

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

Unaudited

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

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(A company limited by guarantee)

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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

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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

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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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.

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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
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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

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

		Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
	Note				
Income from:					
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>
Expenditure on:					
Charitable activities	4	29,943	83,474	113,417	84,418
Total expenditure		<u>29,943</u>	<u>83,474</u>	<u>113,417</u>	<u>84,418</u>
Net movement in funds		<u>-</u>	<u>(75,967)</u>	<u>(75,967)</u>	<u>(43,593)</u>
Reconciliation of funds					
Total funds brought forward		-	122,523	122,523	166,116
Net movement in funds		<u>-</u>	<u>(75,967)</u>	<u>(75,967)</u>	<u>(43,593)</u>
Total funds carried forward		<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.

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Registered number: 11657103

Balance sheet
as at 31 March 2025

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


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.

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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

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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

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

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

4. Analysis of expenditure on charitable activities

Summary by fund type

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

5. Analysis of expenditure by activities

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

Analysis of activities undertaken directly

	Restricted Funds	General Funds	Total funds	Total funds
	2025 £	2025 £	2025 £	2024 £
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

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

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2025 £	Total funds 2024 £
Computer	-	185
Bank Charges	500	509
Other Costs	35	3,834
Governance costs	5,661	2,677
	6,196	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.

8. Debtors

	2025 £	2024 £
Amounts due from related party	38,975	53,975
	38,975	53,975

9. Creditors: Amounts falling due within one year

	2025 £	2024 £
Accruals and deferred income	5,000	5,761
	5,000	5,761

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

10. Financial instruments

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

11. Statement of funds

Statement of funds - current year

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

Statement of funds – prior year

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

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.

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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.