

# OWNERSHIP AT WORK

England & Wales · Charity number 326768

## Details

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Other names	EMPLOYEE OWNERSHIP INSIGHT, JOB OWNERSHIP RESEARCH LIMITED, PARTNERSHIP RESEARCH LIMITED, Ownership at Work
Status	Registered
Legal form	Charitable company
Company number	<a href="#">01874856</a>
Registered	1985-01-15
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Wrigleys Solicitors Llp 3rd Floor 3 Wellington Place Leeds LS1 4AP
Phone	01482 667122
Email	<a href="mailto:info@employeeownership.co.uk">info@employeeownership.co.uk</a>
Website	<a href="http://www.employeeownership.co.uk">www.employeeownership.co.uk</a>

## Activities

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**Objects:** (A) THE ADVANCEMENT PROMOTION AND ASSISTANCE OF EDUCATION IN THE FIELD OF INDUSTRIAL RELATIONS AND EMPLOYEE PARTICIPATION, SO FAR AS SUCH PROMOTION AND ASSISTANCE SHALL BE OF A CHARITABLE NATURE.(B)TO ADVANCE THE UNDERSTANDING OF INDUSTRIAL PARTICIPATION IN THE UNITED KINGDOM BY PROMOTING ANY MEANS, KNOWLEDGE, INFORMATION AND IDEAS APPERTAINING THERETO.

**Activities:** Research and publications produced on co-owned business to promote and grow the sector.

## Classification

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- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training
- **Who:** The General Public/mankind

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£56,976	£63,437	-	-
2024-03-31	£56,976	£63,437	-	-
2023-03-31	£51,332	£65,008	-	-
2022-03-31	£50,000	£57,603	-	-
2021-03-31	£55,000	£25,904	-	-

## Trustees

Name	Role	Appointed
<b>ANN CHRISTINE TYLER</b>	Chair	
Deborah jean Oxley OBE		2018-03-01
James Edward Bentley de la Vingne		2022-05-03
Nicola Mehegan		2022-12-14
Peter Dann		2022-12-14
Samantha Lenox		2022-12-14
Simon John Poole		2022-12-14

**OWNERSHIP AT WORK**

England & Wales - Charity number 326768

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# Accounts

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REGISTERED COMPANY NUMBER: 01874856 (England and Wales)  
REGISTERED CHARITY NUMBER: 326768

Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2025  
for  
Ownership at Work

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

**Ownership at Work**

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for the Year Ended 31 March 2025**

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**Ownership at Work**  
**Report of the Trustees**  
**for the Year Ended 31 March 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. 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).

Ownership at Work exists to promote greater understanding of the role industrial democracy and employee ownership can play in the UK economy. OAW is an independent company limited by guarantee with charitable status. Its current activity focuses on generating insight into the social and economic impact of sharing meaningful ownership and participation with employees and workers in organisations of all kinds.

The 2024-25 FY saw Ownership at Work (OAW) build on the progress made the previous year, though reducing the total scale of effort and output, reflected in reduced funding levels. Our principal publication was a follow-up piece of research building on our landmark EO Knowledge Programme outputs in 2023-24. The 'Robust Growth Champions' report was delivered in partnership with specialist investment firm Thin Cats and the sector's trade body the Employee Ownership Association. It successfully compared financial actuals over 5 years between EO and non-EO firms matched by SIC code. The final output was published and disseminated across the sector. It was widely welcomed as strengthening the evidence base for the economic impact of EO businesses and OAW was invited to present findings at a prestigious EO event in the United States.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is a limited company, limited by guarantee, as defined by the Companies Act 2006 and is governed by its Memorandum and Articles of Association

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

01874856 (England and Wales)

**Registered Charity number**

326768

**Registered office**

Wrigleys Solicitors LLP  
3rd Floor  
3 Wellington Place  
Leeds  
West Yorkshire  
LS1 4AP

**Trustees**

Mrs D J Oxley OBE Consultant  
Ms A C Tyler Management Consultant  
Mr J E B De Le Vingne Chief Executive  
Mr P T L Dann Market Researcher  
Mrs S Lenox Solicitor  
Mrs N Mehegan Project Manager  
Mr S J Poole Company Director

**Independent Examiner**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Ownership at Work

Report of the Trustees  
for the Year Ended 31 March 2025

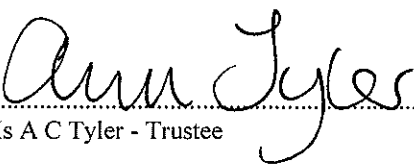
**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on .....<sup>28th January 2026</sup>..... and signed on its behalf by:

  
.....  
Ms A C Tyler - Trustee

**Independent Examiner's Report to the Trustees of  
Ownership at Work**

**Independent examiner's report to the trustees of Ownership at Work ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, 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 Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Sophie Holmes FCCA ACA  
The Institute of Chartered Accountants in England and Wales

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Date: 30.1.26.....

**Ownership at Work**

**Statement of Financial Activities**  
**for the Year Ended 31 March 2025**

	Notes	Unrestricted fund £	Restricted fund £	31/3/25 Total funds £	31/3/24 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and sponsorships	2	<u>1,250</u>	<u>-</u>	<u>1,250</u>	<u>56,976</u>
<b>EXPENDITURE ON</b>					
Raising funds		-	-	-	1,828
<b>Charitable activities</b>					
Funds for charitable activities		<u>3,337</u>	<u>-</u>	<u>3,337</u>	<u>61,609</u>
<b>Total</b>		<u>3,337</u>	<u>-</u>	<u>3,337</u>	<u>63,437</u>
<b>NET INCOME/(EXPENDITURE)</b>		<u>(2,087)</u>	<u>-</u>	<u>(2,087)</u>	<u>(6,461)</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>2,067</u>	<u>-</u>	<u>2,067</u>	<u>8,528</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>(20)</u></u>	<u><u>-</u></u>	<u><u>(20)</u></u>	<u><u>2,067</u></u>

The notes form part of these financial statements

**Ownership at Work**

**Balance Sheet**  
**31 March 2025**

	Notes	Unrestricted fund £	Restricted fund £	31/3/25 Total funds £	31/3/24 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	6	-	-	-	1,300
Cash at bank		530	-	530	797
		<u>530</u>	<u>-</u>	<u>530</u>	<u>2,097</u>
<b>CREDITORS</b>					
Amounts falling due within one year	7	(550)	-	(550)	(30)
		<u>(550)</u>	<u>-</u>	<u>(550)</u>	<u>(30)</u>
<b>NET CURRENT ASSETS/(LIABILITIES)</b>		<u>(20)</u>	<u>-</u>	<u>(20)</u>	<u>2,067</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>(20)</u>	<u>-</u>	<u>(20)</u>	<u>2,067</u>
<b>NET ASSETS</b>		<u>(20)</u>	<u>-</u>	<u>(20)</u>	<u>2,067</u>
<b>FUNDS</b>					
Unrestricted funds	8			(20)	2,067
				<u>(20)</u>	<u>2,067</u>
<b>TOTAL FUNDS</b>				<u>(20)</u>	<u>2,067</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

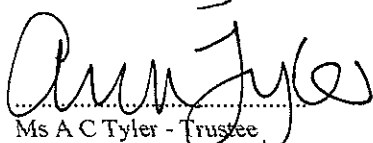
The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on

28 January 2026 and were signed on its behalf by:

  
Ms A C Tyler - Trustee

The notes form part of these financial statements

## Ownership at Work

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 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.

##### **Taxation**

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

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

#### 2. DONATIONS AND SPONSORSHIPS

	31/3/25	31/3/24
	£	£
Donations and sponsorship	<u>1,250</u>	<u>56,976</u>

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

3. **NET INCOME/(EXPENDITURE)**

Total net expenditure for the year (£2,087).

4. **TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. **COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and sponsorships	56,976	-	56,976
<b>EXPENDITURE ON</b>			
Raising funds	1,828	-	1,828
<b>Charitable activities</b>			
Funds for charitable activities	55,609	6,000	61,609
<b>Total</b>	57,437	6,000	63,437
<b>NET INCOME/(EXPENDITURE)</b>	(461)	(6,000)	(6,461)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	2,528	6,000	8,528
<b>TOTAL FUNDS CARRIED FORWARD</b>	2,067	-	2,067

6. **DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/25 £	31/3/24 £
Trade debtors	-	1,300

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

<b>7.</b>	<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	<b>31/3/25</b>	<b>31/3/24</b>
		£	£
	Trade creditors	(50)	30
	Accruals and deferred income	600	-
		<u>550</u>	<u>30</u>

<b>8.</b>	<b>MOVEMENT IN FUNDS</b>		Net movement in funds	At 31/3/25
		At 1/4/24	£	£
	<b>Unrestricted funds</b>			
	General fund	2,067	(2,087)	(20)
		<u>2,067</u>	<u>(2,087)</u>	<u>(20)</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	1,250	(3,337)	(2,087)
	<u>1,250</u>	<u>(3,337)</u>	<u>(2,087)</u>

**Comparatives for movement in funds**

	At 1/4/23	Net movement in funds	At 31/3/24
	£	£	£
<b>Unrestricted funds</b>			
General fund	2,528	(461)	2,067
<b>Restricted funds</b>			
Restricted	6,000	(6,000)	-
	<u>8,528</u>	<u>(6,461)</u>	<u>2,067</u>

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

8. **MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	56,976	(57,437)	(461)
<b>Restricted funds</b>			
Restricted	-	(6,000)	(6,000)
<b>TOTAL FUNDS</b>	<u>56,976</u>	<u>(63,437)</u>	<u>(6,461)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/23 £	Net movement in funds £	At 31/3/25 £
<b>Unrestricted funds</b>			
General fund	2,528	(2,548)	(20)
<b>Restricted funds</b>			
Restricted	6,000	(6,000)	-
<b>TOTAL FUNDS</b>	<u>8,528</u>	<u>(8,548)</u>	<u>(20)</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	58,226	(60,774)	(2,548)
<b>Restricted funds</b>			
Restricted	-	(6,000)	(6,000)
<b>TOTAL FUNDS</b>	<u>58,226</u>	<u>(66,774)</u>	<u>(8,548)</u>

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2025

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

Ownership at Work

Detailed Statement of Financial Activities  
for the Year Ended 31 March 2025

	31/3/25	31/3/24
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and sponsorships</b>		
Donations and sponsorship	1,250	56,976
<b>Total incoming resources</b>	<u>1,250</u>	<u>56,976</u>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Consultant fees	2,593	56,199
Insurance	-	340
Advertising	-	3,240
	<u>2,593</u>	<u>59,779</u>
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	107	90
<b>Governance costs</b>		
Accountancy and legal fees	637	3,568
<b>Total resources expended</b>	<u>3,337</u>	<u>63,437</u>
<b>Net expenditure</b>	<u>(2,087)</u>	<u>(6,461)</u>

This page does not form part of the statutory financial statements



**OWNERSHIP AT WORK**

England & Wales - Charity number 326768

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# Accounts

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REGISTERED COMPANY NUMBER: 01874856 (England and Wales)  
REGISTERED CHARITY NUMBER: 326768

Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2024  
for  
Ownership at Work

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

**Ownership at Work**

**Contents of the Financial Statements  
for the Year Ended 31 March 2024**

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**Ownership at Work**  
**Report of the Trustees**  
**for the Year Ended 31 March 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. 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).

Ownership at Work exists to promote greater understanding of the role industrial democracy and employee ownership can play in the UK economy. OAW is an independent company limited by guarantee with charitable status. Its current activity focuses on generating insight into the social and economic impact of sharing meaningful ownership and participation with employees and workers in organisations of all kinds.

The 2023-24 FY marked a significant year of delivery for Ownership at Work (OAW). OAW published a landmark piece of research, the EO Knowledge Programme. The research outputs from this programme were the culmination of two years' of work by the organisation's small team, managing the delivery of independent research partners and with external oversight of the project. The final publications have been widely welcomed as bringing ground-breaking insights into the impact of worker and employee owned businesses on the UK economy and society. As a result of the publication of the EO Knowledge Programme, and several smaller publications across the year, OAW has cemented a strong delivery reputation and is building critical relationships with key stakeholders across the mutual economy which will support future research ambitions.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is a limited company, limited by guarantee, as defined by the Companies Act 2006 and is governed by its Memorandum and Articles of Association

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

01874856 (England and Wales)

##### **Registered Charity number**

326768

##### **Registered office**

Wrigleys Solicitors LLP  
3rd Floor  
3 Wellington Place  
Leeds  
West Yorkshire  
LS1 4AP

##### **Trustees**

Mrs D J Oxley OBE Consultant  
Prof. J M Pritchard OBE Consultant - Health and Social Care  
Ms A C Tyler Management Consultant  
Mr J E B De Le Vingne Chief Executive  
Mr P T L Dann Market Researcher  
Mrs S Lenox Solicitor  
Mrs N Mehegan Project Manager  
Mr S J Poole Company Director

##### **Independent Examiner**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Ownership at Work

Report of the Trustees  
for the Year Ended 31 March 2024


**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 14th June 2024 and signed on its behalf by:

  
.....  
Ms A C Tyler - Trustee

**Independent Examiner's Report to the Trustees of  
Ownership at Work**

**Independent examiner's report to the trustees of Ownership at Work ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, 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 Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Andrew Steele FCCA FCA  
The Institute of Chartered Accountants in England and Wales

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

10 July 2024

**Ownership at Work**

**Statement of Financial Activities**  
**for the Year Ended 31 March 2024**

		Unrestricted fund £	Restricted fund £	31/3/24 Total funds £	31/3/23 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>	Notes				
Donations and sponsorships	2	<u>56,976</u>	<u>-</u>	<u>56,976</u>	<u>51,332</u>
<b>EXPENDITURE ON</b>					
Raising funds		<u>1,828</u>	<u>-</u>	<u>1,828</u>	<u>-</u>
<b>Charitable activities</b>					
Funds for charitable activities		<u>55,609</u>	<u>6,000</u>	<u>61,609</u>	<u>65,008</u>
<b>Total</b>		<u>57,437</u>	<u>6,000</u>	<u>63,437</u>	<u>65,008</u>
<b>NET INCOME/(EXPENDITURE)</b>		<u>(461)</u>	<u>(6,000)</u>	<u>(6,461)</u>	<u>(13,676)</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>2,528</u>	<u>6,000</u>	<u>8,528</u>	<u>22,204</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>2,067</u></u>	<u><u>-</u></u>	<u><u>2,067</u></u>	<u><u>8,528</u></u>

The notes form part of these financial statements

Ownership at Work

Balance Sheet  
31 March 2024

	Notes	Unrestricted fund £	Restricted fund £	31/3/24 Total funds £	31/3/23 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	6	1,300	-	1,300	13,332
Cash at bank		797	-	797	11,612
		<u>2,097</u>	<u>-</u>	<u>2,097</u>	<u>24,944</u>
<b>CREDITORS</b>					
Amounts falling due within one year	7	(30)	-	(30)	(16,416)
		<u>2,067</u>	<u>-</u>	<u>2,067</u>	<u>8,528</u>
<b>NET CURRENT ASSETS</b>					
		<u>2,067</u>	<u>-</u>	<u>2,067</u>	<u>8,528</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>2,067</u>	<u>-</u>	<u>2,067</u>	<u>8,528</u>
<b>NET ASSETS/(LIABILITIES)</b>					
		<u>2,067</u>	<u>-</u>	<u>2,067</u>	<u>8,528</u>
<b>FUNDS</b>					
Unrestricted funds	8			2,067	2,528
Restricted funds				-	6,000
				<u>2,067</u>	<u>8,528</u>
<b>TOTAL FUNDS</b>					
				<u>2,067</u>	<u>8,528</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

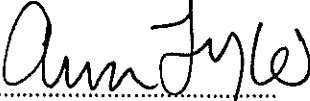
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 11th June 2024 and were signed on its behalf by:

  
.....  
Ms A C Tyler - Trustee

The notes form part of these financial statements

Ownership at Work

Notes to the Financial Statements  
for the Year Ended 31 March 2024

**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.

**Taxation**

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

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**2. DONATIONS AND SPONSORSHIPS**

	31/3/24	31/3/23
	£	£
Donations and sponsorship	<u>56,976</u>	<u>51,332</u>

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

3. NET INCOME/(EXPENDITURE)

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and sponsorships	15,432	35,900	51,332
	<u>          </u>	<u>          </u>	<u>          </u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Funds for charitable activities			
	35,108	29,900	65,008
	<u>          </u>	<u>          </u>	<u>          </u>
<b>NET INCOME/(EXPENDITURE)</b>	(19,676)	6,000	(13,676)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	22,204	-	22,204
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>2,528</u>	<u>6,000</u>	<u>8,528</u>
<b>6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		<b>31/3/24</b>	<b>31/3/23</b>
		£	£
Trade debtors		1,300	13,332
		<u>          </u>	<u>          </u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2024**

**7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/24	31/3/23
	£	£
Trade creditors	30	175
Accrued expenses	-	16,241
	30	16,416
	30	16,416

**8. MOVEMENT IN FUNDS**

	At 1/4/23	Net movement in funds	At 31/3/24
	£	£	£
<b>Unrestricted funds</b>			
General fund	2,528	(461)	2,067
<b>Restricted funds</b>			
Restricted	6,000	(6,000)	-
	8,528	(6,461)	2,067
<b>TOTAL FUNDS</b>	8,528	(6,461)	2,067

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	56,976	(57,437)	(461)
<b>Restricted funds</b>			
Restricted	-	(6,000)	(6,000)
	56,976	(63,437)	(6,461)
<b>TOTAL FUNDS</b>	56,976	(63,437)	(6,461)

**Comparatives for movement in funds**

	At 1/4/22	Net movement in funds	At 31/3/23
	£	£	£
<b>Unrestricted funds</b>			
General fund	22,204	(19,676)	2,528
<b>Restricted funds</b>			
Restricted	-	6,000	6,000
	22,204	(13,676)	8,528
<b>TOTAL FUNDS</b>	22,204	(13,676)	8,528

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

8. **MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	15,432	(35,108)	(19,676)
<b>Restricted funds</b>			
Restricted	35,900	(29,900)	6,000
<b>TOTAL FUNDS</b>	<u>51,332</u>	<u>(65,008)</u>	<u>(13,676)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/22 £	Net movement in funds £	At 31/3/24 £
<b>Unrestricted funds</b>			
General fund	22,204	(20,137)	2,067
<b>TOTAL FUNDS</b>	<u>22,204</u>	<u>(20,137)</u>	<u>2,067</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	72,408	(92,545)	(20,137)
<b>Restricted funds</b>			
Restricted	35,900	(35,900)	-
<b>TOTAL FUNDS</b>	<u>108,308</u>	<u>(128,445)</u>	<u>(20,137)</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2024**

**9. RELATED PARTY DISCLOSURES**

During the year trustee Mrs D J Oxley OBE contributed £1,000 to the charity to support its activities.

Ownership at Work

Detailed Statement of Financial Activities  
for the Year Ended 31 March 2024

	31/3/24	31/3/23
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and sponsorships</b>		
Donations and sponsorship	56,976	51,332
<b>Total incoming resources</b>	<u>56,976</u>	<u>51,332</u>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Consultant fees	56,199	57,572
Insurance	340	-
Advertising	3,240	-
	<u>59,779</u>	<u>57,572</u>
<b>Support costs</b>		
<b>Management</b>		
Sundries	-	791
<b>Finance</b>		
Bank charges	90	54
<b>Governance costs</b>		
Accountancy and legal fees	3,568	6,591
<b>Total resources expended</b>	<u>63,437</u>	<u>65,008</u>
<b>Net expenditure</b>	<u>(6,461)</u>	<u>(13,676)</u>

This page does not form part of the statutory financial statements



**OWNERSHIP AT WORK**

England & Wales - Charity number 326768

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# Accounts

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**REGISTERED COMPANY NUMBER: 01874856 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 326768**

**Report of the Trustees and**  
**Unaudited Financial Statements for the Year Ended 31 March 2023**  
**for**  
**Ownership at Work**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

**Ownership at Work**

**Contents of the Financial Statements  
for the Year Ended 31 March 2023**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 2
<b>Independent Examiner's Report</b>	3
<b>Statement of Financial Activities</b>	4
<b>Balance Sheet</b>	5
<b>Notes to the Financial Statements</b>	6 to 10
<b>Detailed Statement of Financial Activities</b>	11

## Ownership at Work

### Report of the Trustees for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 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).

Ownership at Work exists to promote greater understanding of the role industrial democracy and employee ownership can play in the UK economy. OAW is independent and has charitable status, and activity focuses on generating insight into the social and economic impact of sharing meaningful ownership and participation with employees and workers in organisations of all kinds.

The 2022-23 FY represented a year of consolidation of progress made and investment in the future. In partnership with the sector's trade body (the Employee Ownership Association), OAW has successfully completed a national fund raise exercise and is now managing delivery of the UK's largest national research project into the impact of employee ownership (the EO Knowledge Programme). That has required investment in additional resources and capability. Trustees are confident the final output of the Knowledge Programme (due in October 2023) will cement OAW's reputation as a credible generator of high quality research and secure a national profile that will support future fundraising. In the meantime, Trustees are focused on securing funding that will allow OAW to pursue its goals in the longer term.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is a limited company, limited by guarantee, as defined by the Companies Act 2006 and is governed by its Memorandum and Articles of Association

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

01874856 (England and Wales)

##### **Registered Charity number**

326768

##### **Registered office**

Wrigleys Solicitors LLP  
3rd Floor  
3 Wellington Place  
Leeds  
West Yorkshire  
LS1 1AP

##### **Trustees**

Mr C A Hirst Communication And Public Affairs (resigned 14/12/2022)  
Mr M J Lynch Solicitor (resigned 14/12/2022)  
Mrs D J Oxley OBE Consultant  
Prof. J M Pritchard OBE Consultant - Health and Social Care  
Ms A C Tyler Management Consultant  
Mr J E B De Le Vingne Chief Executive (appointed 3/5/2022)  
Mr P T L Dann Market Researcher (appointed 14/12/2022)  
Mrs S Lenox Solicitor (appointed 14/12/2022)  
Mrs N Mehegan Project Manager (appointed 14/12/2022)  
Mr S J Poole Company Director (appointed 14/12/2022)

##### **Independent Examiner**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Ownership at Work

Report of the Trustees  
for the Year Ended 31 March 2023


**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 10/08/23 and signed on its behalf by:

  
.....  
Ms A C Tyler - Trustee

**Independent Examiner's Report to the Trustees of  
Ownership at Work**

**Independent examiner's report to the trustees of Ownership at Work ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

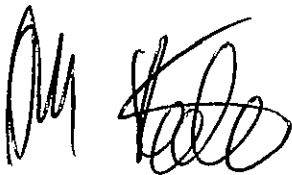
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). 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 Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Andrew Steele  
The Institute of Chartered Accountants in England and Wales

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Date: 11/9/23 .....

**Ownership at Work**

**Statement of Financial Activities**  
**for the Year Ended 31 March 2023**

		Unrestricted fund £	Restricted fund £	31/3/23 Total funds £	31/3/22 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>	Notes				
Donations and sponsorships	2	<u>15,432</u>	<u>35,900</u>	<u>51,332</u>	<u>50,000</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Funds for charitable activities		<u>35,108</u>	<u>29,900</u>	<u>65,008</u>	<u>57,603</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(19,676)</b>	<b>6,000</b>	<b>(13,676)</b>	<b>(7,603)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>22,204</u>	-	<u>22,204</u>	<u>29,807</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>2,528</u></u>	<u><u>6,000</u></u>	<u><u>8,528</u></u>	<u><u>22,204</u></u>

The notes form part of these financial statements

**Balance Sheet**  
**31 March 2023**  
**Ownership at Work**

	Notes	Unrestricted fund £	Restricted fund £	31/3/23 Total funds £	31/3/22 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	6	13,332	-	13,332	-
Cash at bank		5,612	6,000	11,612	27,412
		<u>18,944</u>	<u>6,000</u>	<u>24,944</u>	<u>27,412</u>
<b>CREDITORS</b>					
Amounts falling due within one year	7	(16,416)	-	(16,416)	(5,208)
		<u>2,528</u>	<u>6,000</u>	<u>8,528</u>	<u>22,204</u>
<b>NET CURRENT ASSETS</b>					
		<u>2,528</u>	<u>6,000</u>	<u>8,528</u>	<u>22,204</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>2,528</u>	<u>6,000</u>	<u>8,528</u>	<u>22,204</u>
<b>NET ASSETS</b>					
		<u>2,528</u>	<u>6,000</u>	<u>8,528</u>	<u>22,204</u>
<b>FUNDS</b>					
Unrestricted funds	8			2,528	22,204
Restricted funds				6,000	-
<b>TOTAL FUNDS</b>					
				<u>8,528</u>	<u>22,204</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

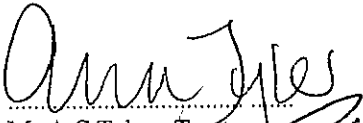
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 10/08/23 and were signed on its behalf by:

  
 Ms A C Tyler - Trustee

The notes form part of these financial statements

## Ownership at Work

### Notes to the Financial Statements for the Year Ended 31 March 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.

##### **Taxation**

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

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

#### 2. DONATIONS AND SPONSORSHIPS

	31/3/23	31/3/22
	£	£
Donations and sponsorship	<u>51,332</u>	<u>50,000</u>

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

3. NET INCOME/(EXPENDITURE)

4. TRUSTEES' REMUNERATION AND BENEFITS

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

**Trustees' expenses**

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and sponsorships	50,000	-	50,000
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Funds for charitable activities	57,603	-	57,603
<b>NET INCOME/(EXPENDITURE)</b>	(7,603)	-	(7,603)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	29,807	-	29,807
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>22,204</u>	<u>-</u>	<u>22,204</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/3/23 £	31/3/22 £
Trade debtors	<u>13,332</u>	<u>-</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2023**

**7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/23	31/3/22
	£	£
Trade creditors	175	5,208
Accrued expenses	16,241	-
	<b>16,416</b>	<b>5,208</b>
	<b>16,416</b>	<b>5,208</b>

**8. MOVEMENT IN FUNDS**

	At 1/4/22	Net movement in funds	At 31/3/23
	£	£	£
<b>Unrestricted funds</b>			
General fund	22,204	(19,676)	2,528
<b>Restricted funds</b>			
Restricted	-	6,000	6,000
	<b>22,204</b>	<b>(13,676)</b>	<b>8,528</b>
	<b>22,204</b>	<b>(13,676)</b>	<b>8,528</b>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	15,432	(35,108)	(19,676)
<b>Restricted funds</b>			
Restricted	35,900	(29,900)	6,000
	<b>51,332</b>	<b>(65,008)</b>	<b>(13,676)</b>
	<b>51,332</b>	<b>(65,008)</b>	<b>(13,676)</b>

**Comparatives for movement in funds**

	At 1/4/21	Net movement in funds	At 31/3/22
	£	£	£
<b>Unrestricted funds</b>			
General fund	29,807	(7,603)	22,204
	<b>29,807</b>	<b>(7,603)</b>	<b>22,204</b>
	<b>29,807</b>	<b>(7,603)</b>	<b>22,204</b>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2023**

**8. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	50,000	(57,603)	(7,603)
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>50,000</u>	<u>(57,603)</u>	<u>(7,603)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/21 £	Net movement in funds £	At 31/3/23 £
<b>Unrestricted funds</b>			
General fund	29,807	(27,279)	2,528
<b>Restricted funds</b>			
Restricted	-	6,000	6,000
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>29,807</u>	<u>(21,279)</u>	<u>8,528</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	65,432	(92,711)	(27,279)
<b>Restricted funds</b>			
Restricted	35,900	(29,900)	6,000
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>101,332</u>	<u>(122,611)</u>	<u>(21,279)</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2023**

**9. RELATED PARTY DISCLOSURES**

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

Ownership at Work

Detailed Statement of Financial Activities  
for the Year Ended 31 March 2023

	31/3/23	31/3/22
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and sponsorships</b>		
Donations and sponsorship	51,332	50,000
<b>Total incoming resources</b>	<u>51,332</u>	<u>50,000</u>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Consultant fees	57,572	57,365
<b>Support costs</b>		
<b>Management</b>		
Sundries	791	-
<b>Finance</b>		
Bank charges	54	238
<b>Governance costs</b>		
Accountancy and legal fees	6,591	-
<b>Total resources expended</b>	<u>65,008</u>	<u>57,603</u>
<b>Net expenditure</b>	<u>(13,676)</u>	<u>(7,603)</u>

This page does not form part of the statutory financial statements



**OWNERSHIP AT WORK**

England & Wales - Charity number 326768

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# Accounts

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**REGISTERED COMPANY NUMBER: 01874856 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 326768**

**Report of the Trustees and**  
**Unaudited Financial Statements for the Year Ended 31 March 2022**  
**for**  
**Ownership at Work**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

**Ownership at Work**

**Contents of the Financial Statements  
for the Year Ended 31 March 2022**

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<b>Balance Sheet</b>	5
<b>Notes to the Financial Statements</b>	6 to 9
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## **Ownership at Work**

### **Report of the Trustees** **for the Year Ended 31 March 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 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).

Ownership at Work exists to promote greater understanding of the role industrial democracy and employee ownership can play in the UK economy. OAW is independent and has charitable status, and activity focuses on generating insight into the social and economic impact of sharing meaningful ownership and participation with employees and workers in organisations of all kinds. OAW spent 2021-22 focused on identifying delivery partners and fundraising to support our core activity whilst continuing to push through the early stages of organisational development. By the year end, the organisation had successfully partnered with the Employee Ownership Association to design and raise funding for a large, critical national research programme for the employee ownership sector, alongside securing and delivering other smaller commitments and publications.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is a limited company, limited by guarantee, as defined by the Companies Act 2006 and is governed by its Memorandum and Articles of Association

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

01874856 (England and Wales)

##### **Registered Charity number**

326768

##### **Registered office**

Wrigleys Solicitors LLP  
3rd Floor  
3 Wellington Place  
Leeds  
West Yorkshire  
LS1 1AP

##### **Trustees**

Mr C A Hirst Communication And Public Affairs  
Mr M J Lynch Solicitor  
Mrs D J Oxley OBE Chief Executive  
Prof. J M Pritchard OBE Consultant - Health and Social Care  
Ms A C Tyler Management Consultant  
Mr J E B De Le Vingne (appointed 3/5/2022)

##### **Independent Examiner**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

##### **Bankers**

Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

Ownership at Work

Report of the Trustees  
for the Year Ended 31 March 2022

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 14/12/22 and signed on its behalf by:

Ann C. Tyler  
Ms A C Tyler - Trustee

**Independent Examiner's Report to the Trustees of  
Ownership at Work**

**Independent examiner's report to the trustees of Ownership at Work ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, 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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Andrew Steele  
FCA FCCA  
360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Date: 25/1/23

Ownership at Work

Statement of Financial Activities  
for the Year Ended 31 March 2022

		31/3/22	31/3/21
		Unrestricted	Total
		fund	funds
		£	£
<b>INCOME AND ENDOWMENTS FROM</b>	Notes		
Donations and sponsorships	2	50,000	55,000
		<hr/>	<hr/>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Funds for charitable activities			
		57,603	25,904
		(7,603)	29,096
<b>NET INCOME/(EXPENDITURE)</b>			
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>		29,807	711
		<hr/>	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>22,204</u>	<u>29,807</u>

The notes form part of these financial statements

**Ownership at Work**

**Balance Sheet**  
**31 March 2022**

	Notes	31/3/22 Unrestricted fund £	31/3/21 Total funds £
<b>CURRENT ASSETS</b>			
Debtors	6	-	10,000
Cash at bank		<u>27,412</u>	<u>24,973</u>
		27,412	34,973
<b>CREDITORS</b>			
Amounts falling due within one year	7	(5,208)	(5,166)
		<u>          </u>	<u>          </u>
<b>NET CURRENT ASSETS</b>		<u>22,204</u>	<u>29,807</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>22,204</u>	29,807
<b>NET ASSETS</b>		<u>22,204</u>	<u>29,807</u>
<b>FUNDS</b>	8		
Unrestricted funds		<u>22,204</u>	<u>29,807</u>
<b>TOTAL FUNDS</b>		<u>22,204</u>	<u>29,807</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....  
Ms A C Tyler - Trustee

The notes form part of these financial statements

## Ownership at Work

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### 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.

##### **Taxation**

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

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

#### 2. DONATIONS AND SPONSORSHIPS

	31/3/22	31/3/21
	£	£
Donations and sponsorship	<u>50,000</u>	<u>55,000</u>

Ownership at Work

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**3. NET INCOME/(EXPENDITURE)**

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

	31/3/22	31/3/21
	£	£
Hire of plant and machinery	<u>57,365</u>	<u>25,832</u>

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £
<b>INCOME AND ENDOWMENTS FROM</b>	
Donations and sponsorships	<u>55,000</u>
<b>EXPENDITURE ON</b>	
<b>Charitable activities</b>	
Funds for charitable activities	
<b>NET INCOME</b>	25,904 29,096
<b>RECONCILIATION OF FUNDS</b>	
Total funds brought forward	711
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>29,807</u>

**6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/22	31/3/21
	£	£
Prepayments and accrued income	<u>-</u>	<u>10,000</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/22	31/3/21
	£	£
Trade creditors	5,208	-
Accrued expenses	-	5,166
	<u>5,208</u>	<u>5,166</u>

**8. MOVEMENT IN FUNDS**

	At 1/4/21	Net movement in funds	At 31/3/22
	£	£	£
<b>Unrestricted funds</b>			
General fund	29,807	(7,603)	22,204
	<u>29,807</u>	<u>(7,603)</u>	<u>22,204</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	50,000	(57,603)	(7,603)
	<u>50,000</u>	<u>(57,603)</u>	<u>(7,603)</u>

**Comparatives for movement in funds**

	At 1/4/20	Net movement in funds	At 31/3/21
	£	£	£
<b>Unrestricted funds</b>			
General fund	711	29,096	29,807
	<u>711</u>	<u>29,096</u>	<u>29,807</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	55,000	(25,904)	29,096
	<u>55,000</u>	<u>(25,904)</u>	<u>29,096</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**8. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/20 £	Net movement in funds £	At 31/3/22 £
<b>Unrestricted funds</b>			
General fund	711	21,493	22,204
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>711</u>	<u>21,493</u>	<u>22,204</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	105,000	(83,507)	21,493
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>105,000</u>	<u>(83,507)</u>	<u>21,493</u>

**9. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2022.

**Ownership at Work**

**Detailed Statement of Financial Activities**  
**for the Year Ended 31 March 2022**

	31/3/22	31/3/21
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and sponsorships</b>		
Donations and sponsorship	<u>50,000</u>	<u>55,000</u>
<b>Total incoming resources</b>	<b>50,000</b>	<b>55,000</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Consultant fees	57,365	25,832
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	<u>238</u>	<u>72</u>
Total resources expended	<u>57,603</u>	<u>25,904</u>
<b>Net (expenditure)/income</b>	<u><u>(7,603)</u></u>	<u><u>29,096</u></u>

This page does not form part of the statutory financial statements

**OWNERSHIP AT WORK**

England & Wales - Charity number 326768

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# Accounts

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**REGISTERED COMPANY NUMBER: 01874856 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 326768**

**Report of the Trustees and**  
**Unaudited Financial Statements for the Year Ended 31 March 2021**  
**for**  
**Ownership at Work**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

**Ownership at Work**

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for the Year Ended 31 March 2021**

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## **Ownership at Work**

### **Report of the Trustees for the Year Ended 31 March 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. 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).

Employee Ownership Insight, operating as Ownership at Work (OAW), exists to examine and understand the role employee ownership and industrial democracy can play as economic and social enablers in the UK; and to explore and promote the potential benefits of employee/worker ownership and participation of all kinds within organisations. OAW is independent and has charitable status. Reflecting its early stage of development, the organisation was sustained through the pro bono energies of its Trustees during the early part of the 2020-21 and in the context of the global Covid pandemic. In November 2020, Trustees appointed two contractors, the first to carry out a part-time fundraising and executive set up role as Interim CEO, including starting to build a stable and sustainable funding base and putting in place key operational elements required for OAW to grow and function effectively, and the second as Senior Fellow to lead on research and publications.. By the year end, the organisation had raised additional core funding, launched a dedicated website and submitted multiple bids for large-scale funding from charitable foundations.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is a limited company, limited by guarantee, as defined by the Companies Act 2006 and is governed by its Memorandum and Articles of Association

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

01874856 (England and Wales)

##### **Registered Charity number**

326768

##### **Registered office**

17-21 Cookridge Street  
Leeds  
LS2 3AG

##### **Trustees**

Mr C A Hirst Communication And Public Affairs  
Mr M J Lynch Solicitor  
Mr D C McDonald Company Director (resigned 13/10/2020)  
Mrs D J Oxley OBE Chief Executive  
Prof. J M Pritchard OBE Consultant - Health and Social Care  
Ms A C Tyler Management Consultant

##### **Independent Examiner**

360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

##### **Bankers**

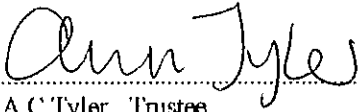
Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

**Ownership at Work**

**Report of the Trustees**  
**for the Year Ended 31 March 2021**

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 7/12/2021 and signed on its behalf by:



Ms A C Tyler Trustee

**Independent Examiner's Report to the Trustees of  
Ownership at Work**

**Independent examiner's report to the trustees of Ownership at Work ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, 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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Andrew Steele  
FCA FCCA  
360 Accountants Limited  
18-19 Albion Street  
Hull  
East Yorkshire  
HU1 3TG

Date: .....

**Ownership at Work**

**Statement of Financial Activities**  
**for the Year Ended 31 March 2021**

		<b>31/3/21</b>	<b>31/3/20</b>
		<b>Unrestricted</b>	<b>Total</b>
		<b>fund</b>	<b>funds</b>
		<b>£</b>	<b>£</b>
<b>INCOME AND ENDOWMENTS FROM</b>	Notes		
Donations and legacies	2	<b>55,000</b>	3,000
<b>EXPENDITURE ON</b>			
Raising funds	3	<b>25,904</b>	2,417
<b>NET INCOME</b>		<b>29,096</b>	583
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>		<b>711</b>	128
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>29,807</b>	711

The notes form part of these financial statements

## Ownership at Work

### Balance Sheet 31 March 2021

	Notes	31/3/21 Unrestricted fund £	31/3/20 Total funds £
<b>CURRENT ASSETS</b>			
Debtors	6	10,000	-
Cash at bank		24,973	711
		<u>34,973</u>	<u>711</u>
<b>CREDITORS</b>			
Amounts falling due within one year	7	(5,166)	
		<u>29,807</u>	<u>711</u>
<b>NET CURRENT ASSETS</b>			
		<u>29,807</u>	<u>711</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>29,807</u>	<u>711</u>
<b>NET ASSETS</b>		<u>29,807</u>	<u>711</u>
<b>FUNDS</b>	8		
Unrestricted funds		29,807	711
<b>TOTAL FUNDS</b>		<u>29,807</u>	<u>711</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

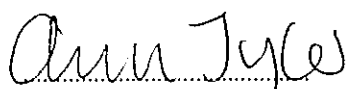
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 7/12/21 and were signed on its behalf by:

  
Ms A C Tyler - Trustee

## Ownership at Work

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 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.

##### **Taxation**

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

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

#### 2. DONATIONS AND LEGACIES

	31/3/21	31/3/20
	£	£
Donations	<u>55,000</u>	<u>3,000</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2021**

**3. RAISING FUNDS**

**Raising donations and legacies**

	<b>31/3/21</b>	<b>31/3/20</b>
	<b>£</b>	<b>£</b>
Support costs	<u>72</u>	<u>72</u>

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	<b>Unrestricted fund</b>
	<b>£</b>
<b>INCOME AND ENDOWMENTS FROM</b>	
Donations and legacies	3,000
<b>EXPENDITURE ON</b>	
Raising funds	2,417
<b>NET INCOME</b>	<u>583</u>
<b>RECONCILIATION OF FUNDS</b>	
<b>Total funds brought forward</b>	128
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>711</u>

**6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>31/3/21</b>	<b>31/3/20</b>
	<b>£</b>	<b>£</b>
Prepayments and accrued income	<u>10,000</u>	<u>-</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2021**

**7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/21	31/3/20
	£	£
Accrued expenses	<u>5,166</u>	<u>-</u>

**8. MOVEMENT IN FUNDS**

	At 1/4/20 £	Net movement in funds £	At 31/3/21 £
<b>Unrestricted funds</b>			
General fund	711	29,096	29,807
<b>TOTAL FUNDS</b>	<u>711</u>	<u>29,096</u>	<u>29,807</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	55,000	(25,904)	29,096
<b>TOTAL FUNDS</b>	<u>55,000</u>	<u>(25,904)</u>	<u>29,096</u>

**Comparatives for movement in funds**

	At 1/4/19 £	Net movement in funds £	At 31/3/20 £
<b>Unrestricted funds</b>			
General fund	128	583	711
<b>TOTAL FUNDS</b>	<u>128</u>	<u>583</u>	<u>711</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	3,000	(2,417)	583
<b>TOTAL FUNDS</b>	<u>3,000</u>	<u>(2,417)</u>	<u>583</u>

**Ownership at Work**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2021**

**8. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/19 £	Net movement in funds £	At 31/3/21 £
<b>Unrestricted funds</b>			
General fund	128	29,679	29,807
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>128</u>	<u>29,679</u>	<u>29,807</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	58,000	(28,321)	29,679
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>58,000</u>	<u>(28,321)</u>	<u>29,679</u>

**9. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.

**Ownership at Work**

**Detailed Statement of Financial Activities**  
**for the Year Ended 31 March 2021**

	31/3/21	31/3/20
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	55,000	3,000
	<u>55,000</u>	<u>3,000</u>
<b>Total incoming resources</b>	<b>55,000</b>	<b>3,000</b>
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Consultant fees	25,832	2,345
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	72	72
	<u>72</u>	<u>72</u>
<b>Total resources expended</b>	<b>25,904</b>	<b>2,417</b>
	<u>25,904</u>	<u>2,417</u>
<b>Net income</b>	<b>29,096</b>	<b>583</b>
	<u>29,096</u>	<u>583</u>