

EVERYONE'S INVITED

ANNUAL REPORT AND UNAUDITED FINANCIAL

STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

EVERYONE'S INVITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Kevin Sara
Atalia Silas (Appointed 1 January 2023)
Susan le Jeune d'Allegeershecque CMG
Sigal Shalev
Christine Kane (Appointed 16 June 2023)
Bella Deborah Mary Bird (Appointed 16 June 2023)

Charity number 1196264

Registered office Streathers Solicitors

Accurist House
44 Baker Street
W1U 7AL

Independent examiner Andrew Subramaniam

c/o HW Fisher LLP
Chartered Accountants
Acre House
11-15 William Road
London
NW1 3ER

Bankers

C Hoare & Co
37 Fleet Street
London
EC4P 4DQ

EVERYONE'S INVITED

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EVERYONE'S INVITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2023

1. Letter from the CEO

Dear Supporter,

First and foremost, I'd like to extend my thanks to our incredible survivor community, Everyone's Invited (EI) would not exist without every single survivor who has bravely shared their story with us. Your stories are the impetus of change; they are central to our mission and have driven our impact. As a survivor-centred charity, we believe that platforming survivor voices are essential to exposing and eradicating rape culture with empathy, compassion and understanding.

EI exploded onto the national stage back in March 2021. During this period, we received over 50,000 testimonies, sparking a national movement and viral conversation about rape culture with millions of people. The publication of the testimonies and the Schools Lists triggered the groundbreaking Ofsted review, which launched into safeguarding policies and practices relating to sexual abuse in state and independent schools and colleges. Published in March 2021, the review confirmed the work of EI, demonstrating that sexual harassment and sexual abuse online are pervasive and happening in all schools. It instructed all schools to take action, prompting a national overhaul in policies, practices, and RSE in schools across the U.K.

Since then, we have rapidly transitioned from a grassroots campaign to a national movement, and now, a registered charity, shifting our focus from exposing rape culture to devising a strategy to eradicate it.

In this report, we are proud to share many exciting highlights that showcase our impact, pioneered by the hard work and dedication of our incredible team. Some of these include our partnership with the Broadway production of *Prima Facie*, starring Jodie Comer, the triggering of the landmark 2023 Women and Equalities Committee Report on '*Attitudes towards women and girls in educational settings*,' and the launch of the EI Education Programme, reaching 60 schools, 10,000 pupils and 2,000 staff across the U.K.

As a new organisation, we are focused on establishing our foundations, core structures, and fundraising to ensure EI's long-term growth and impact. We are deeply grateful to our survivor community, funders, and supporters who have allowed us to professionalise and drive this exciting period of early organisational development.

With warmth and gratitude,

Soma Sara
Founder & CEO

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

2. Our story

Soma Sara's experience of rape culture began in her early teenage years. Conversations with friends throughout her time at school and university began to reveal just how widespread the issue is. While finishing her degree, Soma began sharing her experiences of rape culture on Instagram. In light of the overwhelming response from those who resonated with her story, Soma founded EI in June 2020.

EI's approach is survivor-centered. The nature of its creation means that we are also a survivor-led organisation. The charity has been formed around the needs of survivors, keeping their voices at the heart of our mission; EI provides a much-needed platform, ensuring that the voices and experiences of survivors are amplified and heard in their own words. EI aims to engage the public in meaningful conversations regarding rape culture and enact change. Our mission is to expose and eradicate rape culture with empathy, compassion and understanding. The approach focuses on delivering training to young people in educational institutions so that everyone can play an active role in tackling the causes and consequences of rape culture.

What is rape culture?

The problem that EI seeks to address is rape culture. Rape culture includes misogyny, rape jokes, sexual harassment (groping, non-consensual touching), image-based abuse (upskirting, non-consensual sharing of intimate photos, cyber flashing), and sexual coercion. When behaviours such as these are normalised, they can act as a gateway to more extreme acts such as sexual assault and rape. Learn more about [rape culture](#) via Rape Crisis.

3. Why?

- 1 in 4 women have been raped or sexually assaulted as an adult. 1 in 6 children have been sexually abused. 1 in 18 men have been raped or sexually assaulted as an adult. (Rape Crisis)
- The highest ever number of [rapes](#) within a 12-month period was recorded by police in the year ending September 2022: 70,633. (Rape Crisis)
- Only 1 in 100 rapes recorded by police in 2021 resulted in a charge that same year, let alone a conviction. Despite high rates of rape, charging and conviction rates remain among the lowest since records began. (Rape Crisis)
- Most survivors of rape don't report it to the police. 5 in 6 women who are raped don't report it – and the same is true for 4 in 5 men. (Rape Crisis)
- 6.5 million women in England and Wales have been raped or [sexually assaulted](#) since the age of 16. (Rape Crisis)
- 9 in 10 girls and young women in schools say: Sexist name-calling and being sent unwanted 'dick pics' or other images of a sexual nature happens to them or other girls and young women their age. (Ofsted, June 2021)
- One child is raped in school on every school day, and in primary schools alone, three sexual assaults are reported to the police every school day. (Women and Equalities Select Committee report, 2016).

4. Values

Survivor

- EI is a survivor-centred charity. The charity has been formed around the needs of survivors, keeping their voices at the heart of our mission; EI provides a much-needed platform, ensuring that the voices and experiences of survivors are amplified and heard in their own words.

Empathy

- Empathy and compassion are needed for people to meaningfully comprehend the universal prevalence of rape culture, the nature of survivor experiences, and the impact of sexual violence. Empathy and compassion are also needed for us all to recognise how we are all responsible for enabling, perpetrating, and eradicating rape culture.

Everyone

- EI is an inclusive organisation. We are a platform for all survivors of all ages, religions, genders, identities, sexualities, and backgrounds. EI is committed to taking an intersectional approach to tackling rape culture, recognising how different forms of discrimination intersect and overlap to create unique experiences of oppression.

Anonymity

- Anonymity empowers survivors to share their stories openly in a world where experiences of sexual harassment, sexual abuse, and sexual violence are shrouded in shame and stigma. Many survivors never openly share or report their experiences because they are frequently disbelieved, invalidated, and shamed by their communities and peers.

Reconciliation

- Much of the behaviour described within the testimonies is the product of a culture that normalises and trivialises these actions. To reconcile is to understand both sides, listen, and try our best to understand people's experiences, thoughts, and actions. Reconciliation does not mean to "forgive and forget" but to "forgive and go forward." Together, we are building on the mistakes of the past, working towards reconciliation, and creating a new future.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED) *FOR THE YEAR ENDED 30 JUNE 2023*

5. Goals

To maintain and continue the EI online survivor safe space

- By maintaining the website, we will ensure that survivors can continue sharing their experiences of rape culture anonymously. The act of sharing their stories on the website allows many survivors a sense of relief, catharsis, and empowerment, and gives them a feeling of community and hope.
- All testimonials submitted to the website are completely anonymous. Anonymity is crucial in allowing survivors to share their stories freely, as experiences of sexual violence are shrouded in stigma and shame. We have built a bespoke, advanced website with an AI tool that automatically removes identifying information from each testimony and onboarded a paid staff member who manages the testimony processing volunteers. The testimony processing volunteers read each testimony as a precautionary measure before they are uploaded to the website.

To educate everyone and raise awareness of rape culture and the surrounding issues and to keep people talking

- The online survivor safe space serves as an educational tool and an awareness-raising platform to expose the sheer prevalence of rape culture in society, the scale of the problem, the way it pervades in society, and the life-changing impact of trauma on survivors.
- Social media: EI delivers engaging, informal education about rape culture and the surrounding issues on our social media platforms, including Instagram, Tik Tok, Twitter and LinkedIn. These are researched, written, and created by our social media content writer volunteers. They are in the article, info-graphics, and short video formats and are sometimes informed and created in collaboration with our community members.
- Education program: The EI education is designed to empower school communities to promote healthy relationships, sexual well-being and to tackle rape culture. Our approach is personal, empathetic, and non-judgmental. We present the facts and encourage pupils to think critically about the world around them. We are flexible and offer bespoke programmes to all schools. We like to establish long-lasting partnerships with schools, keeping in contact to support schools with their ongoing needs. We deliver many different educational talks, workshops, and conversation sessions.

To secure longevity and stabilise the organisation

- Through creating a sustainable structure to ensure the long-term functionality of charity so that we continue to fulfil our mission statement.
- Through developing a fundraising strategy and sustainable funding pipeline, through the onboarding of fundraising consultants to focus on grants: trusts & foundations; statutory; public fundraising: Individual giving, community & events, legacies; partnerships: corporate partnerships; corporate fundraising; philanthropy; data & operations: CRM, GDPR compliance & streamline giving through fulfilling reporting obligations to funders and maintaining strong relationships with funders.
- Through establishing strong internal systems and procedures, including onboarding core employees, HR, operations, communications, accounting, bookkeeping, finance, social media, website, education, research, GDPR compliance, and internal team support.
- Growing a strong board of hands-on trustees with expertise in early organisational development, fundraising, finance, and safeguarding.
- Through Creating and implementing strong safeguarding & internal policies across the whole organisation.

To find and implement additional effective solutions to start to eradicate rape culture

- A better understanding of rape culture in the UK is essential to driving evidence-based interventions. The testimonies that EI has anonymously collected contain extensive information about the nature of rape culture, and, if interrogated appropriately, have the potential to provide a gateway to understanding the nature of these crimes better.

To engage with governments and institutions to foster positive change

- Governments, institutions, police forces, the criminal justice system, universities, organisations, and schools need to adjust their policies and practices regarding supporting survivors, strengthening reporting procedures, and tackling sexist, misogynistic, and victim-blaming attitudes that inform leadership and decision-making.
- EI regularly works with government departments such as the Ministry of Justice, the Department for Education, the Department for Transport, Ofsted, the Women & Equalities committee, and the Home Office, providing consultancy, participating in reference groups, giving evidence, and launching consultations to support on the development of draft bills, commercial campaigns, and public campaigns.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

6. Our Impact

Public awareness raising & influence through media

- Charity partnership with Broadway production of *Prima Facie* Play: during the West End run in London, producer James Bierman contacted EI, saying his inbox overflowed with testimonies; audience members *needed* a space to share their stories after watching the play. Through our shared missions, a partnership between EI and *Prima Facie* was born. All audience members were directed to the EI online safe space to share their stories after watching the play. The partnership widened our global reach to the U.S. by partnering with this incredibly powerful, high-profile profile and impactful play.
- “*Prima Facie* encapsulates the harrowing ordeal and plight of a victim in the aftermath of rape within a deeply broken criminal justice system. At its core, *Everyone’s Invited* is survivor-centred. By platforming the voices of survivors, we are flipping the script, uplifting the voices of those who have been silenced, and who have never spoken openly about their stories, traumas, and experiences. *Prima Facie* enacts this flipping of the script, exposing the impact of sexual violence on the victim’s life – and through the lens of the criminal justice system. It exposes the brutal reality of how justice for a survivor of rape is near-impossible in a patriarchal system where the odds are overwhelmingly skewed in favour of the accused. The reality presented in the play *is reality*: charges in the UK are at a record low: just 1 in 70 rape cases result in a charge or summons (Home Office, 2021).”¹Soma Sara

Online survivor safe space & community building

- We have maintained a community-created archive of survivor testimonies, ‘a digital anonymous, safe space for survivors to share their stories’. We have received over 50,000 submissions and gained significant attention and support from key stakeholders in the UK and beyond.
- We worked with a digital web developer agency and designer to build an advanced, bespoke website to maintain an anonymous, safe space for the EI community and ease testimony processing, collection, and storage of testimony data for volunteers.
- We are committed to growing the volunteer team to support our social media efforts and testimony processing.
- We continued growing our online community of survivors and allies across Instagram, LinkedIn, Twitter, TikTok, and threads. We research and deliver survivor-focused content aiming to centre our survivor community, signpost support, and deliver healing and educational resources. We nearly doubled our LinkedIn following (+48%) & significantly increased our Twitter presence. Set up Threads, now our 2nd largest platform. Increased reach (+94.7%) and engagement on Instagram (+41.8%).
- Future plans: Grow TikTok to become our 2nd largest platform, enabling us to reach school-age students Establish clear EI Education branding for regular promotion across platforms.

Education programme

- Developed and launched EI’s pilot education programme in schools from September 2022 to August 2023. Pioneered by head of education, head of facilitation, and 8 freelance education facilitators.
- Delivered talks, workshops, micro talks, staff sessions, parent sessions, conversation sessions, and consultations. Some of the key topics covered are sexual well-being, consent, report & support, sexual violence, rape culture, active up-stander, incels, online misogyny, and gendered pressures.
- **60 schools, 10,000 pupils, and 2,000 staff** reached in the first year of the programme.
- Feedback surveys recorded: 90% of students said our education was useful. 90% of students said they understood the topic much better. 96% of students believed this was an important education to have. 96% of staff contacts said the quality was very good. 96% of staff contacts said communication was very good. 100% of the staff felt equipped to support students.
- Safeguarding: We host a support day (every 2 months) for all education facilitators, a recap of the safeguarding policy, potential scenarios, and support space provided to share safeguarding experiences and best practices. The Head of Education reports to the DSL and Safeguarding Trustee every month for a debrief on all incidents and to ensure all procedures have been followed and cases followed up with schools. All incidents are logged on secure safeguarding databases.

1

Research

- We collaborated with academic researchers, data governance experts, and other partners to ensure the ethical and responsible use of survivor testimonies in research and policy development. Successfully onboarded an academic senior research advisor from UCL.
- A better understanding of rape culture in the UK is essential to driving evidence-based interventions. EI is committed to conducting research that generates evidence and insights to support advocacy, policy development, and educational material to tackle rape culture. To better understand the insights in the testimonies, EI is collaborating with Trilateral Research, a UK ethical AI company focused on supporting stakeholders by combatting complex social problems.
- By forming this strategic partnership with Trilateral Research, EI will aim to leverage interdisciplinary approaches and ethical AI to understand and address rape culture. We are exploring the potential of natural language processing (NLP) and machine learning to uncover themes and trends in the testimonies, driving evidence-based interventions to inform advocacy and preventative educational approaches.

i. Co-submitting grant applications to support further research to generate knowledge.

ii. Contributing tailored outputs that increase evidence-based knowledge in accessible forms to a wider range of stakeholders (government departments, policy advisors, wider society) to inform previously unknown themes, intervention points, and educational materials.

- Education Review: developed a qualitative strategy to gain feedback on our education arm to enhance the quality of our educational materials. Objectives: ensure the EI education program meets the highest standards in education, validate our education approach, grow EI's educational network of experts, and raise our credibility within the educational arena.
- Developing M&E of education resources and strategy around feedback. Aiming to take a holistic approach - seeking reviews from parents, teachers, educators, pupils, academics, psychologists, SEND specialists, EDI specialists; Mixed methods approach - participatory approaches - mitigating biases.
- Future plans: publish findings, analyse our M&E data, and deliver evidence-driven recommendations. Strategic partnerships with organisations to increase EI's awareness. Apply for multiple project-focused grants.

Advocacy & government

- The CEO raised public awareness of the issue of sexual violence and rape culture through media appearances, public speaking engagements, and advocacy work with policymakers and government bodies.
- We triggered the publication of the landmark **2023 Women and Equalities Committee Report on 'Attitudes towards women and girls in educational settings'**. Sexual harassment and abuse of female students and staff were found to be a serious problem in education; MPs call for a specific Government strategy for engaging with boys and young men in schools on topics of sexual harassment and gender-based violence as part of RHSE review, relationships, and sex education should be made compulsory in post-16 educational settings, calls for sufficient funding and support for teachers to deliver safeguarding effectively as well as RSHE.
- Through the publication of this report, Parliament has shown that it is taking sexual harassment in educational settings seriously and has confirmed that action is urgently needed to eradicate rape culture in schools and universities.

Organisation development and capacity building

- We have recruited a core staff team and consultants (finance, fundraising, communications, HR, accountants) to undertake day-to-day operations and establish core internal administrative structures, charity and employee policies, HR procedures & systems, finance function, accounting, bookkeeping, and fundraising.
- We recruited three new trustees to the board, strengthening our governance & widening expertise in education delivery and development, organisational development, and safeguarding.
- EI is committed to ensuring staff members are supported, and their well-being is prioritised. We implemented internal support for all volunteers. Onboarded experienced professional volunteer to lead internal team support and was responsible for online and in-person support meetings, regular individual mental health check-ins, and updating the support manual.
- Safeguarding: created a safeguarding policy & safer recruitment policy with NSPCC. Safeguarding implementation day in April 2023 to familiarise staff & volunteers with policy, procedures, and potential scenarios. All staff members have completed compulsory safeguarding training at IHASCO & NSPCC. Safeguarding is an action point at every monthly whole team meeting & at board meetings. Safeguarding trustee onboarded & supporting DSL and DDSL in all areas of safeguarding in the charity. We aim to engage a safeguarding consultant for a whole organisation's safeguarding audit in the coming year.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

7. Structure, governance & management

Structure

- EI is structured with Founder Soma Sara as Chief Executive Officer, supported by the senior team and the board of trustees. We currently have 4 core employees, including the CEO, General Manager, Head of Education, and Head of Facilitation. Subcontractors and consultants in social media, research, fundraising, communications, finance, HR, accountancy, and education facilitation support the core team. 3-6 volunteers support social media efforts and testimony processing on the website team. Our volunteer team works flexibly to support the needs of Everyone's Invited as it grows.

Governance

- The Board of Trustees is responsible for the governance, policy, strategy, and financial matters of the charity. The Board of Directors meets quarterly and approves any changes to the budget at each quarterly meeting. The Trustees are recruited through open advertisements, shortlisting, and interviews by the Board and DBS & reference checks.

Management

- The CEO is responsible for the overall management and coordination of the Everyone's Invited activities. A General Manager supports the CEO in the day-to-day operations. She advises the Board and implements decisions taken by trustees. She reports to the trustees and seeks their approval for any financial changes.

Financial Management

- The CEO is supported by a finance consultant with expertise in finance and operations in the charity sector. They are supervised by and report to the trustees. All payments are reviewed and signed off by the CEO and at least 2 trustees. The Trustees Financial Policy is currently being developed.

Trustees

Kevin Sara, Chair
Atalia Silas, Trustee
Susan le Jeune d'Allegeershecque CMG, Trustee
Sigal Shalev, Trustee
Bella Bird, Trustee
Christine Kane, Safeguarding Trustee

Staff

Chief Executive Officer (full-time)
General Manager (part-time)
Head of Education (full-time)
Head of facilitation (full-time)

Auditors

H.W Fisher
Contact: shkhan@hwfisher.co.uk
Acre House
11-15 William Road
London
NW1 3ER

Bankers

C.Hoare & Co.
Contact: Deborah.Williams@hoaresbank.co.uk
37 Fleet Street
London
EC4P 4DQ

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

8. Financials

Income

2022

Donations: £10k

Charitable activities (education income): £1k

Total income: £11k

2023

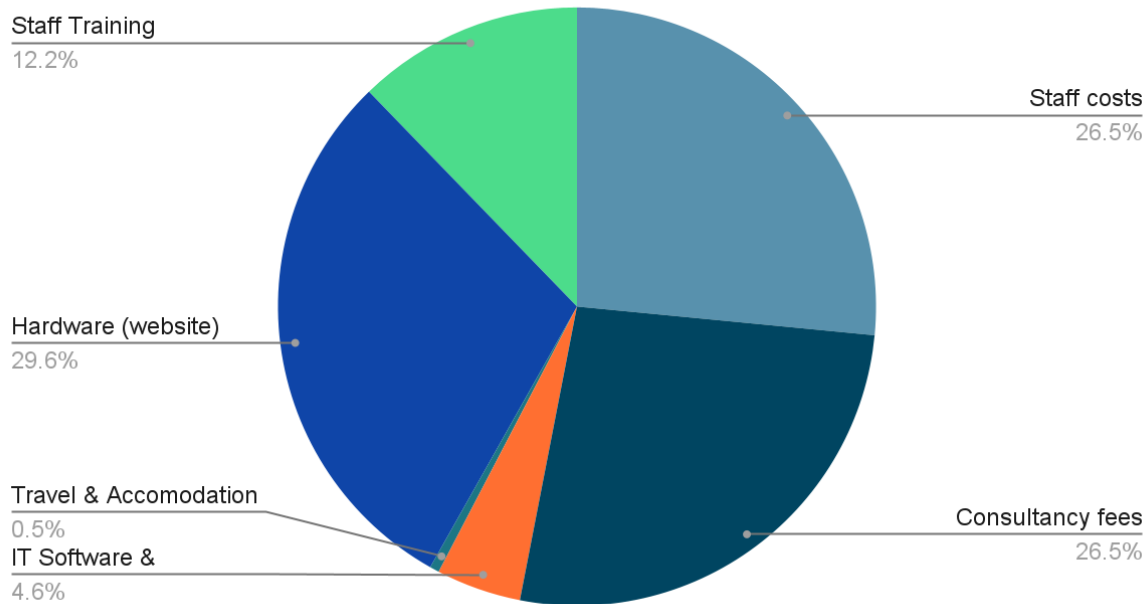
Donations: £214k

Charitable activities (education income): £83k

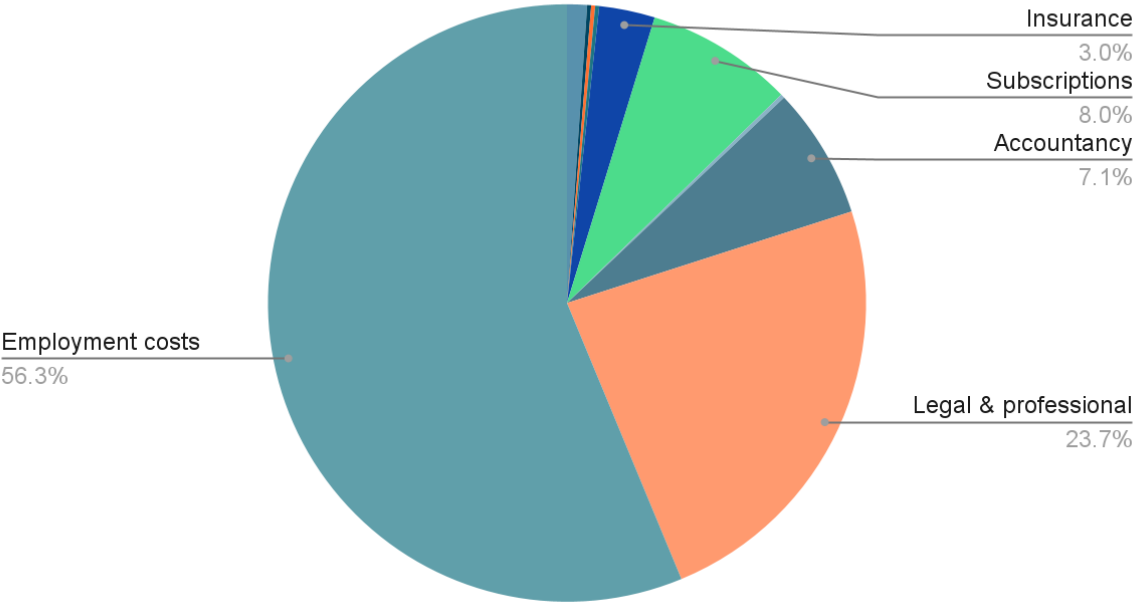
Total income: £297k

Expenditure

Charitable Activities 22-23



Support Costs 22-23



The trustees' report was approved by the Board of Trustees.

Kevin Sara
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Kevin Sara
Trustee 30 Oct 2023
Dated:

EVERYONE'S INVITED

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EVERYONE'S INVITED

I report to the trustees on my examination of the financial statements of Everyone's Invited (the charity) for the year ended 30 June 2023.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.

Andrew Subramaniam
~~Andrew Subramaniam~~

c/o HW Fisher LLP
Chartered Accountants
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

30 Oct 2023
Dated:

EVERYONE'S INVITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £
<u>Income from:</u>					
Donations and legacies	3	164,167	50,000	214,167	10,000
Charitable activities	4	82,968	-	82,968	1,450
Total income		247,135	50,000	297,135	11,450
<u>Expenditure on:</u>					
Charitable activities	5	101,180	32,938	134,118	7,222
Net income for the year/ Net movement in funds		145,955	17,062	163,017	4,228
Fund balances at 1 July 2022		4,228	-	4,228	-
Fund balances at 30 June 2023		150,183	17,062	167,245	4,228

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

EVERYONE'S INVITED

BALANCE SHEET

AS AT 30 JUNE 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	9	7,558		100	
Cash at bank and in hand		166,709		7,693	
		<u>174,267</u>		<u>7,793</u>	
Creditors: amounts falling due within one year	10	<u>(7,022)</u>		<u>(3,565)</u>	
Net current assets			167,245		4,228
			<u><u>167,245</u></u>		<u><u>4,228</u></u>
Income funds					
Restricted funds	11		17,062		-
Unrestricted funds			150,183		4,228
			<u>167,245</u>		<u>4,228</u>
			<u><u>167,245</u></u>		<u><u>4,228</u></u>

30 Oct 2023

The financial statements were approved by the Trustees on

Kevin Sara
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Kevin Sara
Trustee

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies

Charity information

Everyone's Invited is a Charitable Incorporated Organisation. The registered office is Streathers Solicitors, Accurist House, 44 Baker Street, W1U 7AL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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 charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

All costs which can be directly attributed to charitable activities are allocated to the relevant activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies (Continued)

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.7 Financial instruments

The charity 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.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall

due. 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2023	2023	2023	2022
	£	£	£	£
Donations and gifts	164,167	-	164,167	10,000
Grants	-	50,000	50,000	-
	<u>164,167</u>	<u>50,000</u>	<u>214,167</u>	<u>10,000</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

4 Charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Education income	82,968	1,450

5 Charitable activities

	Funds 2023 £	Funds 2022 £
Staff costs	26,149	-
Consultancy fees	25,028	750
IT Software and Consumables	(552)	4,123
Travel and Accomodation	22,276	-
Hardware	29,070	-
Staff training	12,168	-
	114,139	4,873
Share of support costs (see note 6)	5,902	234
Share of governance costs (see note 6)	14,077	2,115
	134,118	7,222
Analysis by fund		
Unrestricted funds	101,180	7,222
Restricted funds	32,938	-
	134,118	7,222

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

6 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Bank charges	419	-	419	90	-	90
Staff entertainment	-	-	-	144	-	144
Advertising & Promotion	105	-	105	-	-	-
Conference & Subsistence	78	-	78	-	-	-
Insurance	1,415	-	1,415	-	-	-
Subscriptions	3,728	-	3,728	-	-	-
Sundry expenses	157	-	157	-	-	-
Accountancy	-	3,375	3,375	-	1,500	1,500
Legal and professional	-	10,702	10,702	-	615	615
	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>	<u>234</u>	<u>2,115</u>	<u>2,349</u>
Analysed between						
Charitable activities	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>	<u>234</u>	<u>2,115</u>	<u>2,349</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	<u>1</u>	<u>-</u>
Employment costs	2023 £	2022 £
Wages and salaries	25,363	-
Other pension costs	786	-
	<u>26,149</u>	<u>-</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

9 Debtors		
	2023	2022
	£	£
Amounts falling due within one year:		
Other debtors	7,558	100
	<u>7,558</u>	<u>100</u>
10 Creditors: amounts falling due within one year		
	2023	2022
	£	£
Other taxation and social security	540	-
Other creditors	3,407	1,450
Accruals	3,075	2,115
	<u>7,022</u>	<u>3,565</u>

11 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Movement in funds		
	Incoming resources	Balance at 1 July 2022	Incoming resources	Resources expended	Balance at 30 June 2023
	£	£	£	£	£
Grayken	-	-	50,000	(32,938)	17,062
	<u>-</u>	<u>-</u>	<u>50,000</u>	<u>(32,938)</u>	<u>17,062</u>

Grayken Foundation : £50,000 pledged for developing and maintaining the new Everyone's Invited website that will allow the organisation to continue to fulfill their mission statement, activities and goals.

12 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2023	2023	2023	2022
	£	£	£	£
Fund balances at 30 June 2023 are represented by:				
Current assets/(liabilities)	150,183	17,062	167,245	4,228
	<u>150,183</u>	<u>17,062</u>	<u>167,245</u>	<u>4,228</u>

13 Related party transactions

There were no disclosable related party transactions during the current or prior year.

