



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report
for the period from 19th November 2021 to 31st March 2023

Charity name: Who is Your Neighbour?

Charity registration number: 1196667

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>1. Promote racial and/or religious harmony by, in particular, but not exclusively:</p> <ul style="list-style-type: none">a) Promoting knowledge and mutual understanding between different racial and/or religious groups;b) Advancing education and raising awareness about different racial and/or religious groups to promote good relations between persons of different racial and/or religious groups; andc) Working towards the elimination of discrimination on the grounds of race and/or religion. <p>2. Promote equality and diversity by, in particular, but not exclusively:</p> <ul style="list-style-type: none">a) eliminating discrimination on the grounds of race, gender, disability, sexual orientation or religion;b) advancing education and raising awareness in equality and diversity; andc) promoting activities to foster understanding between people from diverse backgrounds.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>We hold conversations in which people can speak openly about issues around migration and race. We promote narratives which show positive stories of dealing with difference and change. We work directly with communities in South Yorkshire and support others both here and nationally to use our skills, knowledge and experience via training, consultancy and partnership working.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>Trustees all have regard to the guidance issued by the Charity Commission on public benefit.</p>

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p><i>Who Is Your Neighbour?</i> works directly with South Yorkshire-based, predominantly white British communities in areas historically neglected by mainstream political parties, where discussions about complex challenges are often hijacked by hostile but compelling racist or anti-migrant narratives about who is to blame. We facilitate constructive discussion about race, ethnicity, and immigration, supporting long-term attitude change towards those who are 'different', and helping to build tolerant, resilient communities where people get along.</p> <p>We support staff and volunteers in local statutory bodies and community organisations, including local councillors, to develop skills in holding difficult conversations about race and immigration with members of the public, and be able to intervene when encountering hostile behaviour. This helps to build trust in local organisations, infrastructure and democracy, and undermines the influence of racist campaigning.</p> <p>Gaining charitable status generated considerable work behind the scenes, transferring staff to the new organisation and beginning to develop our own identity.</p> <p>During the financial period, we continued in Sheffield to work in a partnership that supports people from newly arrived and established communities to work together on things they want to change for the better in the places they live. Each of the partners contributed specialist interventions including safe space conversations, conflict resolution workshops, and training to increase understanding and knowledge of the experience of refugees and asylum-seekers. We held facilitated conversations with a group of long term residents and a group of new residents (Slovak Roma people) about their experience of their neighbourhood.</p> <p>We began holding conversations in public or outdoor settings as a response to not being able to work with groups indoors because of Covid restrictions. As the restrictions eased, we continued this approach. This brought learning on how to work differently in settings where the usual group dynamics, structure and preparation don't apply but where there is scope to invite wider participation. As with all our conversations, we made space for people to speak openly, be heard, hear each other, and be open to change.</p> <p>In one neighbourhood of Barnsley, we worked with a youth work organisation to hold conversations with young people outdoors, in informal settings. We've usually worked with adults, often older people, and decided to develop ways to use our approach in working with young people. One of our facilitators, who is an experienced youth worker, took a leading role in this work.</p>

		<p>He spent several sessions working alongside detached youth workers from our partner organisation, holding conversations with around 50 young people. These were informal but with an element of the structure and facilitation of our usual facilitated conversations. The young people spoke openly about their lives and aspirations, and their perceptions of other cultures and of neighbouring towns. Our facilitator and the partner organisation workers spent time at two businesses in the neighbourhood where young people gather and where anti-social behaviour was reported consistently. In discussion with young people and the owners of one of the businesses, our facilitator worked to help more positive engagement between them.</p> <p><i>Who Is Your Neighbour?</i> continued during the period to be a partner in a project in an area of Rotherham, with a particular focus on two streets where refugees were experiencing hate crime. Asylum seekers living there were facing similar difficulties. We started by building relationships with stakeholders and residents who we identified through consultation at the local community centre and by knocking on doors. We started with a pop-up event on the streets, but with facilitators involved this time. Initial discussions were about Covid, with residents bitter about their experience. More recent arrivals talked of difficulties settling in.</p> <p>In March 2023 we were finally able to share the stories of the people living on these two streets. We interviewed people and heard their accounts such as when the men used to all work in the coal mine a short walk away. Story work like this is so important, giving voice and value to people's personal histories so they can rebuild identity in a positive frame. In that context they can hear and value the stories new arrivals bring with them.</p> <p>The Rotherham project taught us a great deal about partnership working. We found there's work involved in making that approach succeed. The needs of partner organisations to meet their individual outcomes have to be balanced against meeting the needs of the neighbourhood. It means the whole team has to be flexible and work to help each other deliver. There's a lot of checking in to ensure everyone feels their views are being heard and the whole project needs to be co-ordinated to stay purposeful. There are resource implications to that, but if done well the whole team can be more than the sum of its parts and have a greater impact.</p> <p>We began during the period to deliver a major programme of training, capacity building, and targeted interventions with national partners. This meant starting to look at how to support local interventions in neighbourhoods across the country where race, culture and immigration are hot topics. This national work will support practice and the sharing of our methodology in:</p> <ul style="list-style-type: none"> • challenging divisive narratives • community analysis and empowerment • collaborative approaches to addressing perceptions of 'difference'.
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		<p>A key strand of this national work is to develop our commitment to learning capture and dissemination. Within the field of dialogue and peace building in England (and more widely in the UK) we are distinct in holding dialogue in white communities on race, immigration and related issues, with the intention of undermining the impact of anti-minority groups. Sharing our learning will increase the options available to practitioners and policy makers working on these issues.</p> <p>During the period we recruited a Communications Worker who is transforming the way we tell people about our work, to help us claim the space as pioneers in our field, working on attitude change in white communities. This work included building a new website which launched at the end of the period. We want more people to be able to attend or host transformative conversations, access supportive training and feel confident when faced with comments or attitudes that are difficult to hear.</p>
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>The Trustees report a surplus of income over expenditure of £3,747.</p> <p>The accounts show reserves of £82,936, of which £63,441 are restricted funds, and £19,495 are unrestricted funds designated to a contingency reserve, which is managed according to the reserves policy set out below.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<ol style="list-style-type: none"> 1. <i>Who Is Your Neighbour?</i>'s reserves policy is to maintain a designated contingency reserve, in order to provide for closing down costs and unbudgeted staffing costs, as well as to fill gaps between grants, grasp new opportunities and pilot innovative work. 2. Were <i>Who Is Your Neighbour?</i> to have to close, the organisation would incur winding up costs of £21,903. 3. As a going concern, there are a number of staffing-related events that could occur during a year that are generally not budgeted for and would be typically funded from reserves. The main one would be sickness that could cost us up to £15,795 a year. 4. We will continue to set aside earned income, and designated grant income where appropriate, until we have a designated contingency reserve of 3 months running costs. Currently this target stands at £42,500 while our contingency reserve presently stands at £19,495. We are developing a plan to reach this target by March 2026. 5. Until that is achieved, we will be cautious in using our contingency reserve to support new work, so as to give priority to winding up costs, staffing costs and gaps in funding.

		<p>6. The reserve will be held in a savings account, and any interest earned will be added to the reserve.</p> <p>7. Any decision to draw funds from the reserve will be made by the Board.</p> <p>8. This policy will be reviewed annually.</p>
Amount of reserves held	Para 1.22	£19,495

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document	Para 1.25	The charity's governing document is a Constitution of a Charitable Incorporated Organisation
How is the charity constituted?	Para 1.25	The charity is constituted as a Charitable Incorporated Organisation whose only voting members are its charity trustees ('Foundation' model constitution)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Trustees are recruited in several ways, including through advertising vacancies and through our networks and partnerships. We audit skills and knowledge gaps within the Board and seek to meet those needs. We are currently looking for Trustees with expertise in marketing, evaluation (learning capture, dissemination and research in related fields) and managing organisational growth.</p> <p>Potential Trustees are sent an information pack, required to complete an application form, and interviewed by existing Trustees and our Director. If selected, references are sought. They may be asked to complete an induction of three to six months and work with the board and staff to get to know the organisation before beginning their appointment.</p> <p>Who is Your Neighbour? have an induction policy and process for all Trustees.</p>

Reference and Administrative details

Charity name	Who is Your Neighbour?
Other name the charity uses	n/a
Registered charity number	1196667
Charity's principal address	Unit 4 Atlas Office Park, First Point, Doncaster DN4 5JT.

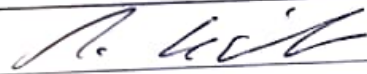
Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mariam Shah			
2	Dr Michael John Fitter	Vice-Chair		
3	John Edward Speyer			
4	Robin Lee	Treasurer	Resigned 31.12.22	
5	Lesley Margaret Pollard		Resigned 17.4.23	
6	Teresa Gibson	Chair	Registered 17.4.23	
7	Stephen James Ruffle	Treasurer	Registered 17.4.23 Appointed Treasurer 21.9.23	

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Teresa Gibson	
Position (eg Secretary, Chair, etc)	Chairperson	
Date	25.01.24	



Receipts and payments accounts

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For the period
from

Period start date
19/11/2021

To

Period end date
31/03/2023

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grants	-	105,237	-	105,237	-
Fee Income	310	-	-	310	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
	310	105,237	-	105,547	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	310	105,237	-	105,547	-
A3 Payments					
Salaries & Wages		48,123	-	48,123	-
Facilitation		19,242	-	19,242	-
Commission work		13,202	-	13,202	-
Governance Cost		575	-	575	-
Communication costs		3,470	-	3,470	-
Fund Raising Cost		1,238	-	1,238	-
Office Equipment Expense		1,367	-	1,367	-
Partner payments		2,095	-	2,095	-
Website		718	-	718	-
Office costs		3,981	-	3,981	-
Phone Rent IT		2,659	-	2,659	-
Pension		5,130	-	5,130	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
Sub total	-	101,800	-	101,800	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	-	101,800	-	101,800	-
Net of receipts/(payments)	310	3,437	-	3,747	-
A5 Transfers between funds			-	-	-
A6 Cash funds last year end	19,185	60,004	-	79,190	-
Cash funds this year end	19,495	63,441	-	82,936	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in Hand		-	-
	Cash at Bank	19,495	63,441	-
		-	-	-
	Total cash funds	19,495	63,441	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details		-	-
			-	-
			-	-
			-	-
			-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	