

Company No: CE023940
Charity No: 1191863

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST OCTOBER 2022
FOR**

**FIGHTING WITH PRIDE
(A CHARITABLE INCORPORATED ORGANISATION)**



**Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY**

FIGHTING WITH PRIDE

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FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST OCTOBER 2022

The trustees present their report with the financial statements of the charity for the year ended 31st October 2022. The trustees have adopted the provisions of 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).

LEGAL AND ADMINISTRATIVE DETAILS

Registered charity number

1191863

Registered address

45 Roedean Crescent
Brighton
BN2 5RG

Trustees and key management personnel

The trustees who served during the year were as follows:

G P Lyster-Todd
A K Brown OBE
C A Jones MBE (appointed 11th September 2022)
R P Woods
S Veillard-Thomas (appointed 24th November 2021)
C J Austin-Behan OBE (resigned 1st May 2022)
C J Welsh (appointed 7th December 2021, resigned 20th September 2022)
A J Russel-brookes (resigned 1st February 2022)
A J Butchart-Kelly (resigned 1st February 2022)
Dr M J Hill (resigned 1st November 2021)

Appointment of trustees who were appointed after the year end:

S R Seal (appointed 4 July 2023)
E Dunleavy-Harris (appointed 4 July 2023)
K L Green (appointed 4 July 2023)
L I Barr-Jones (appointed 4 July 2023)
R E Price (appointed 4 July 2023)
A J Hartle FRCAFFICM (appointed 4 July 2023)

Key management personnel

C A Jones MBE	-	Executive Chair
C Paige	-	Chief Executive Officer

Patron

Lieutenant General Sir A Gregory KCB CB DL

Independent Examiner

Mark Sunter FCA
Institute of Chartered Accountants in England and Wales
Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Bankers

NatWest Bank PLC
96 Terminus Rd
Brighton
Eastbourne
BN21 3LX

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational status

Contact was registered as a charitable incorporated organisation (CIO) on 19th October 2020 under the provisions of the Charities Act (Charity number: 1191863).

Structure, governance and management

The Charity is governed by a Board of Trustees with responsibility for the strategic management of the Charity. The board consists of a minimum of 3 trustees and has a maximum number of 12.

Trustees serve a term of 3 years and the first annual recruitment round is planned for the early summer 2023. The Charity recognises that the creation of a diverse Board is an important factor in recruiting the professional competence required to administer the Charity successfully while increasing the accountability and public confidence in the overall management of the organization.

Where there is a requirement for new trustees, these would be identified and appointed by the remaining trustees. The chair of trustees is responsible for the induction of any new trustee which involves awareness of a trustee's responsibilities, the governing document, administrative procedures and the history and philosophical approach of the charity. A new trustee would receive copies of the previous year's annual report.

Full meetings of the Board took place on 7th December 2021, 11th January 2022, 5th April 2022 and 12th July 2022.

Risk management

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established to ensure that regular reports are produced and that necessary steps can be taken to address any issues arising.

OBJECTIVES AND ACTIVITIES

Extract of the Charitable Objects

- To relieve need, hardship or distress among LGBT+ veterans serving personnel and families by promoting and supporting rehabilitation, retraining and employment of those who lost careers.
- To petition for restorative justice where pension rights have been damaged and compensation denied and to seek acknowledgment and return of medals and other awards.
- To promote equality, diversity and inclusion and bring together LGBT+ veterans serving personnel and families.
- To bring a wider awareness of the enduring impact of the ban upon physical health and mental wellbeing through public advocacy and research.
- To promote good health and mental wellbeing.
- To work with the Government, charities and all organisations that support veterans to enable a better understanding of the needs of LGBT+ veterans serving personnel and families and the impact of past injustices.
- To engage in community building to enable integration of LGBT+ veterans into the wider military family.

Vision

The United Kingdom will become the best place in the world to be an LGBT+ Veteran. Fighting with Pride (FWP) will support LGBT+ Veterans, serving personnel and their families.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

Our Mission Statement

FWP will be a beacon for LGBT+ Veterans, serving personnel and their families and those removed from the Armed Forces because they were perceived to be LGBT+, supporting them to live their best lives. We will do this by encouraging those who have a duty to uphold the covenant to remember them and help. We will signpost them to organisations that can support their return to the protections of the military family. We will ensure that the challenges faced by LGBT+ Veterans in their service lives and beyond are recognised, respected and understood by those who have a duty to support them.

Our Values

Our values will be part of our DNA, evident in everything we do. No area of our activities will lose sight of the values that define our organisation. Our core values are clearly articulated and will help us to achieve the changes we seek:

- We will ensure that the needs of those we exist to support is the single most important factor in what we do to enable recovery.
- We will value equally the experiences of all Veterans and Serving Personnel without hierarchy of lived-experience or identity. As our organisation grows, new team members will be welcomed as full shareholders in our achievements in support of LGBT+ Veterans.
- We will work hard to change the future for LGBT+ Veterans. We cannot change the past, but we will be tenacious and do justice to those whom we aim to help so that we can change their futures.
- We will be kind to each other and those whom we support. We understand that sometimes values and behaviours may be founded upon difficult experiences. Our values will always be inclusive and welcoming, and these are values which we will encourage in others.
- We will be selfless and always respectful of the experiences of members of our team who have suffered greatly in their service life and lives beyond. We will always be there for team or community members when we can help.
- We will be courageous when we face challenges and difficult times

Delivery Partners

FWP has been supported in its work by our Founding Partners:

NHS England
Stonewall
SSAFA, The Armed Forces Charity
Royal British Legion

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

Delivery Partners (Continued)

Our Other Partners (alphabetical order):

Anglia Ruskin University	NHS Wales
Armed Forces Covenant Fund Trust	Northumbria University
Army Families Federation	Office of the Northern Ireland Veterans Commissioner
Adferiad	Office of the Scottish Veterans Commissioner
Audio Content Fund	Opening Doors London
Blind Veterans UK	Poppy Factory
British Army	Poppy Scotland
Cabinet Office for Veterans Affairs	Portsmouth Military Mental Health Alliance
Combat Stress	Regular Forces Employment Agency (Forces Employment Charity)
Confederation of Service Charities	Royal Air Force
Covenant Fund Wales	Royal Air Force Benevolent Fund
Help4Heroes	Royal Air Force Families Federation
Kings College London	Royal Navy
LGBT Consortium	Royal Navy Benevolent Trust
LGBT Foundation	Royal Navy Families Federation
Ministry of Defence Anglia Ruskin University	Royal Navy Royal Marines Charity
Armed Forces Covenant Fund Trust	Seafarers UK
Adferiad	Small Charities Coalition
Blind Veterans UK	Solent NHS Foundation Trust
British Army	Sussex NHS CCG
Cabinet Office for Veterans Affairs	The Legion
Combat Stress	Veterans Foundation
Confederation of Service Charities	Veterans Outreach Support
Help4Heroes	Veterans Scotland
Kings College London	Walking with the Wounded
LGBT Consortium	Woodys Lodge
LGBT Foundation	Yorkshire and Humberside Prison and Probation Service
Ministry of Defence	
National Council Voluntary Organisations	

Achievements Against the Strategic Plan

In November 2021 FWP was featured in over 400 national and regional media articles, including interviews on all major TV channels and all national newspapers. Our involvement in the National Service of Remembrance alone generated 325 articles. In response FWP was contacted by many veterans accelerating the growth of our network to over 250 veterans. They all receive our monthly newsletters and are taking up the growing range of opportunities that FWP is able to offer. For the veterans who took part, the march was incredibly moving and a reflection of our charities wish to see LGBT+ veterans stand side by side with all other veterans, in this case remembering all those that have been lost, not least those who lost their lives because of the ban.

- <https://www.dailymail.co.uk/news/article-10198665/Transgender-officer-says-proud-moment-LGBT-veterans-attend-Remembrance-service.html>
- <https://inews.co.uk/news/long-reads/remembrance-sunday-2021-lgbt-veterans-lay-wreath-cenotaph-service-first-time-1297255>
- <https://metro.co.uk/2021/11/14/this-remembrance-sunday-i-will-also-be-thinking-of-lgbt-veterans-15576473/#metro-comments-container>
- <https://www.mirror.co.uk/news/politics/lgbt-veterans-booted-out-army-25017573>
- <https://radio.bfbs.com/podcasts/fightingwithpride>

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

Achievements Against the Strategic Plan (Continued)

Also in November, in partnership with 'Walking With The Wounded' FWP launched a counselling therapy service offering veterans up to 12 sessions with their team of qualified therapists. In 21/22 8 referrals were made. A similar number of referrals were made to NHS Op Courage.

In December the appointment of Caroline Welsh was agreed as Chair of the Trustees in succession to Patrick Lyster-Todd, with Patrick remaining as a Trustee following a very successful 2 years in the post.

On 4th January 2022 the Government announced an extension of the range of offences relating to homosexuality which will be eligible for disregard or pardon, this follows a year long campaign by FWP.

Later in January, in response to evidence given by Craig Jones and Caroline Paige to the Select Committee on the Armed Forces Bill, the Government announced an LGBT Veterans Independent Review. In little more than 2 years FWP had taken this worthy but lost cause to the heart of Government and news of the Review was greeted with a great sense of relief that the truth of the ban would now be rediscovered. FWP immediately began monthly 'Town Hall' meetings to help meet the needs of veterans and serving personnel affected by the ban, to be kept informed. Over 100 veterans joined in on the first Zoom! event. Also in January FWP welcomed Carol Monaghan MP (SNP), Dan Carden MP (Labour) and Johnny Mercer MP (Conservatives) as Ambassadors of FWP.

Also in January FWP's research group completed data collection for the qualitative phase. This was followed by a quantitative research phase which continued through 2022 ahead of publication of the final report planned for mid 2023.

In final months of 2021 FWP had made applications to the Armed Forces Covenant Fund Trusts, People, Places and Pathways programmes (VPPP) in 10 regions covering the whole of the UK. In the new year, FWP was informed that 9 of the 10 bids had been successful. At a moment of potentially overwhelming demand for FWP's services this funding enabled the rapid upscaling of the charity at a time when demand for the charities services was outstripping resources two or three fold. Using unrestricted funding FWP engaged the support of a freelance recruiter to help conduct the hire process which was conducted in February. Over 470 individuals applied and ultimately 6 Veterans Community Workers and 1 Veterans Community Manager were hired. The quality of those onboarded has been outstanding and with the aid of professional support FWP we accelerated rapidly and assuredly from the first advert to the culmination of the onboarding process. Those recruited brought substantial experience of the Armed Forces, LGBT+ communities and most had personal experience of the ban.

In February a group of 10 female veterans were hosted by the Landmark Trust at one of their properties in Devon (Silverton Stables). In an action packed week the veterans tried axe throwing, ATV driving and had boat trips on the River Dart hosted by Britannia Royal Naval College Dartmouth. The week helped further develop FWP's women's network which has been welcomed by those involved.

In April our Community Team joined, the first of whom was Royal Navy veteran, Kenny Bryce our Community Team Manager. They met early in May at the Union Jack Club for a 2 day onboarding event and then set to work in their regions and countries developing networks and making contacts with LGBT+ veterans and local organisations that can support them.

Also in April FWP created its 'Reference Group, which has brought together the CEOs of the major military charities and LGBT+ charities to help achieve the alignment needed for our campaign to succeed and create a place in which consensus can be built. The Group is Chaired by FWP supporter and dismissed RAF veteran, Professor Andrew Hartle.

In May, Craig Jones and Caroline Paige presented to the All Party Parliamentary Group on the Armed Forces. Most of those attending had little knowledge of the severity of the impact of the ban and many allies were won.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

In June FWP was delighted to hear that Lord Etherton QC had been appointed as the Chair of the LGBT Veterans Independent Review after a challenging search. As an openly gay Law Lord, it was instinctively felt that the review would be thorough and truly independent.

In July 2022 Mike Hill resigned from the Board of Trustees and in August 2022 Caroline Welsh, the Chair of the Trustees resigned as both Chair and a Trustee. Alison Brown OBE resigned as Vice Chair but remained a Trustee. Craig Jones MBE was appointed Executive Chair as an employed member of the Executive Team reaching his duties across to become Executive Chair of the Board of Trustees. Caroline Paige became the Chief Executive working in an Executive partnership with Craig Jones. These arrangements provided stability in the leadership of the Board and it was agreed that the arrangement would remain in place for 12-18 months during which time a Board skills audit would be undertaken. In the weeks that followed, the Board increased its number of meetings to 6 'in person' meetings per year.

Through the summer of 2022 FWP attended Pride events across the UK and our team were particularly pleased to be invited to march with the uniformed Armed Forces in the UK National Pride in London. In the important year of the Independent Review, this presence increase knowledge of both the Review and FWP.

Public benefit

In setting out the charity's objectives and planning of activities the trustees have given careful consideration to the Charity Commission's general guidance and section 17(5) of the Charities Act 2011. The trustees are confident that the charity offers services of real and practical use to the local population and therefore complies with the responsibility placed on all charities under the Charities Act 2011 to demonstrate a public benefit.

FINANCIAL REVIEW

The trustees are pleased with the results of the initial reporting period. For the period ended 31st October 2022 the total income was £531,868 and total expenditure was £380,298.

Total funds carried forward at 31st October 2022 were £306,232, of which £195,136 were restricted and £111,096 were unrestricted.

The restricted income relates to the amount of project funding received in advance but not yet delivered.

Reserve policy

The trustees recognise that the level of unrestricted funds are low and that they aim to grow the amount of unrestricted funds in the future to a level which enables the charity to cover its overheads for a period of 6 months.

FIGHTING WITH PRIDE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011: the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Charity requirements

This report has been prepared in accordance with requirements set down by the Charities SORP (FRS 102).

The report of the trustees was approved by order of the Board of Trustees on 30th January 2024 and signed on behalf of the board of trustees by:



C A Jones MBE
Executive Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FIGHTING WITH PRIDE

Independent examiner's report to the trustees of Fighting with Pride

I report to the trustees on my examination of the accounts of Fighting With Pride (the Charity) for the year ended 31st March 2023.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Mark Sunter FCA
Institute of Chartered Accountants in England and Wales
Ainsworths Limited
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Date: 30th January 2024

FIGHTING WITH PRIDE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST OCTOBER 2022

	Notes	Unrestricted funds £	Restricted funds £	31.10.22 Total funds £	Period 12.01.20 to 31.10.21 Total funds £
INCOME FROM					
Donations and legacies	3	14,744	-	14,744	2,019
Charitable activities					
Veteran welfare	5	94,440	422,684	517,124	268,004
Investment income	4	-	-	-	2
Total		<u>109,184</u>	<u>422,684</u>	<u>531,868</u>	<u>270,025</u>
Expenditure on:					
Charitable activities					
Veteran welfare	6	-	380,298	380,298	115,363
NET INCOME		<u>109,184</u>	<u>42,386</u>	<u>151,570</u>	<u>154,662</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		1,912	152,750	154,662	-
TOTAL FUNDS CARRIED FORWARD	15	<u>111,096</u>	<u>195,136</u>	<u>306,232</u>	<u>154,662</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure relate to continuing operations.

The notes form part of these financial statements

FIGHTING WITH PRIDE

BALANCE SHEET AS AT 31ST OCTOBER 2022

		Unrestricted funds £	Restricted funds £	31.10.22 Total funds £	Period 12.01.20 to 31.10.21 Total funds £
	Notes				
FIXED ASSETS					
Tangible assets	12	2,477	-	2,477	-
CURRENT ASSETS					
Debtors	13	1,253	-	1,253	-
Cash at bank and in hand		109,182	195,136	304,318	157,028
CREDITORS					
Amounts falling due within one year	14	(1,816)	-	(1,816)	(2,366)
NET CURRENT ASSETS		<u>111,096</u>	<u>195,136</u>	<u>303,755</u>	<u>154,662</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		111,096	195,136	306,232	154,662
NET ASSETS		<u>111,096</u>	<u>195,136</u>	<u>306,232</u>	<u>154,662</u>
FUNDS	15				
Unrestricted funds				111,096	1,912
Restricted funds				195,136	152,750
TOTAL FUNDS				<u>306,232</u>	<u>154,662</u>

These financial statements were approved by the Board of Trustees and authorised for issue on 30th January 2024 and were signed on its behalf by:



C A Jones MBE
Executive Chair

The notes form part of these financial statements

FIGHTING WITH PRIDE**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST OCTOBER 2022**

	Notes	31.10.22 £	31.10.21 £
Cash flows from charitable activities			
Cash generated from activities	1	<u>150,065</u>	<u>157,026</u>
Net cash from charitable activities		<u>150,065</u>	<u>157,026</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		(2,775)	-
Interest received		<u>-</u>	<u>2</u>
Net cash from investing activities		<u>(2,775)</u>	<u>2</u>
 Increase/(decrease) in cash and cash equivalents		<u>147,290</u>	<u>157,028</u>
 Cash and cash equivalents at beginning of year	2	<u>157,028</u>	<u>-</u>
Cash and cash equivalents at end of year	2	<u><u>304,318</u></u>	<u><u>157,028</u></u>

The notes form part of these financial statements

FIGHTING WITH PRIDE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST OCTOBER 2022

1. RECONCILIATION OF DEFICIT TO CASH GENERATED FROM ACTIVITIES

	31.10.22	31.10.21
	£	£
Surplus for the year	151,570	154,662
Depreciation charges	298	-
Finance income	-	(2)
	<u>151,868</u>	<u>154,660</u>
(Increase)/decrease in trade and other debtors	(1,253)	-
Increase/(decrease) in trade and other creditors	(550)	2,366
	<u>150,065</u>	<u>157,026</u>
Cash generated from charitable activities	150,065	157,026

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 31st October 2022

	31.10.22	1.11.21
	£	£
Cash and cash equivalents	<u>304,318</u>	<u>157,028</u>

Period ended 31st October 2021

	31.10.21	12.,01.20
	£	£
Cash and cash equivalents	<u>157,028</u>	<u>-</u>

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST OCTOBER 2022

Fighting with Pride is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission in England & Wales. The charity's registered number and registered office address can be found within the trustees report.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

Short term creditors are measured at transaction price.

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

3. DONATIONS AND LEGACIES

	31.10.22	Period 12.01.20 to 31.10.21 Total funds
	£	£
Donations	<u>14,744</u>	<u>1,769</u>

4. INVESTMENT INCOME

	31.10.22	Period 12.01.20 to 31.10.21 Total funds
	£	£
Interest receivable	<u>-</u>	<u>2</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.10.22	Period 12.01.20 to 31.10.21 Total funds
	£	£
Grant income	517,084	267,920
Book sales	40	84
Veteran welfare		
Veteran welfare		
	<u>517,124</u>	<u>268,004</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct costs (see note 7)	Support costs (see note 8)	31.10.22 Totals	Period 12.01.20 to 31.10.21 Total
	£	£	£	£
Veteran welfare	<u>208,346</u>	<u>171,952</u>	<u>380,298</u>	<u>115,363</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.10.22	Period 12.01.20 to 31.10.21
	£	£
Wages	131,243	8,816
Social security	10,083	-
Pensions	2,509	-
Consultancy fees	5,332	7,866
Project costs	16,098	19,693
Book publishing costs	300	2,108
Media relations	4,685	14,600
Website development costs	1,388	18,153
Donations awarded	8,014	300
Travelling costs	28,694	5,141
	<u>208,346</u>	<u>76,677</u>

8. SUPPORT COSTS

	31.10.22	Period 12.01.20 to 31.10.21
	£	£
Wages	105,306	29,395
Social security	9,247	-
Pensions	2,642	220
Insurance	1,823	291
Postage and stationery	928	353
Computer costs	11,962	2,098
Sundries	5,858	708
Telephone	46	-
Training	2,262	914
Legal and professional fees	28,853	4,077
Depreciation	298	-
Accountancy fees	2,727	630
	<u>171,952</u>	<u>38,686</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.10.22	Period 12.01.20 to 31.10.21
	£	£
Independent examination fee	500	500
Accountancy, bookkeeping and payroll fees paid to independent examiner	130	130

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31st October 2022.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31st October 2022.

11. STAFF COSTS

	31.10.22	Period 12.01.20 to 31.10.21
	£	£
Wages and salaries	236,549	38,211
Social security costs	19,330	-
Other pensions costs	5,151	220
	261,030	38,431

The average monthly number of employees during the period was as follows:

	31.10.22	Period 12.01.20 to 31.10.21
Veteran welfare	5	1
Management and Administration	2	1
	7	2

No employees received emoluments in excess of £60,000.

FIGHTING WITH PRIDE**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31ST OCTOBER 2022****12. TANGIBLE FIXED ASSETS**

	Computer equipment £
Cost	
At 1 st November 2021	-
Additions	2,775
As at 31 st October 2022	<u>2,775</u>
Depreciation	
At 1 st November 2021	-
Charge for the year	298
At 31 st October 2022	<u>298</u>
Net book value	
At 31 st October 2022	<u>2,477</u>
At 31 st October 2021	<u>-</u>

13. DEBTORS

	31.10.22 £	31.10.21 £
Prepayments	1,253	-
	<u>1,253</u>	<u>-</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.10.22 £	31.10.21 £
Social security and other taxes	-	1,779
Other creditors	1,816	587
	<u>1,816</u>	<u>2,366</u>

FIGHTING WITH PRIDE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST OCTOBER 2022

15. MOVEMENT IN FUNDS

	At 01.11.21	Net movements in funds	At 31.10.22
	£	£	£
Unrestricted			
General fund	1,912	109,184	111,096
Restricted funds			
COVID-19 Core Costs Support	45,000	(45,000)	-
FWP Core Costs Support	14,250	(14,250)	-
FWP Research Programme	15,000	9,250	24,250
Journey Home Project	6,000	48,195	54,195
Regional Capacity Building Sussex	8,000	(8,000)	-
Royal Air Forces Association	8,000	(6,000)	2,000
Support Worker Capacity Building	7,000	(7,000)	-
Tackling Loneliness	49,500	(29,779)	19,721
Veterans People, Places and Pathways	-	94,970	94,970
	152,750	42,386	195,136
TOTAL FUNDS	154,662	151,570	306,232

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted			
General fund	109,184	-	109,184
Restricted funds			
COVID-19 Core Costs Support	47,500	92,500	(45,000)
FWP Core Costs Support	-	14,250	(14,250)
FWP Research Programme	49,250	40,000	9,250
Journey Home Project	71,195	23,000	48,195
Regional Capacity Building Sussex	-	8,000	(8,000)
Royal Air Forces Association	-	6,000	(6,000)
Support Worker Capacity Building	9,195	16,195	(7,000)
Tackling Loneliness	49,721	79,500	(29,779)
Veterans People, Places and Pathways	195,823	100,853	94,970
	422,684	380,298	42,386
	531,868	380,298	151,570

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st October 2022 or the period ended 31st October 2021.