



Parrhesia Inc

ANNUAL REPORT

For the year ending 31 March 2024

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CHARITY INFORMATION

For the year ending 31 March 2024

Charity Overview

Registered Charity Name: Parrhesia Inc

Charity Number: 1193561

Principal Office Address: Park House
East End
Sheriff Hutton
York
YO60 6SX

Trustees:

Arpita Dutt (Chair)
Professor John Blenkinsopp
Tracy Amanda Boylin
Martin Derek Bright
Stuart Cotton
Professor David Lewis
Major General David McDowall CBE
Revd Nicholas Mercer
Sara Rowbotham MBE
Sue Allison (resigned 3 January 2024)
David Dickson FCA (resigned 7 December 2023)

TRUSTEES' REPORT

For the year ending 31 March 2024

Introduction

This is the third annual report for Parrhesia Inc (PI), a charity registered with the Charity Commission for England and Wales (registered number 1193561). Parrhesia Inc is focused on the practice, protection, and promotion of the human rights of whistleblowers in the UK, by producing high-level research that can be used by practitioners and policymakers alike.

The Trustees

The trustees who served the charity during the year were as follows:

- Arpita Dutt (Chair)
- Professor John Blenkinsopp
- Tracy Amanda Boylin
- Martin Derek Bright
- Stuart Cotton
- Professor David Lewis
- Major General David McDowall CBE
- Revd Nicholas Mercer
- Sara Rowbotham MBE
- Sue Allison (resigned 3 January 2024)
- David Dickson FCA (resigned 7 December 2023)

Trustees are appointed in accordance with the Trust Deed. A Finance and Risk Committee comprising the Chair, CEO and Finance Officer meets quarterly and presents its report to the Board. The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. We are a new, charitable whistleblowing think-tank, emerging out of the research carried out by whistleblower practitioners and academics

Background

Parrhesia is an Ancient Greek term meaning “to speak freely”, implying not only freedom of speech, but the obligation to speak the truth for the common good, even at great personal risk. It was viewed as a fundamental tenet of democracy. We believe that parrhesia is a fundamental part of a modern democracy; that without truth, transparency and accountability, democracy dies.

Those who speak truth-to-power have always faced consequences for it. Even today, those who speak out about corruption, malpractice, incompetence, human trafficking and modern slavery, organised crime, and misconduct in public office, face severe consequences to their employment, health, finances, family, and reputation. This retaliation is usually deliberate, public, and meant to undermine, stigmatise and silence them – serving as a warning to others who might think of doing the same. We believe that those who speak in the spirit of parrhesia should be protected and those who retaliate against them should be held to account and sanctioned.

Objectives and Activities

The objectives of the charity are to promote the human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) of whistleblowers in the United Kingdom and in particular the right to freedom of expression by all or any of the following means:

- Monitoring abuses of whistleblowers' human rights
- Obtaining redress for abuses of whistleblowers' human rights and relieving need among the victims of such abuse
- Research into whistleblowers' human rights issues
- Providing technical advice to government and others on whistleblowers' human rights issues
- Contributing to the sound administration of the law relating to whistleblowers' human rights
- Raising awareness of whistleblowers' human rights issues

- Promoting public support for whistleblowers' human rights issues
- Promoting respect for whistleblowers' human rights
- Eliminating infringements of whistleblowers' human rights

In furtherance of that object, but not otherwise, the trustees shall have power to engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carried out its objects¹.

We have created an Academic Council consisting of the leading authorities in whistleblowing research to provide the mechanisms and focus through which independent academic research can be channelled to answer the key questions posed by policymakers. We invited our Academic Council to identify what it saw as the priorities for research.

- Intersectionality and Whistleblowing
- The Restitutive Effects of Therapeutic Counselling on Rehabilitation of Whistleblowers
- Whistleblowing and Precarious Workers
- Whistleblowing in Education
- AI and Whistleblowing
- A Cost/Benefit Analysis of Whistleblowing in the UK
- Consequences of the UK's Non-Compliance with the EU Directive
- Whistleblowing on Domestic Abuse
- Autism and Whistleblowing

What are we trying to achieve

In Parrhesia Inc, we are building an authoritative body of knowledge and evidence, through co-ordinated research on whistleblowers' human rights, to provide technical advice to Government and others. We will monitor abuses of whistleblowers' human rights, contribute to the sound administration of the law, propose reform where there are demonstrable deficiencies, and comment on proposed legislation.

To achieve this, we will initially focus on the following three aims:

- **Aim 1** to champion evidence-based policy making
- **Aim 2** to be the consensus builder among the community of practice: bringing people together
- **Aim 3** to be, and to be seen to be, the respected voice of research evidence.

What we have achieved so far

Aim 1 – to champion evidence-based policy making

We have held nine policy meetings with legislators throughout the reporting period. We have engaged in collaborative drafting on the Economic Crime Manifesto II with the APPG on Anti-Corruption and Responsible Tax. Parrhesia has worked in close partnership with the whistleblowing charity, Protect and Spotlight on Corruption to draft the important manifesto recommendations that the Government should make it easier to blow the whistle by creating an easily accessible central reporting body, whilst also requiring companies to hold investigations into whistleblower concerns related to economic crime. We were honoured to attend the manifesto launch in Westminster in April 2024 and to hear from some incredible speakers such as Dame Margaret Hodge MP who described the crucial work of the APPG's joint work on tackling corruption and economic crime. This is a significant step forward in transparency and accountability and we look forward to seeing the progression of this work within the UK.



We have made significant contributions to the Joint Anti-Corruption Unit (JACU) in the Home Office to assist in their formulation of UK Anti-Corruption Strategy 2024-2029. We received formal recognition from Minister of State (Security Minister) for our expertise and contribution to policy formulation in this regard. We made collaborative presentations with Protect to the Department of Business and Trade (DBT) on whistleblowing policy reform, and presented evidence to the DBT's Review of the Whistleblowing Framework including significant consultation with study contractors (Grant Thornton) in their formulation of the report.

We had a major Input to formulation of the Economic Crime and Corporate Transparency Act (2024) clause on 'failure to prevent' and, specifically, the necessity for Whistleblowing Procedures, with specific mention of whistleblowing protection and response to disclosures of wrongdoing, within the Government Guidance necessary for its implementation once it receives Royal Assent.

We have held a consultation on the advancement of legislation to provide a statutory definition of 'bullying' and protections with Rachel Maskell MP.

We held a consultation with Emily Thornberry MP and Marina Wheeler KC on Violence Against Women and Girls (VAWG) in partnership with the charity Rights of Women. We had four subsequent meetings to develop legislation and policy regarding whistleblowing and sexual harassment. This contributed to draft legislation introduced in clause 18 of the Employment Bill in October 2024 making sexual harassment a new 'protected disclosure' ensuring such disclosures can never be made confidential or subject to NDA's and opening up prescribed reporting routes.

We have maintained our relationships with the APPG on Anti-Corruption and Responsible Tax, Fair Business Banking and Whistleblowing joining their efforts to bring reform and changes to legislation in these vital areas. We have contributed to the RUSI Study into 'Whistleblower Incentivisation' with both interviews and consultative documentation and commented in detail on the National Audit Office (NAO) report on Whistleblowing in the Civil Service. We supplied written evidence to the Public Accounts Select Committee's Inquiry into Whistleblowing the Civil Service and measured its impact through the relevant actions subsequently conceded in the Treasury Minutes for remedial action.

Internationally, we have presented at the Organisation for Economic Cooperation and Development (OECD) Global Forum on Anti-Bribery and Corruption in Paris, in March 2024 where our CEO shared his extensive experience in their sessions on 'Unmasking Corruption, Empowering Whistleblowers' and The Role of Investigative Journalism in Anti-Corruption'.

Together with Protect, the UK's leading whistleblowing charity, we have formulated and presented to policymakers a list of research priorities to provide the answers to identified gaps in their knowledge. We are now engaged in developing partnerships with various universities, represented by members of the Academic Council, to gain joint funding to progress these research topics, whereby universities provide the academic research resource and Parrhesia Inc provides the transition to policy development and a route to realise tangible outcomes to improve whistleblower protection.

¹ Founding Constitution of a Charitable Incorporated Organisation, Parrhesia Inc, November 2021, updated 31st July 2022.

Aim 2 – to be the consensus builder among the community of practice: bringing people together

We have become a facilitator within the whistleblowing sector, creating a forum for those working in the field to come together and share best practice. We collaborate on projects and seek consensus across the community of practice in order to further our collective purpose. Significantly, we have partnered with Protect, the leading UK Whistleblowing charity, to present a co-ordinated initiative to Ministers in the relevant UK Government departments (DBT and Home Office) with joint statements / proposals for reform in the short, medium, and long term effected by use of statutory instruments, ministerial directives and legislative reform. We have established very good relations with senior policymakers in both major departments (DBT: Employment Matters and Home Office: Joint Anti-Corruption Unit (JACU)), and cross-party politicians in the All Party Parliamentary Groups for Whistleblowing, Fair Business Banking and Anti-Corruption and Responsible Tax. Most importantly, we have held collaborative talks with the Parliamentary Under Secretary of State in DBT, who is very supportive of our aims and with whom we have forthcoming discussions on a prioritised programme of measures for implementation within the timescale of the current government.

Internationally, we have progressed networking relationships with the Whistleblower International Network (WIN), the International Whistleblowing Research Network (IWRN), the Government Accountability Project (GAP) and Whistleblowers of America in the USA and the Whistleblower Canada Research Society. We have also been asked by the Department of Corruption Prevention and Detection in the Ukrainian Anti-corruption Agency to assist in formulating state policy on whistleblowing, enforcing such regulations within all state institutions and private companies and the provision of legal support and protection to whistleblowers. At our seminar, on 27th February 2024, we signed a Memorandum of Cooperation with the Foundation of Institutional Development (FID) in Ukraine to give a formal base to this work. We have invited BEIS and Protect to join with us in putting together a comprehensive collaborative response on policy development, procedural channels, and therapeutic support requirements.

Across the Academic Council, our Policy Advisory Group, and our trustees, we have participated in a wide range of seminars, closed roundtable discussions and consultancy with public and private organisations. We have created formal partnerships with other national and international NGOs and organisations working in the field (Protect, Whistleblower International Network (WIN), Government Accountability Project (GAP)).

Our Academic Council has met biannually to discuss current research trends and identify gaps in whistleblowing research out of which we have identified collective priorities for future research. We have also researched and constructed databases identifying firstly areas of support, ambivalence, and potential opposition to legislative change across the UK national political spectrum, and secondly a comparative database identifying sources of potential funding aligned with the aims and objectives of potential funders who might support our future work.

We believe that the establishment of an independent statutory authority is urgently required to create a safe environment in which wrongdoing may be disclosed and to ensure that the rights of whistleblowers are protected, respected and fulfilled. We have publicly supported the APPG on Whistleblowing, and their Secretariat (Whistleblowers UK) at the launch of a Bill proposing the establishment of the Independent Office of the Whistleblower. We have purposely included support for such an authority in our discussions with Ministers.



At Parrhesia, we have valued our continued partnership with Protect. Together we have advocated for and influenced policy makers and government ministers on legislative reforms using our research and evidence bases. We are hopeful that our consolidated efforts will continue to benefit whistleblower protection. We were invited to be a part of Protect's 30th Anniversary Conference on 5th October 2023, which enabled us to reflect on their strong legacy and look to the future of whistleblowing legislative reform. Our Chair Arpita Dutt was a panellist in a session that explored 'Standards, ethics and whistleblowing in the public sector: are the Nolan Principles dead?'

Trauma in Whistleblowing Conference 2024

Our online and in person Trauma in Whistleblowing Conference on 27th February 2024, in partnership with Leigh Day, aimed to address the trauma associated with speaking out against wrongdoing and how best to amplify the voices of those who speak truth to power. We welcomed researchers, whistleblowers, organisational psychologists, lawyers and leadership coaches to discuss the emotional and psychological impact of whistleblowing. We are extremely proud to have facilitated this discussion and to be surrounded by those who want to shed light on what whistleblowers want and need on their road to recovery. It was a compelling day with high calibre speakers, from across our Trustees, Academic Council and network of professional experts, in which we launched our thought leadership programme on 'Restoring Whistleblower Lives' and signed a Memorandum of Cooperation with the Foundation for Institutional Development (FID) in an effort to strengthen whistleblowing protection in both Ukraine and the United Kingdom.



Trauma in Whistleblowing Conference Programme

- Welcome from Chair of Trustees, Parrhesia - Arpita Dutt
- PTSD and Whistleblowing: The Lived Experience - Helen Evans, formerly of Oxfam
- 'Fuelling Corruption: The Lived Experience' fireside discussion - Jonathan Taylor and Natasha Lovel
- The Healing Process - Tracy Boylin, Trustee and formerly of NHS England
- Building a Responsive Counselling Capacity in Ukraine - Dr Oksana Bronevyska, CEO, Foundation for Institutional Development, Ukraine
- Observing Trauma in Whistleblowing - Dr Brigid MacCarthy, Clinical Psychologist
- The Need for Therapeutic Counselling - Dr Cecile Thorsen, Clinical Psychologist and Researcher
- Energy Leadership Framework - Graham Smith, Aurora Life Coaching
- Panel: What the Whistleblower Wants, What the Whistleblower Needs
 - Arpita Dutt, Dr Ian Foxley, Paul Dowling, Elizabeth Gardiner, Professor David Lewis, Professor John Blenkinsopp
- Psychosocial Impacts of Whistleblower Retaliation - Jackie Garrick, CEO 'Whistleblowers of America'
- Concluding Remarks - launch of 'Restoring Whistleblower Lives' initiative - Dr Ian Foxley, CEO, Parrhesia





Aim 3 – to be, and to be seen to be, the voice of authority and influence, the *thought leaders*, at the policy table

The Parrhesia Tapes

Promoting our values of trust and courage and our aims to educate the public, policymakers, lawyers and judges, Parrhesia produces 'The Parrhesia Tapes', a successful 6 video podcast series about whistleblowers and whistleblowing. It is an open access cross-sectoral educational resource of the 'lived experience' of whistleblowers alongside complementary expert commentary. In respect to impact, podcast viewership has grown to over 10,000 across 16 streaming platforms, including YouTube, Spotify, Amazon Music and Apple Podcasts. In Series 1, the 6 episodes have transported listeners to some extraordinary places from Miramax's London Headquarters in the early 2000s, to a humanitarian aid mission in Haiti; from the insides of a Croatian jail to an NHS Radiology Department. Our listeners have heard of whistleblowers fleeing Saudi Arabia after being threatened with arrest by a Princess, acting as informants for the FBI or speaking out against social services and the police about a child grooming gang in Rochdale. By delivering a polished and immersive listening experience with leading experts in the field, each episode captivates and engages listeners from start to finish.

Innersound Audio

Innersound is a premier audio and video production agency based in York, specialising in recording and editing our podcast series. Their focus is on sharing the critical stories of whistleblowers, either from our state-of-the-art studio or at locations convenient. They utilise a comprehensive four-camera setup and quad-microphone array, complemented by professional lighting and rigorous backup systems to safeguard recordings. This meticulous approach ensures that every episode meets the highest standards of quality, preserving the essential messages we aim to broadcast.

"Working with Parrhesia has been a truly rewarding experience. Not only do you get to meet a fascinating bunch of people, but you know you're working on a project that truly matters and will help change the world."

Joe Graves, Innersound Audio



Co-hosts

Martin Bright is an award-winning journalist with over 30 years of experience. He has worked for the Guardian, the Observer and the New Statesman among others. He is currently acting editor of the freedom of expression magazine Index on Censorship. In 2003 he broke the story of Iraq War

whistleblower Katharine Gun, which was recently made into the movie 'Official Secrets'. He now co-hosts the Parrhesia Tapes alongside Natasha Lovel.

Natasha is Parrhesia's full-time Project Officer for Engagement and Delivery. She is an award winning campaigner who advocated for the rights of survivors of sexual violence during her time at the University of Oxford. It was due to her continued advocacy that she was recognised as a 'Young Activist of the Year' by TargetJobs and Clifford Chance and received the Centre of Applied Human Rights Scholarship based on her academic and practical experience where she studied a Masters Degree in Applied Human Rights researching Transnational Business Feminism in the Bangladesh RMG sector.



Podcast Tapes Episodes:

1. The Airbus Whistleblower - Dr Ian Foxley and Professor John Blenkinsopp, Newcastle Business School
2. The Oxfam Whistleblower - Helen Evans and Professor Jon Dean, Sheffield Hallam University
3. The Hollywood Whistleblower - Zelda Perkins and Professor Kate Kenny, National University of Ireland, Galway, Eire
4. The NHS Whistleblower - Sue Allison and Samantha Prosser, Managing Associate, BDBF LLP
5. The Oil Industry Whistleblower - Jonathan Taylor and Richard Brooks, Investigative Journalist, Private Eye Magazine
6. The Rochdale Child Abuse Scandal Whistleblower - Sara Rowbotham MBE and Dame Jasvinder Sanghera DBE



The Parrhesia Papers

Our advocacy also includes publication of 'The Parrhesia Papers', a series of 8 thought leadership papers with contributions from leading researchers covering courage, ethics, law, and the pursuit of transparency and accountability, offering open access to a body of research papers seeking to shape future policies on multi-sector whistleblowing. Readership has grown by 3,500 in the last 12 months. These papers have included thought leadership on: the relationship between Autism and Whistleblowing, the future of whistleblowing research, a look into the 2024 political party manifestos and an insight into why whistleblowing is part of a sustainable working life.

Parrhesia Papers:

1. The Future of Whistleblowing Research: Five Key Themes and Questions - Dr David Lewis
2. Whistleblowing at the Heart of Government - NAO Report just published - Dr Ian Foxley

3. Government Guidance on Whistleblowing in the Economic Crime and Corporate Transparency Act - Dr Ian Foxley
4. The Healing Process - An Alternative to Litigation UKRI Policy Support Funds - Tracy Boylin
5. Autism and Whistleblowing: Challenges and Opportunities - Sanjay Kumarendran
6. The Case of Major David McBride - Reverend Nicholas Mercer
7. Whistleblowing in 2024 Political Party Manifestos Debunked - Natasha Lovel
8. Why Whistleblowing is a Part of a Sustainable Working Life - Professor Brita Bjorkelo
9. A Whistleblowing Covenant - Dr Ian Foxley

Chair of Parrhesia's Academic Council, Professor John Blenkinsopp stated:

"By providing accessible summaries of current research, applied to specific issues or contexts, the Parrhesia Papers create a vehicle for the widest possible dissemination of research for those working in policy and practice"

Educational Presentations

In partnership with University of York's School for Business and Society, our CEO led a Masterclass based on his lived experience as the whistleblower behind the Airbus/GPT case, the impact this had on his professional and personal life, and his 13-year fight to persuade the Serious Fraud Office and the UK Attorney General to bring prosecutions that resulted in convictions for corruption with fines and confiscations totalling over €3.6 billion.

Continuing a series of lectures at INSEAD, Europe's leading business school, Dr Foxley returned for the fifth year to lecture on the importance of whistleblowing and its impact on organisational culture to the Ethics and Compliance training element of international MBA Classes. Similarly, he presented at ECCSA, Paris on the same subject to the Organisational Management MBA courses and to the Project Management faculty in Cumbria University.

Structure, Governance and Management

PI is led by Ian Foxley as CEO. He is responsible for the work and for recruiting, managing, and supervising the operations of the charity. Currently the role of CEO is funded on a part time basis and the Project Delivery and Engagement Officer is a full time role.

Following the graduation of her MA in Applied Human Rights, we have recruited Natasha Lovel, from her part time role as our Research and Administrative Assistant to a full time role as Project Delivery and Engagement Officer. Her key tasks are for the project management of the Parrhesia Tapes, Parrhesia Papers and our inaugural 'Trauma in Whistleblowing Conference. She also remains the secretary of the Board of Trustees meetings, provides administrative support for the organisation and manages our external communication outputs and customer relationship management (CRM) platform.

Wendy Addison was our Management Accountant but we have changed our IT support consultant from Frank di Mauro, who gave us great support in our establishment, to Peter Hinton design, based in Middlesbrough, Teesside. Equilibrium Accountants Limited conduct an independent annual assessment of our accounts.

Parrhesia's strategy, implementation, financial planning, and governance is overseen by its Board of Trustees, as is the work of the C-suite who report directly to the Board. There is a subcommittee structure, chaired by various trustees with relevant experience which oversees the more detailed work of the organisation.

Reserves Policy

The charity currently has no reserves and thus no reserves policy is applicable at present. Our intention is to build up reserves that cover 3 months of ongoing expenditure, which currently amounts to around £15,000.

Remuneration Policy

The charity subscribes to the Living Wage policy and the Prompt Payment Code and is accredited to the Good Business Charter.

Political Donations

Parrhesia has no party-political affiliations and does not make political donations.

Financial Accounts

The accounts for the year ending 31 March 2024 have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Articles of Association and the Accounting and Reporting by Charities – Statement of Recommended Practice, applicable to all charities preparing their accounts in accordance with the Financial Reporting Standards.

Statement of directors' responsibilities

The trustees are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

In preparing these accounts, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent, and
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Charities Act 2011. 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.

Each of the persons who is a trustee at the date of approval of this report confirms that:

- (a) So far as each trustee is aware, there is no relevant information of which the independent reviewer is unaware, and
- (b) Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant financial information that may have a material impact on the financial reports and to establish that the organisation's independent reviewer is aware of that information.

Signed on behalf of the board of trustees:

.....
Arpita Dutt
Chair of Trustees

Approved by the board on 18 January 2025

INDEPENDENT EXAMINER'S REPORT

For the year ending 31 March 2024

I report on the accounts of Parrhesia Inc for the year ending 31 March 2024, which are set out on pages 10-13.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act
- To follow the procedures laid down in the General Directions given by the Charities Commission under section 145(5)(b) of the 2011 Act
- To state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts and seeking explanations from you as trustees consequently no opinion is given as to whether the accounts present a "true and fair view", and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
 - To keep accounting records in accordance with section 130 of the 2011 Act
 - To prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

Have not been met, or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



.....
Nicola Ainscough FCA BSc
Chartered Accountant
Equilibrium Accountants Ltd
48 Goodramgate, York, YO1 7LF

30 August 2024



STATEMENT OF FINANCIAL ACTIVITIES

For the year ending 31 March 2024

Year to 31 Mar 2024 Total £
50,000
49,167
-
-
68
1
99,848
-
96,274
1,774
98,048
1,800
10,036
11,836

Period to 31 Mar 2023 Total £
12,000
45,333

-
-
50
9
57,842
-
60,185
1,808
61,993
(4,151)
14,187
10,036

	Notes	Restricted Funds £	Unrestricted Funds £
INCOME	2		
Donations and legacies		-	50,000
Charitable activities		-	49,167
Other trading activities		-	-
Investments		-	-
Other income		-	681
Total incoming resources		-	99,848
EXPENDITURE			
Expenditure on:			
Raising funds		-	-
Charitable activities	3	-	96,274
Other	4	-	1,774
Total resources expended		-	98,048
 Net income / (expenditure) for the period		-	1,800
 RECONCILIATION OF FUNDS			
Total funds brought forward as at 1 Apr 23		-	10,036
Total funds carried forward as at 31 Mar 24		-	11,836
Incoming and endowments from:			

The notes on pages 12-13 form a part of these financial statements

A Statement of Total Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities.

There is no difference between the net income / (expenditure) for the period above and the historical cost equivalent. All activities are continuing.

BALANCE SHEET

For the year ending 31 March 2024

	Notes	£	As at 31 Mar 2024 £
FIXED ASSETS			
Tangible assets			1,155
CURRENT ASSETS			
Stocks		-	
Prepayments		793	
Cash at bank and in hand		16,839	
		<u>17,632</u>	
Creditors: Amounts falling due within one year			(6,951)
Net Current Assets / (Liabilities)			<u>10,681</u>
Total Assets less Current Liabilities			<u>11,836</u>
Creditors: Amounts falling due after more than one year			
Net Assets			<u>11,836</u>
FUNDS			
Unrestricted funds	5		11,836
Restricted funds			-
Total Funds			<u>11,836</u>

The notes on pages 12-13 form a part of these financial statements

Trustee benefits: advances, credit and guarantees

During the year no benefits, in the form of advances, credit and guarantees, were conferred upon trustees of the charity.

Guarantees and other financial commitments

During the year no guarantees or other financial commitments were made.

The financial statements have been prepared in accordance with the Charities Act 2011, with respect to accounting records and the preparation of accounts.

The financial statements on pages 10-13 were approved by the Board of Trustees and signed on its behalf by:

.....
Arpita Dutt
Chair of Trustees

Date:

NOTES TO THE ACCOUNTS

For the year ending 31 March 2024

1. ACCOUNTING POLICIES

a) Statutory Information

Parrhesia Inc is a registered charity in the UK with the Charities Commission, registration number 1193561.

b) Basis of preparation and assessment of going concern

The accounts have been prepared under the historical cost convention and on the receipts and payment basis.

The financial statements are prepared in sterling, which is the functional currency of the charity.

The principal accounting policies, which have been applied consistently in the period, are set out below.

c) Compliance with accounting standards

The financial statements have been prepared in accordance with the Charities Act 2011, the Accounting and Reporting by Charities for Smaller Entities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (Effective January 2015) – (Charities 'SORP' FRS 102): the provisions of FRS 102 Section 1A – Small Entities and other applicable accounting standards in the United Kingdom.

d) Funds structure

Earmarked funds, as shown in the notes to the accounts, represent funds set aside by the trustees for use on specific projects. Amounts shown as Restricted Funds, on the Statement of Financial Activities and the Balance Sheet, represent funds donated for specific projects in accordance with the Charities Act definition.

e) Income recognition

Revenue is recognised in respect of non-government, non-exchange transactions, donations and funds received for goods and services supplied during the financial period on receipt.

Government Grants are recognised using the accrual model.

f) Trustees' remuneration and expenses

During the year the trustees did not receive any remuneration or reimbursement of out-of-pocket expenses, as none were incurred.

2. INCOME

Year to 31 Mar 2024 Total £	Period to 31 Mar 2023 Total £
50,000	12,000
49,167	45,333
678	256
3	3
-	250
99,848	57,842



		Restricted U Funds n £ r e s t r i c t e d F u n d s £
Donations and legacies		
General	-	50,000
Charitable Activities		
JRCT Grant	-	49,167
Other Income		
Bank Interest Received	-	678
Cashback Received	-	3
Other	-	-
	-	<u>99,848</u>

3. CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds
	£	£
Bookkeeping	-	11,500
Insurance	-	599
IT Support	-	7,200
Consultation Fees	-	-
Legal Fees	-	23,030
Office Expenses	-	239
Staff Costs	-	28,606
Memberships and Subscriptions	-	411
Travel Costs	-	8,798
Podcast Fees	-	10,277
Event Consulting	-	3,317
Repairs and Maintenance	-	665
Conference Fees	-	132
Advertising	-	419
Other	-	1,081
	-	96,274

Year to 31 Mar 2024	Period to 31 Mar 2023
Total	Total
£	£
11,500	6,000
599	500
7,200	7,200
-	5,000
23,030	26,040
239	60
28,606	14,142
411	509
8,798	734
10,277	-
3,317	-
665	-
132	-
419	-
1,081	-
96,274	60,185

4. OTHER

	Restricted Funds £	Unrestricted Funds £
Bank Charges	-	30
Governance	-	245
Professional Fees	-	510
Depreciation	-	933
Interest Charges	-	56
	-	1,774

Year to 31 Mar 2024 Total £	Period to 31 Mar 2023 Total £
30	15
245	350
510	510
933	933
56	-
1,774	1,808

Year to 31 Mar 2024 Total £	Period to 31 Mar 2023 Total £
11,836	10,036
-	-
-	-
11,836	10,036

5. FUNDS

	Restricted Funds £	Unrestricted Funds £
Unrestricted Fund		
General	-	11,836
Earmarked	-	-
Restricted Fund	-	-
	-	11,836