

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

Trustees	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)
Company registered number	11657103
Charity registered number	1189328
Registered office	22 Wycombe End Beaconsfield Buckinghamshire HP9 1NB
Accountants	CLA Evelyn Partners Limited 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 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. 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

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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.

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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:

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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

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

		Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
	Notes				
Income from:					
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>
Expenditure on:					
Charitable activities	4	26,000	90,476	116,476	79,112
Total expenditure		<u>26,000</u>	<u>90,476</u>	<u>116,476</u>	<u>79,112</u>
Net movement in funds		<u>-</u>	<u>131,058</u>	<u>131,058</u>	<u>(46,473)</u>
Reconciliation of funds					
Total funds brought forward		-	35,058	35,058	81,531
Net movement in funds		-	131,058	131,058	(46,473)
Total funds carried forward		<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
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Registered number: 11657103

Balance sheet
as at 31 March 2023

	Note	2023 £	2022 £
Current assets			
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)
Net current assets		<u>166,116</u>	<u>35,058</u>
Total net assets		<u><u>166,116</u></u>	<u><u>35,058</u></u>
 Charity funds			
Unrestricted funds	10	<u>166,116</u>	<u>35,058</u>
Total funds		<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
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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

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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

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

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

4. Analysis of expenditure on charitable activities

Summary by fund type

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

5. Analysis of expenditure by activities

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

**Analysis of activities undertaken
directly**

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

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

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2023 £	Total funds 2022 £
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

	2023 £	2022 £
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

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

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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
Total Funds	<u>35,058</u>	<u>247,534</u>	<u>116,476</u>	<u>166,116</u>

Statement of funds - Prior year

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

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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)
Total	<u>166,116</u>

Analysis of net assets between funds - prior year

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

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).