

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2023
FOR
ISLAMOPHOBIA RESPONSE UNIT
CHARITABLE INCORPORATED ORGANISATION**

Watergates Ltd
109 Coleman Road
Leicester
LE5 4LE

ISLAMOPHOBIA RESPONSE UNIT
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FOR THE YEAR ENDED 31ST DECEMBER 2023

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ISLAMOPHOBIA RESPONSE UNIT
TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2023

The trustees present their report with the financial statements of the charity for the year ended 31st December 2023. 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 YEAR ENDED 31ST DECEMBER 2023

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.

How our activities deliver public benefit

The IRU has continued its positive work since last year and has seen an increase in reports received into the Unit, particularly toward the end of the year and as a specific consequence of the conflict in the Middle East. In particular, using the average number of reports received from May to September 2023 inclusive, the Unit saw a 365% increase in reports in October and a 325% increase in reports in November. December's increase was 206%. A substantial number of those users were from London. The range of services provided at IRU has allowed individuals from ages 19 to 68 with ethnic backgrounds including South Asian, African, Caribbean and Arab to access bespoke support and guidance.

We have also provided signposting services to many 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

Compared to 2022 when we received 175 reports, for 2023 the Unit received 230 reports. This represents a 32% increase in reports, year-on-year. These reports saw an increase in the overall reports for Hate Crime, but also a significant increase in the number of Discrimination cases, as proportionate to Hate Crime.

Promotion of services

We hosted a number of events, including a fundraising iftar, a first-year anniversary and launch event in November 2022 which was a 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

- We were awarded Best New Pro Bono Activity in the Lawworks' Annual Pro Bono Awards 2023.
- Attended and presented at the SOAS Law Careers Event.
- Attended the APPG on British Muslim's Tea Party at the Houses of Parliament on International Women's Day.
- Attended the UN's Combat Islamophobia Campaign Day.

FINANCIAL REVIEW

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. Nevertheless, the charity, with the aid of sound financial management and the support of both its staff and volunteers generated a very positive financial outcome for the period with a net increase in funds of just over £72,000.

ISLAMOPHOBIA RESPONSE UNIT
TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2023

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 as well as grant-making organisations. We remain committed to ethical management of donated funds.

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 Strategic Plan has been successfully updated, and it was a key element for consideration at the Strategic Review Day in early 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. The focus was on income-generating initiatives such as community fundraisers, donations from partner organisations and diversifying our grant making applications.

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 YEAR ENDED 31ST DECEMBER 2023

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 2023, the organisation employed four staff members and engaged a number of new volunteer caseworkers. This includes volunteer caseworkers from universities we have established direct engagements with, and various 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

M I Khan - Trustee
R Haider - Trustee
S A R Riaz - Trustee

Independent Examiner

Watergates Ltd
109 Coleman Road
Leicester
LE5 4LE

Approved by order of the board of trustees on 23rd October 2024 and signed on its behalf by:

.....
Mr M I Khan - 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 the Charity for the year ended 31st December 2023.

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 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

23rd October 2024

ISLAMOPHOBIA RESPONSE UNIT
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023

				YEAR ENDED	PERIOD
				31.12.23	30.11.21
				Total	TO
	Notes	Unrestricted	Restricted	funds	31.12.22
		fund	funds	£	Total
		£	£		funds
					£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	<u>155,057</u>	<u>57,778</u>	<u>212,835</u>	<u>119,796</u>
EXPENDITURE ON					
Charitable activities	3				
Charitable activities		<u>82,299</u>	<u>57,778</u>	<u>140,077</u>	<u>93,714</u>
NET INCOME		72,758	-	72,758	26,082
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>26,082</u>	<u>-</u>	<u>26,082</u>	<u>-</u>
TOTAL FUNDS CARRIED FORWARD		<u>98,840</u>	<u>-</u>	<u>98,840</u>	<u>26,082</u>

The notes on page 8 form part of these financial statements

ISLAMOPHOBIA RESPONSE UNIT

STATEMENT OF FINANCIAL POSITION
31ST DECEMBER 2023

	Notes	Unrestricted fund £	Restricted funds £	31/12/23 Total funds £	31/12/22 Total funds £
FIXED ASSETS					
Tangible assets	9	738	-	738	923
CURRENT ASSETS					
Debtors	10	35,574	-	35,574	5,891
Cash at bank and in hand		<u>67,024</u>	<u>-</u>	<u>67,024</u>	<u>26,990</u>
		102,598	-	102,598	32,881
CREDITORS					
Amounts falling due within one year	11	(4,496)	-	(4,496)	(7,722)
		<u>98,102</u>	<u>-</u>	<u>98,102</u>	<u>25,159</u>
NET CURRENT ASSETS					
		98,840	-	98,840	26,082
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>98,840</u>	<u>-</u>	<u>98,840</u>	<u>26,082</u>
NET ASSETS					
		<u>98,840</u>	<u>-</u>	<u>98,840</u>	<u>26,082</u>
FUNDS	12				
Unrestricted funds				<u>98,840</u>	<u>26,082</u>
TOTAL FUNDS				<u>98,840</u>	<u>26,082</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 23rd October 2024 and were signed on its behalf by:

.....
Mr M I Khan - Trustee

The notes on page 8 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2023

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, 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 YEAR ENDED 31ST DECEMBER 2023**

2. DONATIONS AND LEGACIES

	YEAR ENDED 31.12.23 £	PERIOD 30.11.21 TO 31.12.22 £
Donations	25,057	18,879
Grants	<u>187,778</u>	<u>100,917</u>
	<u>212,835</u>	<u>119,796</u>

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

	YEAR ENDED 31.12.23 £	PERIOD 30.11.21 TO 31.12.22 £
Trust for London	53,000	30,917
The Aziz Foundation	130,000	70,000
All Ways Network	<u>4,778</u>	-
	<u>187,778</u>	<u>100,917</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Charitable activities	<u>136,768</u>	<u>3,309</u>	<u>140,077</u>

4. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>3,309</u>

ISLAMOPHOBIA RESPONSE UNIT

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

5. NET INCOME/(EXPENDITURE)

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

	YEAR ENDED 31.12.23	PERIOD 30.11.21 TO 31.12.22
	£	£
Depreciation - owned assets	<u>185</u>	<u>231</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2023 nor for the period ended 31st December 2022.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31st December 2023 nor for the period ended 31st December 2022.

7. STAFF COSTS

	YEAR ENDED 31.12.23	PERIOD 30.11.21 TO 31.12.22
	£	£
Wages and salaries	117,057	75,970
Social security costs	6,084	2,613
Other pension costs	<u>2,319</u>	<u>1,659</u>
	<u>125,460</u>	<u>80,242</u>

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

	YEAR ENDED 31.12.23	PERIOD 30.11.21 TO 31.12.22
All employees	<u>4</u>	<u>4</u>

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

ISLAMOPHOBIA RESPONSE UNIT

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1st January 2023 and 31st December 2023	<u>1,154</u>
DEPRECIATION	
At 1st January 2023	231
Charge for year	<u>185</u>
At 31st December 2023	<u>416</u>
NET BOOK VALUE	
At 31st December 2023	<u><u>738</u></u>
At 31st December 2022	<u><u>923</u></u>

ISLAMOPHOBIA RESPONSE UNIT

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/12/23	31/12/22
	£	£
Prepayments and accrued income	<u>35,574</u>	<u>5,891</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/12/23	31/12/22
	£	£
Trade creditors	557	5,183
Social security and other taxes	1,518	-
Other creditors	741	1,039
Accruals and deferred income	<u>1,680</u>	<u>1,500</u>
	<u>4,496</u>	<u>7,722</u>

12. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
General fund	26,082	72,758	98,840
	<u>26,082</u>	<u>72,758</u>	<u>98,840</u>
TOTAL FUNDS			
	<u>26,082</u>	<u>72,758</u>	<u>98,840</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	155,057	(82,299)	72,758
Restricted funds			
All Ways Network	4,778	(4,778)	-
Trust for London	<u>53,000</u>	<u>(53,000)</u>	-
	<u>57,778</u>	<u>(57,778)</u>	-
TOTAL FUNDS	<u>212,835</u>	<u>(140,077)</u>	<u>72,758</u>

ISLAMOPHOBIA RESPONSE UNIT

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

12. MOVEMENT IN FUNDS - continued

Comparatives for 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>

Comparative 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>

Purposes of Restricted Funds

All Ways Network: This was a grant to cover the costs of salaries.

Trust for London: This was a grant to cover the costs of the CEO.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2023.