



Annual Report and Financial Statement

For the year ended
31st August 2024



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Trustees' Annual Report

The trustees, who are also the directors for the purposes of company law, present their report and the independently examined financial statements of the charity for the year ended 31 August 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name:

Anti-Tribalism Movement

Charity registration number:

1168836

Company registration number:

07002550

Registered office:

5A Uxbridge Road
Shepherd's Bush
London
W12 8LJ

Trustees:

Dheg Aidid – Chair
Gwanwyn Mason
Idil Hassan
Abdirizak Issa
Yusuf Abdi

Company Secretary:

Bisharo Mohamud

Independent Examiner:

BK Community Accountant Ltd
Chartered Certified Accountant
124 City Road
London, EC1V 2NX

Bankers:

NatWest Bank,
314 Chiswick High Rd,
London, W4 5TB

Lawyers:

Russell-Cooke Solicitors,
2 Putney Hill
London, SW15 6AB

Organisational Purpose

The Anti-Tribalism Movement (ATM) is a non-profit organisation that is committed to combating tribal discrimination and promoting a fairer and more equitable society through our three strategic priorities of fostering tolerance, leadership development, and advancing social justice.

Strategic Priorities 2024-29

Three strategic priorities will underpin everything we do over the next five years. Each Priority is supported by a series of outcomes and methods taken to achieve them.

01. Fostering Tolerance

We have developed projects and campaigns that challenge existing stereotypes and promote understanding, tolerance, and awareness of inclusive societies. Through these initiatives, we connect with people from diverse backgrounds and foster dialogue and interaction in safe spaces. This helps to build collaboration, confidence, and trust between different communities, empowering them to address, challenge, and even overcome inequalities.

02. Leadership Development

Over the next five years, one of the Anti-Tribalism Movement's strategic priorities will be leadership development. Through our projects, we will identify, develop, and amplify future leaders with tailored tools, networks, skills, and knowledge opportunities aimed at combating social inequalities. We will hone in on participants' unique lived experiences and asset-based to enrich the depth and reach of our projects.

03. Racial and Economic Justice

There is a clear, evidence-based link between race and poverty. We will work directly with users, partners, community leaders, campaigners, and like-minded organisations to challenge racial and economic injustice. Our goal is to play a vital role in public policy by promoting an informed, healthy, and evidence-based approach to decision-making that best responds to community needs. We will build alliances, co-produce and develop policy papers, and create

programmes to increase wealth and income within Black and minority communities, ensuring that the rights and voices of marginalised people are represented.

Organisational Values

ATM operates on fundamental principles and organisational values, which we live and breathe every day:

Responsive

We will be agile in our responses to community needs and develop new services as the demand and external environment dictates.

Person/Community Centred

We will work with beneficiaries to embrace people's power, lived-experiences, assets, and resources to achieve our goals.

Transparent

We will be transparent, open, honest, fair, and have integrity in everything we do.

Collaborative

We will work in partnership to tackle tribalism, injustice, and inequality.

As a well-established organisation, we have earned a reputation for being fair, visionary, and trustworthy. We enjoy credibility within the wider BAME community, particularly among those of East African origin, as well as grassroots minority organisations, donors, and policymakers. We frequently serve as the initial point of contact for advice and consultations, establishing ourselves as leaders in advocating for change to enhance the conditions of BAME communities. Our trustees, supporters, volunteers, and staff possess a wealth of lived experience that we utilise to provide professional and reflective interventions for all our stakeholders, including service users and partners who rely on us to bring the voices of local people and communities to their attention.

Our ethos is firmly rooted in responding appropriately to the needs of our service users without being too prescriptive. Over the last 14 years, we have assisted individuals in becoming

active members within their communities, fostering lifelong skills to counter social divisions. To secure the future of the charity, we are determined to build on our most impactful programs, including our young leaders training program, research initiatives, fellowship, and advocacy program. Our goal is to deepen and strengthen these programmes, so they realise their expected outcomes and future community impacts.

Achievements and Performance in 2023/24

In 2023/24, The Anti-Tribalism Movement undertook several projects, initiatives, and campaigns. The projects and initiatives we worked on this year are as follows:

Lead And Be Led

We have successfully delivered 24 training sessions for thirty young people from disadvantaged socioeconomic backgrounds to develop their leadership skills, experience, knowledge, and connections. Through a wide range of creative activities, Lead and Be Led has enhanced young people's skills in decision-making, teamwork, conflict resolution, and self-awareness. The beneficiaries have all improved their decision-making, conflict management, negotiation, critical thinking, creativity, and employability prospects. They have also gained access to part-time and full-time jobs, as well as volunteering opportunities, and demonstrated continued professional development as young leaders. Additionally, they have attended community events and networking fairs to further enhance their knowledge of leadership and available resources.

Culture House

The Culture House (CH) is a bold new community-initiated and led venture that will make the heritage landscape of the UK more diverse and inclusive. It will tell the story of the British Somali community, which has put down roots in the UK over the past decades but remains on the fringes of the national cultural consciousness. The core activity of CH is to preserve tangible and intangible Somali cultural assets and present them to diverse audiences

in the community's authentic voice. By doing this, it will illuminate their complex and varied experiences and their evolving multi-layered identities, exploring and revealing narratives of origin, migration, and adaptation to foster dialogue and tolerance. We established the foundation for Culture House this year, which includes the capital space where these activities will take place, and we plan to start delivering them in 2025.

Resilience Grant

In response to the negative impacts of COVID-19 on our communities, we secured a grant from Comic Relief, allowing us to launch ATM resilience grants to support the BAME voluntary sector in sustaining core services and adapting to COVID-19-related challenges. With this funding, we disbursed £200,000 to four organisations across London that play a vital role in building stronger, more resilient communities by addressing the unique challenges faced by marginalised groups.

Housing Champions

This year, we held two impactful workshops for BAME women as part of our project, achieving one of our highest turnouts to date. Participants learned about regeneration projects across London and how they could affect their communities. They gained valuable knowledge in advocacy, gentrification, and the vital importance of having a voice and representation in London's housing landscape. These workshops successfully placed three women on housing panels, specifically within Hammersmith & Fulham Council and Greenwich Council. Their involvement will aid in amplifying the voices of tenants, advocating for more equitable and improved housing conditions in their respective areas.

Don't Judge Don't Label

We have been able to deliver 20 workshops to 75 young people across three schools to combat prejudice and promote inclusivity through achieving several critical objectives. These workshops addressed the issue of racism and discriminatory behaviours, as all of these students had previously faced suspensions related to these matters. After completing the workshops, all students initiated a social action project focused



on raising awareness about racism and prejudice within their school community. An example of one of these social action projects was Villiers High School students who chose to design informational posters on the different forms of prejudice. They highlighted key issues that affect them personally and in school. The posters covered various topics such as anti-blackness, racism, xenophobia, islamophobia and sexism. They chose these topics because they were drawing on their own experiences with racism and isolation due to prejudice. They took the time to reflect on their own ignorance and reasons as to why they received sanction at school.

The Don't judge Don't Label Project achieved the following:

- Helped 75 young people develop practical tools and actions to reduce ignorance, fear, and prejudice, the precursors to hateful behaviour.
- Supported 75 young people in developing campaigning, advocacy, influencing, and organisational skills to enhance their future employability.
- Assisted 75 young people in building their confidence and skills for handling challenging situations with friends, peers, family, and wider society

Youth Employability

This year, we have successfully placed 30 young people into meaningful employment. Following our employment training, participants have reported increased self-confidence, enhanced skills in presentation and problem-solving, and an improved ability to conduct effective job searches with stronger CVs. They've gained a deeper understanding of potential career paths, expanded their professional networks, and accessed exclusive opportunities. Additionally, they've shown confidence in their interview skills and in communicating and connecting with prospective employers. Through a blend of training, personalised support, and ongoing interaction with the Youth Employability Officer, these young people have acquired new skills for personal development, resulting in notable improvements in their confidence, knowledge, and professional networks.

Financial Review

This financial year we had unrestricted income of £102,312 and restricted income of £719,762. Total incomes were £822,074. We had a net movement of £102,312 on the unrestricted income and a net movement of £93,703 on restricted income. The charity had unrestricted reserves of £257,188 and restricted reserves of £274,430. Total Reserves 2023-2024 was £531,618.

Where does our money come from?

The Anti-Tribalism Movement began as a grass-roots organisation funded by membership donations. Since then, we have diversified substantially to develop a strong income stream from trusts, foundations, corporates, members, our venue and contract from private. Throughout, our volunteers, supporters and individual donors have been important to us. Our growing portfolio of restricted income grants and sponsorships are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, contracts and grant-making institutions. We expect to see our fundraising costs increase as we explore new opportunities. We are confident that in doing so, we will transform relationships with our supporters in order to maximise the amount available for our charitable activities within the next few years.

How do we judge the impact of our work?

We are committed to ensuring that in everything we do, we are accountable to those whom we work with and for, from our service users (communities and donors) and other stakeholders (staff and volunteers). We use several tools to monitor, evaluate and learn from our stakeholders, including:

- Evaluating the success of our projects from several areas such as change, enjoyment, participations, development, skills gap and methodology.
- Completing review exercises to understand our outcome achievements as well as our challenges, and how we deal with them.

- Undertaking evaluations to assess our overall strategies, test the core assumptions about how we contribute to social change and assess our effectiveness in different contexts.
- Consulting with key stakeholders to gather their insights and assessments about our work and efforts.

Our findings are used both internally and externally. Internally it is used to strengthen our ability to manage larger programs, to review the strengths of the board and explore options on how to deal with any arising issues. Externally we share our learning, case studies, trends and analysis with funders, the wider community, members and other relevant stakeholders to promote good practice.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

Reserves Policy

The Anti-Tribalism Movement's policy is to maintain a level of unrestricted and undesignated reserves equivalent to six months' expenditure. Currently we are working towards achieving this target by 2026.

Risk Management

The trustees have assessed the major risks to which Anti-Tribalism Movement is exposed and are satisfied that those systems are in place to mitigate exposure to the major risks including maintaining a risk register, which is reviewed annually.

Investment Policy

The charity does not produce a sufficient surplus to invest, as priority must be given to building our unrestricted reserves.

Plans for future

We have diversified substantially to develop a strong income stream from trusts, foundations,

corporates, members, venue hire, supporters, and individual donors. Our growing portfolio of unrestricted income venue hire, and donations are a significant contribution to our growth. We have put in place a range of mechanisms to ensure we can continue to secure institutional income from the private sector, individuals, and grant-making institutions.

Independent Examiners

The charity appointed BK Community Accountant Ltd. as our independent examiner. The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the Anti-Tribalism Movement’s Memorandum and Articles, the Companies Act 2006, and the Statement of Recommended Practice “Accounting and Reporting by Charities,” issued in March 2005. The trustees’ annual report and the strategic report were approved on 01.11.2024 and signed on behalf of the board of trustees by:



Dheg Aid
Chair
Date: 01.11.2024



Independent Examiner's Report to the Trustees Of Anti – Tribalism Movement

I report to the trustees on my examination of the financial statements of Anti– Tribalism Movement ('the charity') for the year ended 31st August 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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

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

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

1. Accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act: or
2. The financial statements do not accord with those records; or
3. The financial statements 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 financial statements 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 (FRS102).

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.

Signed:



Date: 05/11/2024

Md Iqbal Hossain MBA, FCCA
BK COMMUNITY ACCOUNTANT LTD
Chartered Certified Accountant
124 City Road,
London. EC1V 2NX

Statement Of Financial Activities 31st August 2023

Incoming/Expenditure Resources	Note	Unrestricted Funds	Restricted Funds	TOTAL Funds 2024	TOTAL Funds 2023
Income and endowments:		£	£	£	£
Grants from Government and other Charities	8	77,000	719,762	796,762	683,081
Small Donations	8	2,669	-	2,669	3,560
Trading Activities	9	22,643	-	22,643	14,586
Total Income		102,312	719,762	822,074	701,227
Expenditure:					
Fundraising	11,12	-	30,000	30,000	30,000
Charitable Activities	11,12	-	556,056	556,056	494,439
Culture House	11,12	-	30,314	30,314	45,077
Governance	11,12	-	9,689	9,689	10,004
Total expenditure		-	626,059	626,059	579,520
Net movement in funds		102,312	93,703	196,015	121,707
Reconciliation of funds:					
Total funds brought forward		154,876	180,727	335,603	213,896
Total funds carried forward	21,22	257,188	274,430	531,618	335,603

The statement of financial activities includes all gains & losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on page 15 to 25 from part of these financial statements.

Statement of financial position 31st August 2024

FIXED ASSETS	Note	2024	2023
		£	£
Tangible Fixed Assets	17	10,197	12,746
Current Assets			
Cash at Bank and hand		533,372	334,809
Debtors	18	-	-
Total Current Assets		533,372	334,809
Current Liabilities			
Creditors: Amounts falling due within one year	19	(11,951)	(11,952)
Net current Assets		521,421	322,857
Total Assets/Net Assets		531,618	335,603
Funds of the charity:			
Unrestricted Funds	21,22	257,188	154,876
Restricted Funds	21,22	274,430	180,727
Total Charity Funds		531,618	335,603

For the year ending 31st August 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

- These accounts have been prepared in accordance with the provisions applicable to companies subject to the small Companies regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the board of trustees & authorised for issue on 1st November 2024, and are signed on behalf of the board by:



Name: Dheg Aidid (Chair)

The notes on page 15 to 25 form part of these financial statements.

Notes to the financial statements Year ended 31st August 2024

1. General Information

The Charity is a private Company Limited by Guarantee, registered in England & Wales and a registered charity in England & Wales. The address of the registered office is 5A Uxbridge Road, Shepherd's Bush, London, W12 8LJ.

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (charities SORP (FRS 102)) and the charities Act 2011.

3. Accounting policies

Incoming resources

Voluntary income and donation are included in incoming resources when they are receivable

except when the donors specify that they must be used in future accounting periods or donor's conditions have not been fulfilled, then income is deferred. The income from fundraising ventures is shown gross.

Donated services and facilities

Income from donated services and facilities is included in incoming resources at a valuation, which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party.

Resources expended

Resources expended are included in the statement of financial activities on an accrual's basis, inclusive of any VAT, which cannot be recovered. Expenditure, which is directly attributable to specific activities, has been included in these cost categories, where costs are attributable to more than one activity, they have been apportioned across the cost of generating funds on a basis consistent with the use of these resources. Cost of generating funds includes salaries, direct expenditure and overhead costs of the staff who promote fundraising including events. Governance costs are those incurred in connection with

administration of the charity and compliance with constitutional and statutory requirements.

Funds

Restricted funds are to be used for specific purpose as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund together with a fair allocation of management and support costs. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income & expenditure. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemption: No cash flow statement has been presented for the company.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose. Designated funds are unrestricted funds earmarked by the trustees

for particular future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity: it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipts is probable, and its amount can be measured reliably.
- Legacy income is recognised when receipt is probable, and entitlement is established.
- Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor, or the estimated resale value can be reliably measured. No amounts are included for the contribution of general volunteers.
- Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned it unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered and is classified under the headings of the statement of financial activities to which it relates:

- Expenditure on raising funds includes the costs of all fundraising activities, events non-charitable trading activities and the sale of donated goods.

- Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible Assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of assets, less its residual value, over the useful economic life of those assets as follows:

Furniture & equipment 20% reducing balance

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund. When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee without share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member.

5. Pensions and other post - retirement benefits

All staff has been offered a pension contribution recognised by HMRC. All staff has opted out so there are no pension assets to administer and there is no other post – retirement benefits funded by the charity.

6. Investment Income

No Funds are held in a non-interest-bearing bank account. There is no bank charges associated with the account and trustees believe the achieve value for money in respect to the services provided by the bank.

7. Financial Instruments:

Carrying amount: Debt instruments on the balance sheet represent real and fair value. Financial liabilities on the balance sheet represent real and fair value.

8. Income from donations and legacies

Grants, donations, and legacies:	Unrestricted Funds	Restricted Funds	2024	2023
	£	£	£	£
Small Donations	2,669	-	2,669	3,560
Public Sector & Trusts:				
National Lottery Community Fund (LBL)	-	120,623	120,623	116,960
National Heritage Lottery Fund	-	1,889	1,889	34,200
Cost of Living Grant	72,000	-	72,000	-
City Bridge Trust	-	75,000	75,000	-
OXFAM	-	-	-	26,500
Corporate Donations	-	-	-	18,421
Joffe Charitable Trust	-	33,000	33,000	31,500
The Tudor Trust	-	-	-	30,000
CABWI Awarding Body	-	35,000	35,000	32,500
Comic Relief	-	245,000	245,000	135,000
Paul Hamlyn Foundation	-	-	-	33,000
Central Fund	2,000	-	2,000	-
National Youth Agency (NatWest Thrive Grant)	3,000	-	3,000	2,250
The Henry Smith Charity	-	40,000	40,000	95,500
Young Ealing Foundation	-	7,000	7,000	-
John Lyon's charity	-	120,000	120,000	45,000
Trust for London	-	17,250	17,250	32,250
London Community Foundation	-	25,000	25,000	50,000
TOTAL	79,669	719,762	799,431	686,641

9. Income from Other Trading Activities

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Culture House	12,783	-	12,783	11,750
Income (VAT Recovery)	9,860	-	9,860	2,836
TOTAL	22,643	-	22,643	14,586

10. Capital Income

	Un-restricted	Restricted	2024	2023
	£	£	£	£
	-	-	-	-
	-	-	-	-
TOTAL	-	-	-	-

11. Expenditure on Charitable Activities by Fund type

Charitable activities & Support Cost	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£	£	£	£
Services	-	586,370	586,370	-	539,516	539,516
Governance	-	9,689	9,689	-	10,004	10,004
Fundraising	-	30,000	30,000	-	30,000	30,000
Total	-	626,059	626,059	-	579,520	579,520

12. Expenditure on Charitable Activities by Activity type

Charitable activities & Support Cost	Services	Governance	Fund raising	Total Funds 2024	Total 2023
	£	£	£	£	£
Staff Costs	244,615	-	-	244,615	232,450
Contractor, Consultants	18,960	-	30,000	48,960	49,712
Business Rates	-	2,829	-	2,829	1,905
Culture House	30,314	-	-	30,314	45,077
Depreciation	2,549	-	-	2,549	3,187
Other indirect Costs	41,072	6,860	-	47,932	48,521
Direct Costs	248,860	-	-	248,860	198,668
Total	586,370	9,689	30,000	626,059	579,520

13. Independent examination fees

	2024	2023
Fees payable to the Independent examiner for:	£	£
Independent examination of the financial statements	3,700	3,700
Total	3,700	3,700

14. Staff Cost

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Salaries and wages	218,408	216,403
Social Security Costs	22,399	16,047
Employee contributions to pension plans	3,808	-
Total	244,615	232,450

The average head count of employees during the year was 15(2023:15). The average number of fulltime equivalent employees during the year is analysed as follows:

	2024	2023
	£	£
Number of management and administrative staff	6	6
Number of core service staff	6	6
Total	12	12

No employee earned more than £60,000 during the year (2023: nil).

15. Trustee remuneration and expenses:

SORP 2015 requires the following statements to be made:

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

16. Related parties:

There are no related party transactions during the year.

17. Tangible Fixed Assets

	Equipment	Furniture & Fixtures	Total
	£	£	£
Cost			
At 1 September 2023	44,534	26,139	70,673
Additions	-	-	-
At 31 August 2024	44,534	26,139	70,673
Depreciation			
At 1 September 2023	37,644	20,283	57,927
Charge this period	1,378	1,171	2,549
At 31 August 2024	39,022	21,454	60,476
Net book value			
At 31 August 2024	5,512	4,685	10,197
At 31 August 2023	6,890	5,856	12,746

18. Debtors

	2024	2023
	£	£
Trade Debtors	-	-
Total	-	-

19. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade Creditors	4,300	4,300
Independent Examination fees	3,700	3,700
HMRC	3,951	3,952
Total	11,951	11,952

20. Operating lease commitments

Operating Lease is 30 years. Office Capital Development covered the ATM rent of the eleven years of the operating lease. Rates with a charity discount are £2,829 for year 2023/2024.

21. Analysis of charitable Funds

	Unrestricted Fund	Restricted Funds	Total Fund 2024
	£	£	£
Tangible fixed assets	-	10,197	10,197
Current assets	257,188	264,233	521,421
Net Assets	257,188	274,430	531,618

22. Fund balance brought forward & carried forward

Funds:	Balance at 1st Sept 2023	Incoming Unrestricted	Incoming Restricted	Outgoing	Balance at 31st August 2024
Restricted Funds:	£	£	£	£	£
Balance brought Forward	180,727	-	-	138,952	41,775
National Lottery Community fund	-	-	120,623	90,467	30,156
City Bridge Trust	-	-	75,000	66,667	8,333
Trust for London	-	-	17,250	17,250	-
The Henry Smith Charity	-	-	40,000	33,334	6,666
CABWI Awarding Body	-	-	35,000	32,500	2,500
National Heritage Lottery Fund	-	-	1,889	1,889	-
Joffe Charitable Trust	-	-	33,000	23,000	10,000
Young Ealing Foundation	-	-	7,000	7,000	-
Comic Relief	-	-	245,000	125,000	120,000
John Lyon's Charity	-	-	120,000	65,000	55,000
London Community Foundation	-	-	25,000	25,000	-
Sub Total	180,727	-	719,762	626,059	274,430
Unrestricted Fund:					
Brought Forward	154,876	-	-	-	154,876
Culture House	-	12,783	-	-	12,783
Cost of Living Grant	-	72,000	-	-	72,000
National Youth Agency (NatWest Thrive Grant)	-	3,000	-	-	3,000
Central Fund	-	2,000	-	-	2,000
Small Donations	-	2,669	-	-	2,669
Other Income	-	9,860	-	-	9,860
Sub Total	154,876	102,312	-	-	257,188
Total Fund Carried Forward	335,603	102,312	719,762	626,059	531,618

23. Income in Details

Income and endowments:	2024	2023
Donations and Legacies:	£	£
Public Sector:		
LBH&F (Kick Start Project)	-	-
Sub Total	-	-
Charitable Trusts:		
National Lottery Community fund	120,623	116,960
City Bridge Trust	75,000	-
Cost of Living Grant	72,000	-
National Heritage Lottery Fund	1,889	34,200
Joffe Charitable Trust	33,000	31,500
Comic Relief	245,000	135,000
CABWI Awarding Body	35,000	32,500
Young Ealing Foundation	7,000	-
Central Fund	2,000	-
London Community Foundation	25,000	50,000
John Lyon's Charity	120,000	45,000
The Henry Smith Charity	40,000	95,500
Trust for London	17,250	32,250
National Youth Agency (NatWest Thrive Grant)	3,000	2,250
Corporate Donations	-	18,421
Oxfam	-	26,500
The Tudor Trust	-	30,000
Paul Hamlyn Foundation	-	33,000
Sub Total	796,762	683,081

Corporate and Membership Donations:		
Small Donations	2,669	3,560
Sub Total	2,669	3,560
Other Trading Activities:		
Culture House	12,783	11,750
Other Income (HMRC VAT Recover)	9,860	2,836
Sub Total	22,643	14,586
TOTAL INCOME	822,074	701,227

24. Expenditure in details

Expenditure	2024	2023
Expenditure on charitable activities	£	£
Salaries NI and Pension	244,615	232,450
Business Rates	2,829	1,905
Project Activities Cost	149,470	198,668
Admin & Advertisement	2,630	18,932
Community Contributions	13,890	10,004
Volunteers Activities	500	1,600
ATM Resilience Grants (Project Partners)	100,000	-
Consultant/Contractor	18,960	19,712
Fundraising Cost	30,000	30,000
Telephone, Gas, Electricity & Internet	17,760	10,167
Legal & Professional	10,785	6,300
Depreciation	2,549	3,187
Insurances & Removal	1,757	1,518
Cultural House - Repair and maintenance	17,810	29,982
Cultural House - Office Development	12,504	15,095
Total Expenditure	626,059	579,520
Net Movement in Funds	196,015	121,707

Company Registration No. 07002550
Charity Registration No. 1168836

Annual Report and Financial Statement

For the year ended
31st August 2024

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