

**1. General information**

UK Time's Up is a charitable incorporated organisation registered in England and Wales. The registered office is Old Farmhouse Street End, Lower Hardres, Canterbury, Kent, CT4 5NR. The principal activities of the organisation is to insist on safe, fair and dignified work for women of all kinds in line with the charitable objectives as set out in the Trustees Report.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

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

**2.2 Income**

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

**2.3 Expenditure**

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

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

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

All expenditure is inclusive of irrecoverable VAT.

**2.4 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.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2022**

**2. Accounting policies (continued)**

**2.5 Liabilities and provisions**

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

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.6 Financial Instruments**

The Charitable Company 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.

**2.7 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 Charitable Company and which have not been designated for other purposes.

**3. Income from donations and legacies**

	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
Donations	32,639	32,639	210,020
<i>Total 2021</i>	<u>210,020</u>	<u>210,020</u>	

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2022**

**4. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
Direct costs	79,112	79,112	83,666
<i>Total 2021</i>	<u>83,666</u>	<u>83,666</u>	

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2022 £</b>	<b>Support costs 2022 £</b>	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
Direct costs	75,399	3,713	79,112	83,666
<i>Total 2021</i>	<u>80,031</u>	<u>3,635</u>	<u>83,666</u>	

**Analysis of direct costs**

	<b>General Funds 2022 £</b>	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
Communications and Newsletters	75,399	75,399	76,831
Freelance Staff	-	-	3,200
	<u>75,399</u>	<u>75,399</u>	<u>80,031</u>
<i>Total 2021</i>	<u>80,031</u>	<u>80,031</u>	

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2022**

**5. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>General Funds 2022 £</b>	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
Computer	359	359	360
Bank Charges	630	630	791
Other Costs	384	384	384
Governance costs	2,340	2,340	2,100
	<u>3,713</u>	<u>3,713</u>	<u>3,635</u>
<i>Total 2021</i>	<u>3,635</u>	<u>3,635</u>	

**6. Independent examiner's remuneration**

	<b>2022 £</b>	<b>2021 £</b>
Fees payable to the Charitable Company's independent examiner for the independent examination of the Charitable Company's annual accounts	900	900
Fees payable to the Charitable Company's independent examiner in respect of:		
All other services not included above	<u>1,250</u>	<u>900</u>

**7. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

**8. Creditors: Amounts falling due within one year**

	<b>2022 £</b>	<b>2021 £</b>
Accruals and deferred income	<u>8,720</u>	<u>16,822</u>

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements**  
**for the year ended 31 March 2022**

**9. Financial instruments**

	2022 £	2021 £
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	<u>43,778</u>	<u>98,353</u>

**10. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
<b>Unrestricted funds</b>				
General Funds	<u>81,531</u>	<u>32,639</u>	<u>(79,112)</u>	<u>35,058</u>

**Statement of funds - prior year**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>				
General Funds	<u>(24,823)</u>	<u>210,020</u>	<u>(103,666)</u>	<u>81,531</u>

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements  
for the year ended 31 March 2022**

**11. Summary of funds**

**Summary of funds - current year**

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
General funds	<u>81,531</u>	<u>32,639</u>	<u>(79,112)</u>	<u>35,058</u>

**Summary of funds - prior year**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
General funds	<u>(24,823)</u>	<u>210,020</u>	<u>(103,666)</u>	<u>81,531</u>

**12. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2022 £	Total funds 2022 £
Current assets	43,778	43,778
Creditors due within one year	(8,720)	(8,720)
<b>Total</b>	<u>35,058</u>	<u>35,058</u>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2021 £	Total funds 2021 £
Current assets	98,353	98,353
Creditors due within one year	(16,822)	(16,822)
<b>Total</b>	<u>81,531</u>	<u>81,531</u>

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**for the year ended 31 March 2022**

**13. Related party transactions**

During the year there was one related party transaction, being:-

A donation from EON Productions Limited for £30,829 (2021: £149,745), a related party of B Broccoli, a trustee of the charity. No amounts were outstanding as at 31 March 2022.

During the prior year there was one related party transaction being a donation from M & P Limited for £10,000, a related party of K Buckley-Sharma, a trustee of the charity.

During the prior year a loan from Dana and Albert R Broccoli Foundation (UK) Limited, a related party of B Broccoli, was waived. There were no transactions in the current year.

**UK TIME'S UP**

England & Wales - Charity number 1189328

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# Accounts

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**Registered number: 11657103**  
**Charity number: 1189328**

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Unaudited**

**Trustees' report and financial statements**

**for the year ended 31 March 2021**

**UK TIME'S UP**  
**(A company limited by guarantee)**

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**UK TIME'S UP**  
**(A company limited by guarantee)**

**Reference and administrative details of the Charitable Company, its Trustees and advisers  
for the year ended 31 March 2021**

<b>Trustees</b>	Dame Heather Victoria Rabbatts DBE, Chair Barbara Broccoli Jennifer Jane Blair Casarotto Kate September Buckley-Sharma Adedigba Amanda Rawcliffe Valerie Elizabeth Cazalet
<b>Company registered number</b>	11657103
<b>Charity registered number</b>	1189328
<b>Registered office</b>	Old Farmhouse Street End Lower Hardres Canterbury Kent CT4 5NR
<b>Accountants</b>	Williams Giles Professional Services Ltd Sittingbourne Kent ME10 5BH
<b>Bankers</b>	Coutts 440 The Strand London WC2R 0QS

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report**  
**for the year ended 31 March 2021**

The Trustees present their annual report together with the financial statements of the UK Time's Up for the year 1 April 2020 to 31 March 2021. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charitable Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

The objects of the Company are the promotion of equality and diversity for the public benefit by:

- (a) working for the elimination of discrimination in the workplace;
- (b) advancing education and raising awareness in equality and diversity;
- (c) cultivating a sense of favour and equality and diversity in such ways as the trustees think fit.

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

**b. Strategies for achieving objectives**

- 1. Advocacy** – we partner with women's organisations working on the frontline and use our platform to champion their work.
- 2. Education** – we raise awareness about sexual harassment in schools, in the workplace, and since the pandemic, at home, working in collaboration with charities and movements, for example The Fawcett Society.
- 3. Media & communications** – we identify opportunities to place news, opinion, features about sexual harassment.

**c. Activities undertaken to achieve objectives**

**Independent Standards Authority (ISA)**

We are developing a proposal for an industry-led independent body which would support the reporting and investigation of misconduct complaints, with a view to improving accountability in the creative industries.

**Call It! App**

We have been working with an independent producer on the development of an app to support people who experience sexual harassment and abuse.

**ERA50:50**

We have been giving ERA50:50 comms support following the recent landmark ruling in Pregnancy Discrimination Tribunal for British actor Antonia Kinlay.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**for the year ended 31 March 2021**

**Objectives and activities (continued)**

**UK TIME'S UP Platforms**

- Instagram - 11.2K followers
- Twitter - 4,714 followers
- Website
- Newsletter – monthly newsletter

**d. Main activities undertaken to further the Charitable Company's purposes for the public benefit**

As part of our advocacy work raising awareness about sexual harassment in the work place, Dame Heather Rabbatts went to Jamie Oliver's HQ to give a breakfast talk about sexual harassment in the workplace and talk about the work we are doing.

**Writers Equality:** We are working on building a communications campaign around the recommendations that came out of the year-long conversations with commissioners, agents and broadcasters focused on ensuring diversity and representation in the writing rooms.

We are working with On Road Media to help them to set up a workshop on how to work with survivors with kindness and sensitivity in the media.

We are the charity partner for the Funny Women Awards - we are looking to extend that relationship into 2022.

**ROSA and the Justice & Equality Fund:** The sexual harassment in the workplace report launched at the end of September, which we supported, the sexual harassment at work toolkit is being released in the New Year and we will be working with The Fawcett Society on comms outreach and will form part of the panel discussion for launch.

**ROSA and the Justice & Equality Fund:** the final tranche of grants have now been distributed, we will work closely with the grantees and support with our advocacy platforms. We will be doing a review and final report in November 2022, when the grant fund completes.

**UK TIME'S UP**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**for the year ended 31 March 2021**

**Objectives and activities (continued)**

**Achievements and performance**

**a. Main achievements of the Charitable Company**

We have launched a series of guides for working safely in the workplace. We are working on a proposal for an independent standards authority for reporting sexual harassment which can be adapted across industries and we are working with The Fawcett Society to create a toolkit for launch next year for employers to recognize and then stamp out sexual harassment in the workplace.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charitable Company 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.

**b. Reserves policy**

The trustees have established the level of reserves ( that is those funds that are freely available) that the charity out to have.

The trustees keep the level of overhead spending to a minimum and consider it necessary to have a relatively low level of reserves. The trustees consider the minimum level of reserves at 31 March 2021 would be £10,000. The actual free level of reserves were £81,531 all of which were held for an unrestricted purpose.

**Structure, governance and management**

**a. Constitution**

UK Time's Up is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The company was registered as a charity with the Charity Commission during the year having previously been operating as a company limited by guarantee.

**b. Methods of appointment or election of Trustees**

The management of the Charitable Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

**UK TIME'S UP**

**(A company limited by guarantee)**

**Trustees' report (continued)  
for the year ended 31 March 2021**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company 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 Charitable Company 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 Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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:



**Dame Heather Victoria Rabbatts DBE**

Date: 13 December 2021

**UK TIME'S UP**  
(A company limited by guarantee)

**Independent examiner's report  
for the year ended 31 March 2021**

**Independent examiner's report to the Trustees of UK Time's Up ('the Charitable Company')**

I report to the charity Trustees on my examination of the accounts of the Charitable Company for the year ended 31 March 2021.

**Responsibilities and basis of report**

As the Trustees of the Charitable Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charitable Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 Charitable Company'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 Charitable Company'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 Charitable Company and the Charitable Company's Trustees as a body, for my work or for this report.

Signed: 

Dated: 13/12/2021

Samuel Ketcher FCCA

Williams Giles Professional Services Ltd  
12 Conqueror Court  
Sittingbourne  
Kent  
ME10 5BH

**UK TIME'S UP**  
(A company limited by guarantee)

**Statement of financial activities (incorporating income and expenditure account)  
for the year ended 31 March 2021**

	Note	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>				
Donations and legacies	3	210,020	210,020	30,939
<b>Total income</b>		<u>210,020</u>	<u>210,020</u>	<u>30,939</u>
<b>Expenditure on:</b>				
Raising funds		20,000	20,000	-
Charitable activities	4	83,666	83,666	55,762
<b>Total expenditure</b>		<u>103,666</u>	<u>103,666</u>	<u>55,762</u>
<b>Net movement in funds</b>		<u>106,354</u>	<u>106,354</u>	<u>(24,823)</u>
<b>Reconciliation of funds:</b>				
Total funds brought forward		(24,823)	(24,823)	-
Net movement in funds		106,354	106,354	(24,823)
<b>Total funds carried forward</b>		<u>81,531</u>	<u>81,531</u>	<u>(24,823)</u>

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

The notes on pages 9 to 15 form part of these financial statements.

**UK TIME'S UP**  
**(A company limited by guarantee)**  
**Registered number: 11657103**

**Balance sheet**  
**as at 31 March 2021**

	Note	2021 £	2020 £
<b>Current assets</b>			
Cash at bank and in hand		98,353	28,971
		98,353	28,971
Creditors: amounts falling due within one year	8	(16,822)	(8,580)
		81,531	20,391
<b>Net current assets</b>			
<b>Total assets less current liabilities</b>		<b>81,531</b>	<b>20,391</b>
Creditors: amounts falling due after more than one year	9	-	(45,214)
		81,531	(24,823)
<b>Total net assets</b>			
		<b>81,531</b>	<b>(24,823)</b>
<b>Charity funds</b>			
Unrestricted funds	11	81,531	(24,823)
		81,531	(24,823)
<b>Total funds</b>			
		<b>81,531</b>	<b>(24,823)</b>

The Charitable Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



**Dame Heather Victoria Rabbatts DBE**

Trustee

Date: 13 December 2021

The notes on pages 9 to 15 form part of these financial statements.

**UK TIME'S UP**  
(A company limited by guarantee)

**Notes to the financial statements**  
for the year ended 31 March 2021

**1. General information**

UK Time's Up is a charitable incorporated organisation registered in England and Wales. The registered office is Old Farmhouse Street End, Lower Hardres, Canterbury, Kent, CT4 5NR. The principal activities of the organisation is to insist on safe, fair and dignified work for women of all kinds in line with the charitable objectives as set out in the Trustees Report.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

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

**2.2 Income**

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

**2.3 Expenditure**

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

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

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

All expenditure is inclusive of irrecoverable VAT.

**2.4 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.

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**Notes to the financial statements**  
**for the year ended 31 March 2021**

**2. Accounting policies (continued)**

**2.5 Liabilities and provisions**

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

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.6 Financial instruments**

The Charitable Company 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.

**2.7 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 Charitable Company and which have not been designated for other purposes.

**3. Income from donations and legacies**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Donations	210,020	210,020	30,939
<i>Total 2020</i>	<u>30,939</u>	<u>30,939</u>	

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**Notes to the financial statements**  
for the year ended 31 March 2021

**4. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Direct costs	83,666	83,666	55,762
<i>Total 2020</i>	<u>55,762</u>	<u>55,762</u>	

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Direct costs	80,031	3,635	83,666	55,762
<i>Total 2020</i>	<u>53,927</u>	<u>1,835</u>	<u>55,762</u>	

**Analysis of direct costs**

	<b>General Funds 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Communications and Newsletters	76,831	76,831	29,927
Freelance Staff	3,200	3,200	24,000
	<u>80,031</u>	<u>80,031</u>	<u>53,927</u>
<i>Total 2020</i>	<u>53,927</u>	<u>53,927</u>	

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**Notes to the financial statements  
for the year ended 31 March 2021**

**5. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>General Funds 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Computer	360	360	-
Bank Charges	791	791	842
Other Costs	384	384	993
Governance costs	2,100	2,100	-
	<u>3,635</u>	<u>3,635</u>	<u>1,835</u>
<i>Total 2020</i>	<u>1,835</u>	<u>1,835</u>	

**6. Independent examiner's remuneration**

	<b>2021 £</b>	<b>2020 £</b>
Fees payable to the Charitable Company's independent examiner for the independent examination of the Charitable Company's annual accounts	900	-
Fees payable to the Charitable Company's independent examiner in respect of:		
All other services not included above	900	-
	<u>900</u>	<u>-</u>

**7. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, no Trustee expenses have been incurred (2020 - £NIL).

**8. Creditors: Amounts falling due within one year**

	<b>2021 £</b>	<b>2020 £</b>
Accruals and deferred income	16,822	8,580
	<u>16,822</u>	<u>8,580</u>

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**Notes to the financial statements**  
**for the year ended 31 March 2021**

**9. Creditors: Amounts falling due after more than one year**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Other loans	-	45,000
Accrued interest	-	214
	<u>-</u>	<u>45,214</u>

**10. Financial instruments**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	<u>98,353</u>	<u>28,971</u>

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**Notes to the financial statements  
for the year ended 31 March 2021**

**11. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>				
General Funds	(24,823)	210,020	(103,666)	81,531

**Statement of funds - prior year**

		Income £	Expenditure £	Balance at 31 March 2020 £
<b>Unrestricted funds</b>				
General Funds		30,939	(55,762)	(24,823)

**12. Summary of funds**

**Summary of funds - current year**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
General funds	(24,823)	210,020	(103,666)	81,531

**Summary of funds - prior year**

		Income £	Expenditure £	Balance at 31 March 2020 £
General funds		30,939	(55,762)	(24,823)

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**Notes to the financial statements  
for the year ended 31 March 2021**

**13. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Current assets	98,353	<b>98,353</b>
Creditors due within one year	(16,822)	<b>(16,822)</b>
<b>Total</b>	<u><u>81,531</u></u>	<u><u>81,531</u></u>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Current assets	28,971	28,971
Creditors due within one year	(8,580)	(8,580)
Creditors due in more than one year	(45,214)	(45,214)
<b>Total</b>	<u><u>(24,823)</u></u>	<u><u>(24,823)</u></u>

**14. Related party transactions**

During the year there were two related transactions being:-

A donation from EON Productions Limited for £149,745, a related party of B Broccoli, a trustee of the charity; and

A donation from M & P Limited for £10,000, a related party of K Buckey-Sharma, a trustee of the charity.

During the prior year there was one related party transaction being a loan from Dana and Albert R Broccoli Foundation (UK) Limited, a related party of B Broccoli. This loan was waived during the year.