

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

<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 Joanna Cosgrove (appointed 29 April 2022)
<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 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**  
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**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**  
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**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)
<b>Net current assets</b>		<u>35,058</u>	<u>81,531</u>
<b>Total net assets</b>		<u><u>35,058</u></u>	<u><u>81,531</u></u>
<b>Charity funds</b>			
Unrestricted funds	10	35,058	81,531
<b>Total funds</b>		<u><u>35,058</u></u>	<u><u>81,531</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: 27th October 2022

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

**UK TIME'S UP**  
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**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**  
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**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
	<hr/>	<hr/>	<hr/>
<i>Total 2021</i>	210,020	210,020	
	<hr/>	<hr/>	

**UK TIME'S UP**  
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**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>	83,666	83,666	

**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>	80,031	3,635	83,666	

**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
	75,399	75,399	80,031
<i>Total 2021</i>	80,031	80,031	

**UK TIME'S UP**  
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**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**  
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**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**  
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**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	81,531	32,639	(79,112)	35,058

**Summary of funds - prior year**

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

**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>	<b>35,058</b>	<b>35,058</b>

**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>	<b>81,531</b>	<b>81,531</b>

**UK TIME'S UP**  
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**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.