

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS
FOR THE PERIOD
30TH NOVEMBER 2021 TO 31ST DECEMBER 2022
FOR
ISLAMOPHOBIA RESPONSE UNIT
CHARITABLE INCORPORATED ORGANISATION**

Watergates Ltd
109 Coleman Road
Leicester
LE5 4LE

ISLAMOPHOBIA RESPONSE UNIT
CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

	Page
Trustees' Report	1 to 4
Independent Examiner's Report	5
Statement of Financial Activities	6
Statement of Financial Position	7
Notes to the Financial Statements	8 to 11
Detailed Statement of Financial Activities	12

ISLAMOPHOBIA RESPONSE UNIT
TRUSTEES' REPORT
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

The trustees present their report with the financial statements of the charity for the period 30th November 2021 to 31st December 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)

OBJECTIVES AND ACTIVITIES

Aims and objectives

Islamophobia Response Unit is an independent charity. We are dedicated to supporting people affected by Islamophobic incidents in the UK. We are a platform for victims of Islamophobia to confidentially report their experiences. Our purpose is to provide legal guidance, help clients and ensure their voices are heard. Amidst rising levels of Islamophobia and around half of all religiously motivated hate crimes being directed at Muslim victims, we put them at the heart of our organisation.

Since its inception, IRU has developed an understanding of our community and what it needs when it comes to supporting victims of Islamophobia. Our focus has always been to challenge Islamophobia and pave the legal avenues available to tackle injustice.

IRU is one of a kind, providing practical support to victims of Islamophobia across the UK. As the main area of our work lies in seeking redress for victims, much of our efforts are directed at facilitating legal guidance - enabling victims to achieve their desired outcomes and helping victims to recover from the effects of Islamophobia.

The consequences of Islamophobia on a victim's mental and emotional well-being can be long-lasting, especially in instances where victims have suffered repeatedly. IRU staff are trained and equipped to empathise with victims of Islamophobia. Many victims who report incidents to the IRU, and who may have suffered from immediate or delayed mental or physical harm, find it helpful to speak in confidence with our staff because we understand what it feels like to experience Islamophobia.

IRU's mission is to promote fundamental human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) of persons who have suffered Islamophobia within the United Kingdom, by all or any of the following means:

- a) obtaining redress for the victims of Islamophobia;
- b) relieving need among the victims of Islamophobia;
- c) advocacy for individuals who have suffered Islamophobia;
- d) monitoring abuses of human rights of persons who have suffered Islamophobia;
- e) promoting public support for human rights of persons who have suffered Islamophobia; and
- f) promoting respect for human rights of persons who have suffered Islamophobia among individuals and corporations.

In furtherance of these objects but not otherwise, the trustees shall have the 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 carries out its Objects.

Additional objectives include promoting equality and diversity for public benefit, in particular the elimination of Islamophobia by means of but not exclusively promoting education and raising awareness of Islamophobia and its impact.

Consistent with these objectives, the charity has continued to aid victims of Islamophobia who have contacted the charity via the dedicated helpline, online reporting form found on the charity's website and email address.

ISLAMOPHOBIA RESPONSE UNIT

TRUSTEES' REPORT FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

During the last year and given the excellent platform provided by Advice Pro, a new case management system used to securely hold client data and process information in an efficient manner, we have been able to streamline case information to provide succinct and relevant advice to clients with cases we have found to be within our remit of assistance.

Public benefit

The trustees have consulted the Charity Commission's comprehensive guidance on public benefit while evaluating our goals and objectives and charting our future activities and have ensured that all of the charity's expenses are directed towards fulfilling its public benefit obligations.

Evidence of this benefit continues to be demonstrated by the uptake of the charity's services by nearly 331 since the IRU became a charity on 30 November 2021. A substantial majority of those users are from London. The range of services provided at IRU has allowed individuals from ages 21 to 64 with ethnic backgrounds including South Asian, African, Caribbean and Arab to access bespoke advice.

We have also provided signposting services to 40 clients in matters where additional expertise or enhanced counselling support is required. This is in line with the charity's values to provide a holistic approach to its services, ensuring no service user leaves empty-handed

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Since its inception, the IRU achieved several notable milestones and made a positive impact on the community we serve. Some key achievements and activities are listed below

Use of services

In 2022, we received 175 reports, with 27 per cent of reports made via the helpline, 47 per cent via our online reporting form and 17 per cent contact made via IRU's direct email. A number of our clients were referred to IRU from partner organisations. Of these reports, 117 were within our remit of assistance. In 2022, we closed 142 reports assessed to be within our remit and of these, 46 per cent of the clients received our support. For the remaining clients, we had to close their cases due to their lack of response or change in desire to pursue their claims.

Promotion of services

We hosted our first-year anniversary and launch event in November 2022 which was great success. It was attended by several partner organisations, legal counsel, community stakeholders and journalists.

In the past year, we were invited to attend and represent IRU at notable events including

- As a panellist of the Lawworks' Annual Pro Bono Conference
- As a panellist at the Islamophobia Citizens' Assembly hosted by Redbridge Equalities Community Council
- Attended the APPG on British Muslim's Tea Party at the Houses of Parliament on International Women's Day
- Gave evidence of Islamophobia in the UK at the Parliamentary Assembly of the Council of Europe meeting

FINANCIAL REVIEW

Principal funding sources

The charity maintains a strong commitment to financial transparency and prudence. The trustees are grateful for the generous support of our donors and supporters, without whom our work would not be possible. During the year, we received contributions from various sources, including individual donations, grant-making organisations, and fundraising events. We remain committed to ethical fundraising practices and the management of donated funds.

ISLAMOPHOBIA RESPONSE UNIT

TRUSTEES' REPORT FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

Reserves policy

The trustees recognise the importance of maintaining adequate reserves to ensure the long-term sustainability and resilience of the organization. Our reserves policy is designed to strike a balance between fulfilling our current charitable objectives and safeguarding the charity's future in the face of financial uncertainties.

The trustees have assessed the charity's financial needs and have determined that a minimum figure of £45,000 is essential to maintain operational stability.

Going concern

The trustees have reviewed future projections, which they feel adequately reflect the current uncertain economic environment. After considering all relevant uncertainties, the Governing Body has a reasonable expectation that there will be sufficient cash resources generated from its operations to enable the charitable company to continue in operation for at least 12 months from the signing date of these financial statements. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

FUTURE PLANS

The charity's updated Strategic Plan has been successfully updated, and it was a key element for consideration at the first Strategic Review Day in February 2023 when the Trustees met to consider key priorities and developments for the forthcoming year.

A robust set of objectives and key results were set to ensure the charity remains focused on the strategic plan for growth and sustainability. Key objectives include doubling monthly revenue by running several income-generating initiatives such as community fundraisers, donations from partner organisations and law firms and crowdfunding campaigns on strategic litigation cases. In generating income, IRU seeks to diversify its current funding arrangement supported by two major grant-giving bodies and increase staff count to meet client demand.

The charity's wider public benefit goal is embedded in its' OKRs, that being to engage in proactive change. IRU is on track in building a track record of notable cases that have a strategic impact on the community we serve. This will aid IRU's reputation and credibility, allowing for further engagements with pro bono firms and organisations that fund strategic litigation.

The trustees are satisfied that the charity is very well placed to further enhance its provision of much-needed services in the coming years. We have established external funding by way of grants and individual donations.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is established by constitution as a foundation CIO which was registered at the Charity Commission in England and Wales on 30 November 2021. The CIO commenced activities on 25 March 2022.

Recruitment and appointment of new trustees

Apart from the first charity trustees, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.

ISLAMOPHOBIA RESPONSE UNIT

TRUSTEES' REPORT FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charity is committed to maintaining an effective organisational structure that supports the achievement of our charitable objectives. Our structure is designed to facilitate efficient governance, decision-making, and the successful execution of our mission.

The charity is governed by a dedicated Board of Trustees who provide strategic oversight and direction. The trustees are responsible for ensuring that IRU operates in accordance with its governing document, complies with all relevant laws and regulations, and acts in the best interests of our beneficiaries and supporters.

The charity is organised operationally on a day-to-day basis by the Chief Executive Officer. The CEO collaborates closely with the trustees to implement the strategic vision, manage operations, and ensure that the charity remains true to its mission and values.

Our CEO is supported by our dedicated staff and volunteers, who play a vital role in the successful delivery of our charitable activities. They bring expertise, passion and commitment to our work, enabling us to execute our charitable aims and objectives which are reviewed every six months.

As of 31 December 2022, the organisation employed four new staff members and engaged 21 volunteer caseworkers. This includes volunteer caseworkers from universities we have established direct engagements with, and 16 legal supervisors, all lawyers with various areas of expertise. This has benefited our capacity for an increased caseload in addition to the support of partner law firms providing pro bono assistance on client matters.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1196838

Registered office

167-169 Great Portland Street
London
W1W 5PF

Trustees

Mr M I Khan Trustee (appointed 30/11/2021)
R Haider Trustee (appointed 30/11/2021)
Miss S A R Riaz Trustee (appointed 30/11/2021)

Independent Examiner

Watergates Ltd
109 Coleman Road
Leicester
LE5 4LE

Approved by order of the board of trustees on 31st October 2023 and signed on its behalf by:

.....
Miss S A R Riaz - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ISLAMOPHOBIA RESPONSE UNIT**

Independent examiner's report to the trustees of Islamophobia Response Unit ('the Charity')

I report to the charity trustees on my examination of the accounts of Islamophobia Response Unit (the Charity) for the period 30th November 2021 to 31st December 2022.

Responsibilities and basis of report

As the charity's trustees 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the 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.

Nazir Malida FCCA

Watergates Ltd
109 Coleman Road
Leicester
LE5 4LE

31st October 2023

ISLAMOPHOBIA RESPONSE UNIT
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

		Unrestricted fund £
INCOME AND ENDOWMENTS FROM	Notes	
Donations and legacies	2	<u>119,796</u>
EXPENDITURE ON		
Charitable activities	3	
Charitable activities		<u>93,714</u>
NET INCOME		<u>26,082</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>26,082</u></u>

The notes on page 0 form part of these financial statements

ISLAMOPHOBIA RESPONSE UNIT
STATEMENT OF FINANCIAL POSITION
31ST DECEMBER 2022

	Notes	Unrestricted fund £
FIXED ASSETS		
Tangible assets	8	923
CURRENT ASSETS		
Debtors	9	5,891
Cash at bank		<u>26,990</u>
		32,881
CREDITORS		
Amounts falling due within one year	10	(7,722)
		<u>25,159</u>
NET CURRENT ASSETS		<u>26,082</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>26,082</u>
NET ASSETS		<u>26,082</u>
FUNDS	11	
Unrestricted funds		<u>26,082</u>
TOTAL FUNDS		<u>26,082</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 31st October 2023 and were signed on its behalf by:

.....
Mr M I Khan - Trustee

The notes on page 0 form part of these financial statements

ISLAMOPHOBIA RESPONSE UNIT

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

INCOME

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

EXPENDITURE

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on reducing balance

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

The funds of the charity have been segregated as follows:

Restricted funds consist of grants and donations, for which the grant providing authorities and donors has specified the purpose for which the resources can be utilised.

Unrestricted general funds represent income which is expendable at the discretion of the trustees in the furtherance of the objects of the charity.

Transfers are made between funds where there is a release of restricted funds to unrestricted general and designated funds or charges are made between funds.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ISLAMOPHOBIA RESPONSE UNIT

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

2. DONATIONS AND LEGACIES

	£
Donations	18,879
Grants	<u>100,917</u>
	<u>119,796</u>

Grants received, included in the above, are as follows:

	£
Trust for London	30,917
Aziz Foundation	<u>70,000</u>
	<u>100,917</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Charitable activities	<u>91,546</u>	<u>2,168</u>	<u>93,714</u>

4. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>2,168</u>

5. NET INCOME/(EXPENDITURE)

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

	£
Depreciation - owned assets	<u>231</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

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

TRUSTEES' EXPENSES

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

ISLAMOPHOBIA RESPONSE UNIT

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022**

7. STAFF COSTS

	£
Wages and salaries	75,970
Social security costs	2,613
Other pension costs	<u>1,659</u>
	<u><u>80,242</u></u>

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

All employees	<u><u>4</u></u>
---------------	-----------------

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

8. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	<u>1,154</u>
DEPRECIATION	
Charge for year	<u>231</u>
NET BOOK VALUE	
At 31st December 2022	<u><u>923</u></u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Prepayments and accrued income	<u><u>5,891</u></u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Trade creditors	5,183
Other creditors	1,039
Accruals and deferred income	<u>1,500</u>
	<u><u>7,722</u></u>

ISLAMOPHOBIA RESPONSE UNIT

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

11. MOVEMENT IN FUNDS

	Net movement in funds £	At 31.12.22 £
Unrestricted funds		
General fund	26,082	26,082
TOTAL FUNDS	<u>26,082</u>	<u>26,082</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	119,796	(93,714)	26,082
TOTAL FUNDS	<u>119,796</u>	<u>(93,714)</u>	<u>26,082</u>

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31st December 2022.

ISLAMOPHOBIA RESPONSE UNIT
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 30TH NOVEMBER 2021 TO 31ST DECEMBER 2022

	£
INCOME AND ENDOWMENTS	
Donations and legacies	
Donations	18,879
Grants	<u>100,917</u>
	<u>119,796</u>
Total incoming resources	119,796
EXPENDITURE	
Charitable activities	
Wages	75,970
Social security	2,613
Pensions	1,659
Insurance	744
Telephone	412
Postage and stationery	677
Website and advertising	3,223
Sundry expenses	760
HR fees and subscription	1,033
IT and software costs	3,649
Training and welfare	525
Bank charges	50
Computer equipment	<u>231</u>
	91,546
Support costs	
Governance costs	
Accountancy fees	1,500
Legal fees	<u>668</u>
	<u>2,168</u>
Total resources expended	<u>93,714</u>
Net income	<u>26,082</u>

This page does not form part of the statutory financial statements