

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)

Contents

	Page
Reference and administrative details of the Charitable Company, its Trustees and advisers	1
Trustees' report	2 - 5
Independent examiner's report	6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 15

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**

Trustees	Dame Heather Victoria Rabbatts DBE, Chair Barbara Broccoli Jennifer Jane Blair Casarotto Kate September Buckley-Sharma Adedigba Amanda Rawcliffe Valerie Elizabeth Cazalet
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 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

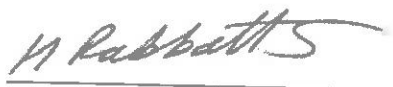
The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 £
Income from:				
Donations and legacies	3	210,020	210,020	30,939
Total income		<u>210,020</u>	<u>210,020</u>	<u>30,939</u>
Expenditure on:				
Raising funds		20,000	20,000	-
Charitable activities	4	83,666	83,666	55,762
Total expenditure		<u>103,666</u>	<u>103,666</u>	<u>55,762</u>
Net movement in funds		<u>106,354</u>	<u>106,354</u>	<u>(24,823)</u>
Reconciliation of funds:				
Total funds brought forward		(24,823)	(24,823)	-
Net movement in funds		106,354	106,354	(24,823)
Total funds carried forward		<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 £
Current assets			
Cash at bank and in hand		98,353	28,971
		<u>98,353</u>	<u>28,971</u>
Creditors: amounts falling due within one year	8	(16,822)	(8,580)
Net current assets		<u>81,531</u>	<u>20,391</u>
Total assets less current liabilities		<u>81,531</u>	<u>20,391</u>
Creditors: amounts falling due after more than one year	9	-	(45,214)
Total net assets		<u><u>81,531</u></u>	<u><u>(24,823)</u></u>
Charity funds			
Unrestricted funds	11	81,531	(24,823)
Total funds		<u><u>81,531</u></u>	<u><u>(24,823)</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:



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.

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

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

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

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

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

4. Analysis of expenditure on charitable activities

Summary by fund type

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

5. Analysis of expenditure by activities

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

Analysis of direct costs

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

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

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

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	General Funds 2021 £	Total funds 2021 £	Total funds 2020 £
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

	2021 £	2020 £
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

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

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

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

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

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

10. Financial instruments

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

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

**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 £
Unrestricted funds				
General Funds	(24,823)	210,020	(103,666)	81,531

Statement of funds - prior year

		Income £	Expenditure £	Balance at 31 March 2020 £
Unrestricted funds				
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)

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

**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

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

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)
Total	(24,823)	(24,823)

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.