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## **Anne Frank Trust UK**

(A Company Limited by Guarantee)

**Annual Report for the year ended 31 December 2021**

Company number: 02612141 (England and Wales)

Charity number: 1003279 (England and Wales)

Charity number: SC040488 (Scotland)

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## Trustees' report for the year ended 31 December 2021

The trustees present their report with the financial statements of The Anne Frank Trust UK for the year ended 31 December 2021.

### Section 1: Objectives and activities

The objects of the Anne Frank Trust UK, as registered with the Charity Commission and the Scottish Charity Regulator, are “to advance public education in the United Kingdom and elsewhere in the principles of religious and racial tolerance and of democracy as illustrated by the life and diary of Anne Frank; and the promotion of equality and diversity for the public benefit by carrying out activities to foster understanding between people from diverse backgrounds with reference to the life and diary of Anne Frank”.

The Trust summarises its **mission** as follows:

**‘To empower young people to challenge all forms of prejudice, inspired by the life and work of Anne Frank.’**

Taking account of the Charity Commission's guidance on public benefit, the Trust's **vision** is for a society free from all forms of prejudice and discrimination.

The Trust carries out its activities through a commitment to the following **values**, each epitomised by a quotation from Anne Frank's Diary:

- Equality. “We're all leading lives that are different and yet the same.” (6 July 1944)
- Learning. “Oh, there's still so much to find out and learn.” (11 May 1944)
- Positivity. “I still believe, in spite of everything, that people are truly good at heart.” (15 July 1944)
- Integrity. “You know I'm always honest with you.” (6 May 1944)
- Environmental responsibility. “Nature is the one thing for which there is no substitute!” (13 July 1944)

The trustees have set four **objectives** as the focus for the charity's activities, each with a direction for strategic development:

1. Education objective. Strategic direction – to intensify our impact.
2. Communications objective. Strategic direction – to be distinctive and inspirational.
3. Fundraising objective. Strategic direction – to diversify and grow our income.
4. Operations objective. Strategic direction – to put our standards and values into practice.

The Trust's main charitable activities are delivered under the Education objective. The focus is on **10- to 15-year-olds** because they relate closely to Anne Frank (who was aged 13 to 15 when writing her diary) and because this age is crucial to the formation of lifelong values and beliefs. The activities are delivered by the Trust's **Anne Frank Workers**, who are based around the country and trained in teaching, youth work and mentoring.

The Trust's educational offer has three strands:-

- i. **Schools programme.** This is delivered to groups of up to 30 pupils. The learning begins with Anne Frank, the Holocaust and antisemitism, before looking at prejudice in all forms today. There are two versions of the Trust's 2-day core programme – *A History for Today*, which focuses around a pop-up exhibition about the life of Anne Frank, and *Voices for Equality*,

## Trustees' report for the year ended 31 December 2021 continued

which draws on multi-media extracts from Anne Frank's Diary. In both versions the young people are trained to share their learning with fellow pupils, by leading exhibition tours or other learning activities. This **peer education** both deepens the learning for the peer educators and disseminates it to others.

The Trust's offer to schools also includes 1 to 2-hour **workshops** on specific forms of prejudice, including antisemitism, homophobia, Islamophobia, sexism, transphobia, anti-black racism, and prejudice against Gypsy Roma Traveller people. These workshops are run either on a stand-alone basis or as a follow-on to the core programme.

- ii. **Online learning programme.** Introduced during Covid lockdown, this consists of 1-hour live events held on key dates such as Anne Frank's birthday, Black History Month, Holocaust Memorial Day, Pride Month and World Book Day. Each event raises awareness about a specific form of prejudice through the expertise or lived experience of guest speakers. Students attend in whole class groups or assemblies. They interact with the guests via live messaging, and are given classroom tasks, before making their own commitment to challenge prejudice.
- iii. **Youth empowerment programme.** Developed during 2021, this sustains and enhances the learning for young people who have completed the Trust's core programme and wish to go further in their anti-prejudice role as **Anne Frank Ambassadors**. The programme is targeted especially at those who are disadvantaged or have lived experience of prejudice. Each ambassador is mentored by an Anne Frank Worker to develop and follow an individual journey of learning and empowerment. This may mean challenging prejudice in their own communities, joining campaigns, or participating in special Anne Frank Trust projects such as skills workshops, creative residencies, public events, and study trips to the House in Amsterdam.

To achieve wider impact, the Trust also runs charitable activities under its **communications** objective. These bring the charity's anti-prejudice message to the public through press coverage, social media, publications, events, a monthly e-bulletin, short films and a comprehensive website. Through the youth empowerment programme, these communication activities are increasingly focused on and led by young Anne Frank Ambassadors.

## Section 2: Achievements and performance

In 2021, despite school closures and last-minute cancellations due to Covid, the Anne Frank Trust's schools programme reached 21,433 young people in 135 schools. A further 20,174 young people from 640 schools participated in online learning events, so the charity's **total reach for the year was 41,433 young people in 775 schools**. This represented an increase on the previous year, which had been even more disrupted by the pandemic (2020: 13,787 young people in 163 schools, plus 20,174 online learners in 35 schools, making a total of 33,961 young people in 198 schools).

2021 saw the Trust recovering from the pandemic and building the springboard for future growth by implementing the new 3-strand educational offer outlined in Section 1 above. Led by Director of Education Sarah Nuzum, and overseen by the Education Committee of the board, key developments in the Trust's educational provision included:

- Recruiting 5 new **Anne Frank Workers** from diverse backgrounds and locations, and commissioning a staff development contractor, Star Performance, to train them in their role of school engagement, teaching and mentoring.

## Trustees' report for the year ended 31 December 2021 continued

- Completing a full **curriculum review**, which confirmed the lesson plans and learning objectives for each programme, and defined the process for developing the programmes with input from practitioners, managers and expertise from external consultants with relevant lived experience.
- Adaptation of programmes and targeted outreach specifically for **primary schools**, to increase the Trust's inclusion of this younger group, aged 10 to 12 (English school years 5 and 6, Scottish P6 and P7).
- Piloting and finalising the 2-day **Voices for Equality** programme, which offers schools an alternative to the Trust's long-established exhibitions programme (*History for Today*). *Voices for Equality* provides the same learning outcomes of peer education, but without the need to mount a physical exhibition, and with an increased emphasis on young people's lived experience and creativity. The programme can be delivered by live video-link, as well as in person.
- Created, piloted and rolled out a new schools **workshop on antisemitism**.
- Recruited to a new post of Assistant Director for **Youth Empowerment** (Amna Abdullatif) to work alongside the existing Assistant Director for Schools (Grace Nelson). This ensured that the foundations of the Youth Empowerment Programme were ready by the end of 2021, with activity plans, safeguarding procedures, communications materials and staff training ready for the first cohort of Anne Frank Ambassadors to be recruited in early 2022.
- Commissioned an overhaul of the Trust's Salesforce **database** so that it incorporates all the charity's education activity, and appointed to a new post of Salesforce and Data Manager (now David Holmes) to maintain and develop this data capacity, especially by training and supporting staff.
- Commissioned a new About Us film and a complete redesign of the Trust's **website**, so that it is targeted at schools and offers learning resources directly to young people.
- Recruited to a new post of **Communications Officer** (Yasmin Rahman), whose achievements have included enhancing the Trust's social media to be more engaging for younger audiences, and creating a *When We Speak Out* policy and procedure (approved by the trustees) to improve the charity's contributions to public affairs.
- Commissioned a **creative project** for Holocaust Memorial Day, in which young people from three schools worked with Blind Summit Theatre Company, storyteller Phil Okwedy and TMAX films to produce an anti-prejudice film called 'One Day...'
- Continued to develop the Trust's **strategic partnerships**: through the Anti-Bullying Alliance, The Belong Network, the European Network for Countering Antisemitism, and the Holocaust Memorial Day Partnership Group; by arranging for Anne Frank Ambassadors to give their views to the Government's Commission on Race and Ethnic Disparities; and by convening and chairing a forum of 9 charities working on anti-hate-crime projects and presenting their views to the Minister for Communities.

The trustees see **equality, diversity and inclusion** as fundamental to the charity's values and performance. In April 2021, the board commissioned Peridot Partners to carry out an Equalities Project, which included:

- recruiting diverse new staff and trustees with lived experience of racism,
- an audit of the charity's equalities policy and practice,
- consultation and training days with staff and trustees,

## Trustees' report for the year ended 31 December 2021 continued

- an equality action plan for 2022 and beyond, published on the Trust's website.

The trustees regard **safeguarding** as underpinning all the charity's activities. A safeguarding update is reported to every board meeting, safeguarding is scrutinised in detail by the board's Education Committee, and all staff and trustees are required to complete safeguarding training. During 2021, the Trust's safeguarding policy and procedures were overhauled in preparation for the new Youth Empowerment Programme, as the mentoring of ambassadors means that the charity for the first time has direct safeguarding responsibility for individual young people. Any concerns are reported to the charity's Designated Safeguarding Lead (Sarah Nuzum) for assessment and appropriate action. No safeguarding incidents occurred during 2021.

### Section 3: Impact

The Anne Frank Trust has an outstanding track record of impact evaluation, which is a high priority for the trustees. Monitoring and evaluation are fully integrated into all the Trust's educational programmes. Data is inputted by the Trust's staff and analysed through a research partnership with social psychologists at the University of Kent.

Every year the Trust publishes a new report of recent impact data. In November 2021, this was ***Just Being Human: The Impact of the Anne Frank Trust's Anti-Prejudice Education during the Covid Pandemic 2020-21, Plus Longer Term Impact since 2019***. There were findings in three areas:

#### (i) Social attitudes:

- 92.5% of young people progress in their attitudes towards at least one group of people different from themselves.
- This is a significant advance even on the previous year's very strong findings (in 2019-20, 77.1% progressed in their attitudes). It means that, during the Covid pandemic, even though many of the Anne Frank Trust's programmes were newly adapted for delivery online, the impact increased by 20%.
- Nearly a quarter of young people (23.7%) improve their attitudes to 8 or more different social groups.
- Two thirds (66.7%) of young people maintain their improved attitudes 18 months to 2 years after completing the programme.
- Young people with the most negative attitudes make the greatest progress: their degree of change is three times greater than that of others.

#### (ii) Knowledge, empathy and confidence:

- 70.7% of young people make significant progress in knowledge about prejudice and the harm it can cause.
- Two out of five young people (39.6%) also progress to develop greater empathy for others and/or more confidence to speak about prejudice.
- Boys start at a lower base but make more progress than girls in knowledge and empathy. Girls start at a lower base but make more progress than boys in confidence. In both cases this shows that the programme has the greatest impact where it is needed most.
- Young people's gains in knowledge and empathy are sustained 18 months to 2 years after completing the programme.
- Gains in confidence are not sustained to the same extent, which suggests a need for long-term support like the mentoring the Trust is planning through its new Youth Empowerment Programme.

### (iii) Young people's views:

Young people who have completed the Anne Frank Trust programme say they:

- are acutely aware of prejudice in their communities;
- feel much more confident to speak about prejudice;
- argue powerfully for the need for anti-prejudice education;
- feel concerned about the negative effects of social media;
- believe strongly in respecting the diversity of individual viewpoints, while drawing a clear line when opinions cross over into discrimination or hatred.

The full impact report is available on the Trust's website: <https://www.annefrank.org.uk/>.

## Section 4: Financial review

2021 saw the Anne Frank Trust return to a strong financial position after the unprecedented challenges of the first year of the pandemic.

In 2020, the closure of schools for Covid had left the charity unable to deliver the bulk of its activities and therefore to raise funds for them. In 2021, school closures and cancellations continued to be major challenges, but staff costs had been reduced through restructuring and the newly created roles were more flexible to meet changing demands, while the new education strategy (with online learning and preparation for mentoring) enabled education delivery to continue outside school, at the same time as attracting new funding.

Key financial achievements of 2021 include:

- a surplus over the year of £198,004 (compared with a deficit in 2020 of £58,312);
- a 70% increase in unrestricted reserves by year end (from £278,819 in 2020 to £480,823 in 2021) – see Reserves policy below;
- a 35% reduction in fundraising costs (which now represent 20% of total expenditure, compared with 26% the previous year) – see Expenditure below;
- improved value for money, with the charity's overall unit cost per beneficiary falling by 27% from £35.53 in 2020 to £25.92 in 2021.

The trustees are confident that this trajectory of growth will continue, with the charity forecasting income for 2022 that will match or exceed pre-pandemic levels (2019 income: £1,688,710).

### 4.1: Income and fundraising

The charity's total income in 2021 of £1,268,034 represents a 3.2% increase on the previous year (2020: £1,228,686).

The Trust's biggest sources of income continue to be public sector grants and an Annual Fundraising Lunch held to mark Holocaust Memorial Day every January. In January 2021, Covid lockdown made it impossible to hold the **Annual Lunch** in person, so the Trust's fundraising team, led by Development Director Lara Wilks Sloan, transferred it to a live online format. As this was unprecedented, the trustees set a modest fundraising target of £150,000, but the event raised more than double at £342,887 (2020: £381,691 – figures from management accounts).

The Trust's **public sector funding** in 2021 totalled £420,640 (2020: £456,830. This included grants from the Department for Education for programmes on prejudice-based bullying, and from

## Trustees' report for the year ended 31 December 2021 continued

the Ministry for Housing, Communities and Local Government on tackling race- and faith-based hate crime, as well as from local authorities and Police & Crime Commissioners.

The Trust benefits from the loyal and generous support of many **individual donors**, including those who give regularly as Friends of Anne Frank. New initiatives in individual giving in 2021 included sponsorship of runners in the London Marathon, and participation in the Big Give initiative, where donations are matched pound for pound in the run-up to Christmas.

Several **businesses** provide the charity with financial and in-kind support – notably pladis Global and Penguin Random House, the UK publisher of the Diary.

The Trust continues to be successful in securing income from charitable **trusts and foundations**. The trustees are grateful to all these funders, who in 2021 included:

Andor Charitable Trust	Humanitarian Trust
Anne Frank Fonds, Switzerland	Ian Karten Charitable Trust
Arnold Clark Community Fund	JE Posnansky Charitable Trust
Bloom Foundation	Masonic Charitable Foundation
Charles Wolfson Charitable Trust	Michael & Anna Wix Charitable Trust
Charles Green Foundation	Paul Hamlyn Foundation
Chesterhill Charitable Trust	Ploughshares
County Durham Community Foundation	Philip King Charitable Trust
Milton Damerel Trust	Reed Foundation
Dulverton Trust #iwill fund	Robertson Trust
Esmee Fairbairn TASK Fund	Shared Endeavour Fund
Gannochy Trust	Shoresh Charitable Trust
Harold Hyam Wingate Foundation	W A Cargill Fund
Hugh Fraser Charitable Trust	Vandervell Foundation

The Trust is committed to **best practice in fundraising**. It is registered with the Fundraising Regulator, and works to the Regulator's Code of Fundraising Practice. Particular care is taken to ensure that fundraising material is not intrusive and has clear instructions for how recipients can remove themselves from a mailing list. The Trust received no complaints about fundraising during 2021.

### 4.2: Expenditure

The Trust's total expenditure in 2021 of £1,070,030 represents a decrease of 16.9% on the previous year (2020: £1,286,998). This fall in spending resulted partly from the circumstances of lockdown – e.g. less staff travel and transportation of exhibitions to schools, and no catering or venue costs for the online Annual Lunch – and partly from planned action by the trustees to safeguard the charity's effectiveness and viability in such uncertain times, by ensuring a surplus, building reserves, and improving value for money.

The bulk of the Trust's charitable expenditure is on **staffing**. A comprehensive restructuring at the end of 2020 created a more delivery-focused and cost-effective education team, and recruitment was phased carefully so that vacancies were filled only once schools re-opened and became able to accept external projects. Savings were also made in management and fundraising posts, partly through freezes on recruitment and refocusing of roles, and the charity's spending on fundraising fell to 20% of total expenditure (2020: 26%).

This careful planning of expenditure, together with the new education strategy, enabled the Trust to provide increasingly strong value for money, with the **unit cost per beneficiary** falling by 24%

## Trustees' report for the year ended 31 December 2021 continued

from £33.92 in 2020 to £25.83 in 2021 (total expenditure of £1,070,030 divided by 41,433 beneficiaries) (2020: total expenditure of £1,228,686 divided by 36,224 beneficiaries).

### 4.3: Surplus and reserves

After the uncertainties of the first year of the pandemic, the trustees had two overriding financial priorities for 2021 – to reverse the deficit and to build unrestricted reserves. Both these goals were achieved.

The **surplus** on the year was £198,004 (compared with a deficit of £58,312 in 2020).

Total **reserves** on 31 December 2021 were £480,823, all unrestricted (compared with £282,819 in 2020).

The trustees' policy is that the charity maintains unrestricted reserves of between 3 and 6 months of core charitable expenditure. This policy was met in 2021, with the year-end unrestricted reserves representing 5.3 months of total average monthly expenditure. During 2022, the trustees will review the definition of "core charitable expenditure" and, though there are no plans to change the reserves policy, the board is considering setting an annual target, to ensure that the reserves are sufficiently robust for uncertain economic times.

## Section 5: Structure, governance and management

### 5.1: Constitution and status of the charity

The Anne Frank Trust UK is incorporated as a company limited by guarantee (Company No 02612141) and registered as a charity in England & Wales (Charity No 1003279) and in Scotland (Scottish Charity Number SC040488). The Trust's governing document consists of the Memorandum and Articles of Association adopted on 30 April 1991 and last amended on 16 September 2016.

The Trust is the official UK partner of the **Anne Frank House** in Amsterdam and is endorsed by the **Anne Frank Fonds** in Basel, Switzerland. The Fonds is the foundation which owns the copyrights of Anne Frank's writings and many of the Frank family photographs. These connections give the Trust unique permission to use Anne Frank's name, image and works for educational purposes in Britain. The Trust remains legally and financially independent of both the House and the Fonds.

### 5.2: Recruitment and appointment of trustees/directors

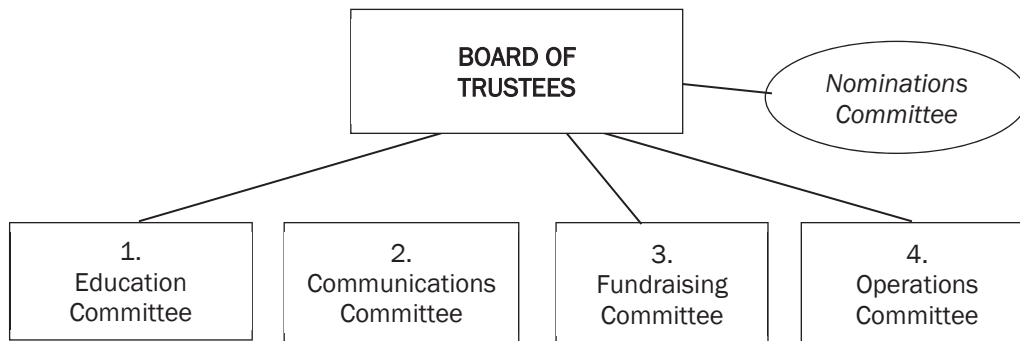
Trustees are appointed by the board to meet any gaps identified through a regular skills audit. Appointments are usually made through an open recruitment round, occasionally by approach to individuals with particular expertise. There were two new trustee appointments in 2021: Aretha Banton as an education specialist and Miranda Wayland as an equality, diversity and inclusion specialist. Whatever their specialism, all trustees carry the same legal and strategic responsibility for the charity overall. Trustees usually serve up to two terms of 3 years, but the board may extend by up to two further terms of 3 years if this is in the best interests of the charity.

All Trustees give their time freely and are reimbursed for expenses only.

As members of the Limited Company, trustees agree to pay an amount not exceeding £1 in the event of the company being wound up.

### 5.3: Governance structure

In addition to attending quarterly Board Meetings, trustees may take specific roles, such as Treasurer and Designated Safeguarding Trustee, and all trustees are members of at least one sub-committee.



Each committee is chaired by a trustee with relevant expertise, is attended by one or more other trustees, is supported by the relevant member of the Senior Management Team, and may co-opt external advisory members. The Operations Committee is chaired by the treasurer and meets at least once a quarter to scrutinize finance, fundraising, legal matters, risk, remuneration and human resources. The other committees meet 2 or 3 times a year. A nominations committee is created when needed to recruit new trustees.

### 5.3: Staffing structure and support

The Trust's executive is led by the **Senior Management Team**, providing the main operational co-ordination and strategic momentum for the charity. The team's five members are:

- Chief Executive, Tim Robertson (appointed June 2018) – to whom the trustees delegate overall authority for the day-to-day running of the charity
- Director of Education, Sarah Nuzum (appointed April 2019) – responsible for all the Trust's charitable activities in schools, communities and online
- Director of Communications, Laura Burnell (appointed May 2022) – responsible for internal and external communications.
- Director of Development, Lara Wilks Sloan (appointed August 2018) – responsible for fundraising.
- Director of Operations, Tom Asher (appointed March 2022) – responsible for operational planning, finance, HR, governance, risk, evaluation, IT and all organisational infrastructure. (The previous Director of Operations, Jonathan Bruck, left the Trust for a more senior job in August 2021. The post was covered by Nina Pavitt on an interim basis from August 2021 to March 2022.)

The Senior Management Team co-ordinates, reviews and develops performance through **three levels of planning**:

- the overall 3-year strategic plan for the charity, as approved by trustees,
- an annual operational plan with quarterly Key Performance Indicators which are reported quarterly to the Board,
- more detailed workplans for teams, projects, and individual members of staff.

## Trustees' report for the year ended 31 December 2021 continued

**Staff management** is underpinned by Support and Supervision meetings, where each member of staff meets one-to-one with their line manager every 4-6 weeks. The decisions of these meetings are recorded in writing. The Chief Executive's Support and Supervision is provided by the Chair of Trustees.

Staff communication and effectiveness are supported by a calendar of recurring meetings – Senior Management Team meetings every Monday morning, whole staff team meetings for an hour every Tuesday afternoon, and a termly whole staff day for strategy review or training, plus regular meetings of the education and fundraising teams. Internal co-ordinating panels are held monthly to monitor and plan cross-team working in four key areas: communications, evaluation, finance and grants.

Staff also have the support of an Employee Assistance Programme, and training and coaching from staff development contractor Workwell.

### **Risk management**

The Trust's Director of Operations Tom Asher maintains an ongoing Risk Register. This is monitored by the Senior Management Team, scrutinised quarterly by the Operations Committee, and approved quarterly by the Board. Areas covered in the register include: finance, fundraising, education delivery and development, safeguarding, communications (including reputational risk), strategy, staffing, building, health and safety, IT, and governance. Risks are assessed by likelihood and potential impact, and the register sets out mitigations and an action plan. It brings together the well-established range of systems through which the trustees manage risk across the charity, which include:

- an annual budget approved by the board, against which actual performance is monitored through detailed monthly management accounts;
- formal review of the quarterly management accounts at each Board meeting, paying particular attention to sustainability and level of unrestricted reserves;
- a three year Strategic Plan of overall aspirations and objectives;
- an annual Operational Plan with detailed Key Performance Indicators;
- a clear structure of delegated authority and control for all financial transactions; and
- policies and procedures reviewed on a regular schedule, to manage all operational risks including safeguarding, data protection, health & safety, and staffing.

### Section 6: Future plans

The Trust's current **3-year strategic plan** *Reaching Our Goals* runs until the end of 2023. Its overarching goal is for the charity to:

“embody youth empowerment as a force for ending prejudice”.

Anne Frank Ambassadors will take leading roles in shaping and speaking for the charity, so as to bring about three levels of impact:

- individual impact – a life-changing experience for the young people,
- social impact – communities and the public learn from the young people's anti-prejudice message,
- organisational impact – the Anne Frank Trust grows in impact, reach, profile and support.

The **operational plan for 2022** takes the charity closer to this overall goal, with Key Performance Indicators under each of the four objectives, notably:

#### Objective 1: Education

##### Schools programme:

- Reach 50,000 young people in 150 schools.
- Generate a strategic and accessible summary of the Trust's education curriculum.
- Create new workshops on Transphobia, Disablism, prejudice against Gypsy Roma Traveller people.
- Launch work in Cumbria with a new Anne Frank Worker for the county, working closely with the Lake District Holocaust Project.
- Introduce a new quality assurance scheme for classroom delivery.
- Develop a strategy to address under-representation of boys in the Trust's reach.
- Address lack of Jewish representation in the education team by targeting staff recruitment especially within the Jewish community.

##### Online learning:

- Run 12 online events to reach 25,000 young people in 600 schools.
- Create a new post of Education Development Manager, partly to develop the online learning offer.
- Create a monitoring framework for the online events.

##### Youth empowerment:

- Set up the outreach and gateway process to recruit 105 Anne Frank Ambassadors.
- Establish high quality mentoring for each ambassador.
- Provide the ambassadors with empowerment opportunities including online skills workshops, and residentials including study trips to the House in Amsterdam.
- Hold a national conference for at least 60 peer educators.

#### Objective 2: Communications

- Create and recruit to a new post of Director of Communications.
- Recruit a new lead trustee for communications and re-launch the Communications Committee.
- Generate a communications strategy for the charity.
- Launch new website with refreshed branding.
- Secure media coverage e.g. for the 75<sup>th</sup> anniversary of the publication of Anne Frank's Diary in June 2022.

## Trustees' report for the year ended 31 December 2021 continued

### Objective 3: Fundraising

- Achieve income of £1.7 million.
- Raise the profile and income of the Annual Lunch with the presence of HRH The Duchess of Cornwall and a new corporate sponsor.
- Recruit to a new post of Donor Relations Manager especially to be more strategic in working with major donors; target the recruitment of this post especially at the Jewish community.
- Address a likely decline in public sector funding especially by investing in fundraising from trusts and foundations, including recruiting a Grants Assistant.
- Use the fundraising potential of the 75<sup>th</sup> anniversary of the publication of the Diary.
- Recruit a fundraising lead trustee and relaunch the Fundraising Committee.

### Objective 4: Operations

- Recruit a permanent Director of Operations.
- Carry out a full salary review.
- Introduce new governance practice, with meeting agendas focused more effectively on KPIs.
- Recruit new advisory members to the board's committees, especially to bring more lived experience and expertise around antisemitism and Jewish culture.
- Commission new HR software and review all procedures.
- Review provision of finance and office administration.
- Review the Trust's risk management process.
- Carry out equalities monitoring and revise the Equality, Diversity and Inclusion plan.

## Trustees' report for the year ended 31 December 2021 continued

### Section 7: Reference and administrative details

**Registered name**

Anne Frank Trust UK

**Company registration number**

02612141 (England and Wales)

**Charity registration number**

1003279 (England and Wales)

SC040488 (Scotland)

**Principal office and registered office**

Star House

104 – 108 Grafton Road

London

NW5 4BA

**Trustees**

Daniel Mendoza OBE (Chair)

Caroline Hoare (Vice Chair)

Jeffrey Kriek (Treasurer)

Professor Dominic Abrams (Lead Trustee for Evaluation)

Aretha Banton (appointed 28 July 2021)

Ruth Barnett (Lead Trustee for Communications, appointed 28 April 2022)

Michael Bettles (Lead Trustee for Education and Safeguarding)

Fiona Brydon (Lead Trustee for Communications, reached end of term 28 October 2021)

Bernard Howard

Joanna Myerson (Lead Trustee for Governance)

Paul Stein (resigned January 2022)

Miranda Wayland (Lead Trustee for Equality and Diversity, appointed 28 July 2021)

Uzma Zahid

**Auditor**

Blick Rothenberg Audit LLP

16 Great Queen Street

Covent Garden

London WC2B 5AH

**Bankers**

CAF Bank Limited

25 Kings Hill Avenue

Kings Hill

West Malling

Kent ME19 4JQ

National Westminster Bank Plc

Winchester, Old Bank

105 High Street

Winchester

Hants SO23 9AW

**Senior Management Team**

Tim Robertson (Chief Executive Officer)

Tom Asher (Director of Operations)

Laura Burnell (Director of Communications)

Sarah Nuzum (Director of Education)

Lara Wilks Sloan (Director of Development)

**Company Secretary**

Tom Asher (appointed 14 March 2022)

Nina Pavitt (interim 27 August 2021 – 14 March 2022)

Jonathan Bruck (resigned 27 August 2021)

### Section 8: Auditors

Blick Rothenberg Audit LLP was appointed as the charitable company's auditor during the year and have expressed its willingness to continue in that capacity. A resolution regarding the re-appointment and remuneration will be submitted to a future meeting of Members.

### Section 9: Statement of trustees' responsibilities

The charity trustees, who are also company directors for the purposes of company law, are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Law applicable to charities in England and Wales requires trustees to prepare financial statements for each financial year, which give a true and fair view of the financial activities of the charity during the year and state of affairs at the end of the year. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006, applicable Accounting Standards and Statements of Recommended Practice (FRS 102), and the Accounting Regulations set out under the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Section 10: Statement of disclosure to the auditor

So far as the trustees are aware, there is no relevant audit information of which The Anne Frank Trust UK's auditor is unaware. Additionally, the trustees have taken all the necessary steps that they ought to have taken as trustees in order to make themselves aware of all relevant audit information and to establish that the charity's auditor is aware of that information.

## Trustees' report for the year ended 31 December 2021 continued

### Section 11: Companies Act 2006

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006. As a small company the charity is not required to prepare a strategic report.

This report was approved by the Board of Trustees on 27 September 2022 and signed on their behalf by:



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Daniel Mendoza OBE  
Chair

# Independent auditor's report to the trustees of the Anne Frank Trust UK

## Opinion

We have audited the financial statements of Anne Frank Trust UK (the 'charitable company') for the year ended 31 December 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

## Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## Independent auditor's report to the trustees of the Anne Frank Trust UK continued

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

### Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with directors and other management, and from our commercial knowledge and experience of the charitable sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, Charities Act 2011 and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

## Independent auditor's report to the trustees of the Anne Frank Trust UK continued

### Auditor's responsibilities for the audit of the financial statements (continued)

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested a sample of journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the notes were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's report.

### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

*Blick Rothenberg Audit LLP*

### Mark Hart FCA (Senior statutory auditor)

for and on behalf of

### **Blick Rothenberg Audit LLP**

Chartered Accountants

Statutory Auditor

16 Great Queen Street

Covent Garden

London

WC2B 5AH

Date:

## Statement of financial activities

### Incorporating income and expenditure account

#### For the year ended 31 December 2021

	Note	Unrestricted £	Restricted £	Year Ended 31 December 2021 Total £	Year Ended 31 December 2020 Total £
<b>Income</b>					
Donations & Legacies	3	542,922	-	542,922	500,440
Charitable activities	4	72,056	576,227	648,283	532,682
Other Trading Income	5	33,468	-	33,468	75,929
Investment Income	6	332	-	332	288
Other Income	7	43,028	-	43,028	119,347
<b>TOTAL INCOME</b>		<b>691,806</b>	<b>576,227</b>	<b>1,268,033</b>	<b>1,228,686</b>
<b>Expenditure</b>					
Cost of raising funds	8	217,725	-	217,725	337,908
Charitable activities	9	272,077	580,227	852,304	949,090
<b>TOTAL EXPENDITURE</b>		<b>489,802</b>	<b>580,227</b>	<b>1,070,029</b>	<b>1,286,998</b>
<b>Net movement in funds</b>		202,004	(4,000)	198,004	(58,312)
Fund balances at 1 January 2021		278,819	4,000	282,819	341,131
Fund balances at 31 December 2021		<b>480,823</b>	-	<b>480,823</b>	<b>282,819</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 24 – 38 form part of these financial statements.

## Balance sheet

### as at 31 December 2021

	Note	£	2021 £	£	As restated 2020 £
<b>FIXED ASSETS</b>					
Tangible assets	15		2,730		11,006
<b>CURRENT ASSETS</b>					
Debtors	16	239,869		134,125	
Cash in bank and in hand		537,852		326,244	
		<u>777,721</u>		<u>460,369</u>	
<b>CREDITORS:</b>					
Amount falling due within one year	17	(299,628)		(188,555)	
NET CURRENT ASSETS			478,093		271,813
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>480,823</u>		<u>282,819</u>
<b>CHARITY FUNDS</b>					
Restricted funds	20		-		4,000
Unrestricted funds			480,823		278,819
TOTAL FUNDS			<u>480,823</u>		<u>282,819</u>

The notes on pages 24 – 38 form part of these financial statements.

These accounts are prepared in accordance with the provisions applicable to entities subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:




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Daniel Mendoza OBE  
Chair

Date: 27 September 2022

## Statement of cash flows for the year ended 31 December 2021

	Note	£	2021 £	£	2020 £
<b>Cash flows from operating activities</b>					
Cash generated from operating activities	25		211,276		9,277
<b>Investing activities</b>					
Purchase of tangible fixed assets		-		-	
Interest received		332		288	
<b>Net cash generated from investing activities</b>			<u>332</u>		<u>288</u>
<b>Net increase in cash and cash equivalents</b>			211,608		9,565
Cash and cash equivalents at beginning of year			<u>326,244</u>		<u>316,679</u>
<b>Cash and cash equivalents at end of year</b>	26		<u>537,852</u>		<u>326,244</u>

The notes on pages 24 – 38 form part of these financial statements.

# Notes to the financial statements year ended 31 December 2021

## 1. General information

Anne Frank Trust UK is a private company limited by guarantee incorporated in England and Wales. The registered office is Star House, 104-108 Grafton Road, London, NW5 4BA.

The financial statements are presented in Sterling (£), which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

In the event of the charity being wound up, the member's liability in respect of the guarantee is limited to £1 per member of the charity.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Anne Frank Trust UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

### 2.2 Going concern

After making enquiries, the trustees' have a reasonable expectation that the charity has adequate resources to continue in operational existence and meet its liabilities as they fall due for the foreseeable future, being a period of at least twelve months from the date these financial statements were approved. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

### 2.3 Income

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

Cash donations are recognised upon receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred

## Notes to the financial statements year ended 31 December 2021 continued

income. Where entitlement occurs before income is received, the income is accrued.

### 2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs. It includes both the direct and non-direct costs and support costs relating to those activities.

Support costs include administrative office functions and have been allocated to activity cost categories on a basis consistent with the use of resources, allocating staff costs by the time spent and the other costs on a measure of usage.

Governance costs, included in support costs, comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to the statutory audit and legal fees together with an apportionment of overhead and support cost.

All expenditure is inclusive of irrecoverable VAT.

### 2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

### 2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their estimated residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Exhibition equipment	- 25% - 50%
Office equipment	- 25%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the statement of financial activities.

## 2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## 2.8 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

## 2.9 Financial instruments

The charity has elected to apply Sections 11 and 12 of FRS 102 in respect of financial instruments.

Financial assets and financial liabilities are recognised when the charity becomes party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into.

The charity's policies for its major classes of financial assets and financial liabilities are set out below.

### Financial assets

Basic financial assets, including trade and other debtors and cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

### Financial liabilities

Basic financial liabilities, including trade and other creditors and bank loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

### Impairment of financial assets

Financial assets measured at cost and amortised cost are assessed at the end of each

## Notes to the financial statements year ended 31 December 2021 continued

reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the statement of financial activities.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between the asset's carrying amount and the best estimate of the amount the charity would receive for the asset if it were to be sold at the reporting date.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If the financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the statement of financial activities.

### **Derecognition of financial assets and financial liabilities**

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

### **Offsetting of financial assets and financial liabilities**

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### **2.10 Operating leases**

Rentals paid under operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

#### **2.11 Pensions**

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

#### **2.12 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions

## Notes to the financial statements year ended 31 December 2021 continued

imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

All income and expenditure, gains and losses are allocated to the appropriate fund.

### 2.13 Government grants

Grants are accounted under the accruals model as permitted by FRS 102. Grants of a revenue nature are recognised in the statement of financial activities in the same period as the related expenditure. Grant Income relating to the Government Coronavirus Job Retention Scheme, or "Furlough" scheme, are included in other operating income in the statement of financial activities.

### 3 Income from donations and legacies

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Donations and gifts	218,806	-	218,806	145,622
Fundraising events	265,914	-	265,914	304,985
Gift Aid	58,202	-	58,202	49,833
	<u>542,922</u>	<u>-</u>	<u>542,922</u>	<u>500,440</u>

Donations and legacies received in the current and prior year were all unrestricted.

### 4 Income from charitable activities

	Grants	Trading Income	Total 2021	Total 2020
	£	£	£	£
Grant receivable	647,883	-	647,883	510,468
Trading income	-	400	400	22,214
	<u>647,883</u>	<u>400</u>	<u>648,283</u>	<u>532,682</u>
<b>Analysis by fund</b>				
Unrestricted funds	71,656	400	72,056	119,402
Restricted funds	576,227	-	576,227	413,280
	<u>647,883</u>	<u>400</u>	<u>648,283</u>	<u>532,682</u>

## Notes to the financial statements year ended 31 December 2021 continued

### 4 Income from charitable activities (continued)

Restricted	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Ministry of Housing, Communities and Local Government	-	144,026	144,026	73,665
Department for Education Anti-Bullying Grant Programme	-	202,773	202,773	206,522
Ian Maddison Philip King Trust	20,000	-	20,000	-
Bedfordshire Police & Crime Commissioner	-	-	-	23,328
Milton Damerel Trust	15,000	-	15,000	-
Home Office "Building A Stronger Britain Together"BSBT	-	-	-	47,791
The Preston Fund	-	58,605	58,605	-
Mark Tagliaferri	-	11,500	11,500	-
Groundworks (Mayor of London)	-	51,996	51,996	17,263
The Dulverton Trust	-	1,000	1,000	5,000
People's Postcode Trust	-	-	-	4,977
The Gannochy Trust	-	17,000	17,000	-
The Robertson Trust	-	10,000	10,000	-
Cheshire West & Chester Council	-	-	-	3,750
Shoresh Charitable Trust	-	2,000	2,000	-
Paul Hamlyn Foundation	-	30,000	30,000	-
Bloom Foundation	30,000	-	30,000	30,000
Souter Charitable Trust	-	2,000	2,000	-
The Brown Rudnick Charitable Trust	-	3,549	3,549	-
The Harold Hyam Wingate Foundation	-	5,000	5,000	-
South Yorkshire Police & Crime Commissioner	-	2,639	2,639	-
Cambridge Community Foundation	-	-	-	3,000
Community Voluntary Service (Bolton and North West)	-	-	-	3,378
Sir John Cass's Foundation	-	-	-	17,750
Hall and East Riding Charitable Trust	-	-	-	2,000
Old Possum's Practical Trust	-	-	-	6,000
North East Region: Purchase of Anne Frank Diaries	-	-	-	750
Garfield Weston	-	-	-	50,000
Telford Grant	-	-	-	3,944
The Hugh Fraser Foundation	-	5,000	5,000	-
Awards for All - Covid 19 Response	-	9,589	9,589	-
The Wixamtree Trust	-	5,000	5,000	-
Thomas SiveWright	-	-	-	750
London Community Fund	6,656	-	6,656	-
The W A Cargill Fund	-	2,000	2,000	-
Glasgow City Council	-	3,750	3,750	600
Dundee City Council	-	8,800	8,800	-
Hertfordshire Community Foundation	-	-	-	10,000
	<b>71,656</b>	<b>576,227</b>	<b>647,883</b>	<b>510,468</b>

## Notes to the financial statements year ended 31 December 2021 continued

### 5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Trading Income:				
Ticket sales & advertising	33,468	-	33,468	75,929
	<u>33,468</u>	<u>-</u>	<u>33,468</u>	<u>75,929</u>

### 6 Investment Income

#### Interest receivable

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Bank interest	332	-	332	288
	<u>332</u>	<u>-</u>	<u>332</u>	<u>288</u>

### 7 Other Income

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Government Grant receivable	43,028	-	43,028	119,347
	<u>43,028</u>	<u>-</u>	<u>43,028</u>	<u>119,347</u>

The Government grant relates to amounts received under the Coronavirus Job Retention Scheme.

### 8 Costs of raising funds

	Total 2021 £	Total 2020 £
Staff costs	152,581	205,344
Fundraising events - direct	23,291	88,636
Other fundraising costs	2,393	11,777
Support costs	39,460	32,151
	<u>217,725</u>	<u>337,908</u>

## Notes to the financial statements year ended 31 December 2021 continued

### 9 Charitable activities

#### Summary charitable activities - current year

	School education programmes	Community education programme	Prison education programmes	Public Awareness	Total 2021	Total 2020
	£	£	£	£	£	£
Staff	209,308	105,478	-	36,808	351,594	492,455
Other costs	49,361	30,013	-	20,669	100,042	128,962
Depreciation	4,554	1,952	-	-	6,506	6,512
	<b>263,223</b>	<b>137,443</b>	<b>-</b>	<b>57,477</b>	<b>458,142</b>	<b>627,928</b>
Share of support cost (See note 10)	315,330	39,416	-	39,416	394,162	321,160
	<b>578,553</b>	<b>176,859</b>	<b>-</b>	<b>96,893</b>	<b>852,304</b>	<b>949,088</b>

#### Summary charitable activities - prior year

	School education programmes	Community education programme	Prison education programmes	Public Awareness	Total 2020	Total 2019
	£	£	£	£	£	£
Staff	315,173	135,074	11,846	30,361	492,455	508,154
Other costs	68,567	37,957	2,438	20,000	128,962	358,376
Depreciation	4,425	1,897	191	-	6,513	5,083
	<b>388,165</b>	<b>174,928</b>	<b>14,476</b>	<b>50,361</b>	<b>627,930</b>	<b>871,612</b>
Share of support cost (See note 10)	256,928	16,058	32,116	16,058	321,160	292,141
	<b>645,093</b>	<b>190,986</b>	<b>46,592</b>	<b>66,419</b>	<b>949,090</b>	<b>1,163,753</b>

### 10 Support costs

#### Summary of support cost - current year

	School education programmes	Community education programme	Prison education programmes	Public Awareness	Total 2021	Total 2020
	£	£	£	£	£	£
Staff costs	194,894	24,361	-	24,362	243,617	140,477
Other costs	101,485	12,686	-	12,685	126,856	160,935
Governance cost	17,808	2,226	-	2,226	22,260	17,722
Depreciation	1,143	143	-	143	1,429	2,026
	<b>315,330</b>	<b>39,416</b>	<b>-</b>	<b>39,416</b>	<b>394,162</b>	<b>321,160</b>

#### Summary of support cost - prior year

	School education programmes	Community education programme	Prison education programmes	Public Awareness	Total 2020	Total 2019
	£	£	£	£	£	£
Staff costs	112,382	7,024	14,047	7,024	140,477	234,091
Other costs	128,748	8,047	16,094	8,047	160,936	67,403
Governance cost	14,177	886	1,772	886	17,721	24,357
Depreciation	1,621	101	203	101	2,026	9,189
	<b>256,928</b>	<b>16,058</b>	<b>32,116</b>	<b>16,058</b>	<b>321,160</b>	<b>335,040</b>

## Notes to the financial statements year ended 31 December 2021 continued

### 11 Trustees remuneration and expenses

During the year, no trustee received any remuneration or any other benefits (2020 - £Nil)

During the year ended 31 December 2021, no trustee expenses have been incurred (2020 - £Nil).

### 12 Staff costs

The average number of persons employed by the charity during the year was as follows:

	2021	2020
	Number	Number
Administrative and Core Staff	<u>19</u>	<u>27</u>

#### Staff costs

	2021	2020
	£	£
Wages and salaries	612,791	723,191
Social Security costs	62,716	67,733
Pension Cost	26,001	16,388
	<u>701,508</u>	<u>807,312</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
	Number	Number
In the band £60,000 - £70,000		1
In the band £70,001 - £80,000	1	

The Charity paid £24,000 in connection with terminations of employment.

#### Remuneration of key management personnel

The remuneration of Key management personnel is as follows:

	2021	2020
	£	£
Aggregate compensation	<u>281,375</u>	<u>248,740</u>

The charity considers its key management personnel to comprise of Tim Robertson and the members of the senior management team.

No contributions were made to defined contribution pension scheme on behalf of the employee whose emoluments exceed £60,000.

### 13 Auditor's remuneration

The auditor's remuneration amounts to an audit fee of £12,400 (2020 - £4,100).

## Notes to the financial statements year ended 31 December 2021 continued

### 14 Taxation

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly the company is potentially exempt from taxation in respect of income or capital gains within the categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

No tax charge arose in the period.

### 15 Tangible Fixed Assets

Tangible Fixed Assets	Exhibition equipment	Office equipment & fixtures	Total
Cost	£	£	£
At 1 January 2021	397,419	69,212	466,631
Additions	-	-	-
At 31 December 2021	<u>397,419</u>	<u>69,212</u>	<u>466,631</u>
<b>Depreciation</b>			
At 1 January 2021	393,690	61,935	455,625
Depreciation charged in the year	2,855	5,421	8,276
At 31 December 2021	<u>396,545</u>	<u>67,356</u>	<u>463,901</u>
<b>Net book value</b>			
At 31 December 2021	<u>874</u>	<u>1,856</u>	<u>2,730</u>
At 31 December 2020	<u>3,729</u>	<u>7,276</u>	<u>11,006</u>

### 16 Debtors

	Total 2021	As restated Total 2020
	£	£
Trade debtors	57,920	26,404
Other debtors	15,940	32,356
Prepayments & accrued income	166,009	75,365
	<u>239,869</u>	<u>134,125</u>

All amounts shown under debtors are due within one year.

### 17 Creditors: amount due falling within one year

	Total 2021	As restated Total 2020
	£	£
Trade creditors	8,192	10,780
Other taxation and social security	18,749	-
Other creditors	1,419	-
Accruals and deferred income	271,268	177,775
	<u>299,628</u>	<u>188,555</u>

## Notes to the financial statements year ended 31 December 2021 continued

### 18 Deferred Income

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Government and other grants	157,687	109,421
Other deferred income	78,955	23,998
	<b>236,642</b>	<b>133,419</b>

**Deferred income is included in current liabilities**

Included in the total deferred income are the following grants:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Ministry of Housing, Communities and Local Government	-	62,416
Edward Cadbury Trust	-	2,000
London Community	-	6,656
South Yorkshire - PCC Police Commissioner	-	1,320
Awards For All - Covid-19 Response	-	9,589
Ian Maddison Philip King Trust	-	20,000
Clara Eden The John Thaw Foundation	-	1,000
Groundworks (Mayor of London)	13,500	1,441
MCF - Masonic Charitable Foundation	33,840	-
Philip King Charitable Trust	20,000	-
The Wixmatree Trust	-	5,000
The Preston Fund	58,605	-
The Dulverton Trust	27,338	-
County Duham Community Foundation	4,404	-
	<b>157,687</b>	<b>109,421</b>

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Total deferred income at 1 January 2021	133,419	125,078
Amount received in the year	236,642	133,419
Amount credited to statement of financial activities	(133,419)	(125,078)
	<b>236,642</b>	<b>133,419</b>

### 19 Retirement benefit schemes

#### Pension commitments and notes

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £26,181 (2020 - £16,388).

## Notes to the financial statements year ended 31 December 2021 continued

### 20 Restricted Funds

The income funds of the charity includes restricted funds comprising the following unexpended balances of donors and grants held on trust for specific purposes:

Restricted	Balance 31 Dec 2020	Income / received in year	Expenditure / released in year	Balance 31 Dec 2021
	£	£	£	£
Ministry of Housing, Communities and Local Government	-	144,026	(144,026)	-
Department for Education Anti-Bullying Grant Programme	-	202,773	(202,773)	-
Bedfordshire Police & Crime Commissioner	3,750	-	(3,750)	-
The Preston Fund	-	58,605	(58,605)	-
Mark Tagliaferri	-	11,500	(11,500)	-
Groundworks (Mayor of London)	-	51,996	(51,996)	-
The Dulverton Trust	-	1,000	(1,000)	-
The Gannochy Trust	-	17,000	(17,000)	-
The Robertson Trust	-	10,000	(10,000)	-
Shoresh Charitable Trust	-	2,000	(2,000)	-
Paul Hamlyn Foundation	-	30,000	(30,000)	-
Souter Charitable Trust	-	2,000	(2,000)	-
The Brown Rudnick Charitable Trust	-	3,549	(3,549)	-
The Harold Hyam Wingate Foundation	-	5,000	(5,000)	-
The Hugh Fraser Foundation	-	5,000	(5,000)	-
Awards for All - Covid 19 Respond	-	9,589	(9,589)	-
The Wixamtree Trust	-	5,000	(5,000)	-
Sir John Cass's Foundation	250	-	(250)	-
PCC Police Commissioner (South Yorkshire)	-	2,639	(2,639)	-
The W A Cargill Fund	-	2,000	(2,000)	-
Glasgow City Council	-	3,750	(3,750)	-
Dundee City Council	-	8,800	(8,800)	-
The Rothley Trust	-	-	-	-
Other Grantors	-	-	-	-
Beds & Luton Community Foundation - BSBT Programme	-	-	-	-
Esmee Fairbairn	-	-	-	-
Award for All - Covid 19 Response	-	-	-	-
The Wixamtree Trust	-	-	-	-
County Durham Community Fund	-	-	-	-
Groundworks (Mayor of London)	-	-	-	-
Glasgow City Council	-	-	-	-
Hertfordshire Community Foundation	-	-	-	-
Newcastle City Council Holocaust Memorial Day Grant Aid	-	-	-	-
	<b>4,000</b>	<b>576,227</b>	<b>(580,227)</b>	<b>-</b>

## Notes to the financial statements year ended 31 December 2021 continued

### 21 Summary of funds

#### Summary of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
General funds	278,819	691,807	(489,803)	480,823
Restricted funds	4,000	576,227	(580,227)	-
	<u>282,819</u>	<u>1,268,034</u>	<u>(1,070,030)</u>	<u>480,823</u>

#### Summary of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
General funds	293,581	815,406	(830,168)	278,819
Restricted funds	47,550	413,280	(456,830)	4,000
	<u>341,131</u>	<u>1,228,686</u>	<u>(1,286,998)</u>	<u>282,819</u>

### 22 Analysis of net assets between funds

#### Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	2,730	-	2,730
Current assets	777,721	-	777,721
Creditors: due within one year	(299,628)	-	(299,628)
TOTAL	<u>480,823</u>	<u>-</u>	<u>480,823</u>

#### Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Restricted funds	-	4,000	4,000
Tangible fixed assets	11,006	-	11,006
Current assets	460,368	-	460,368
Creditors: due within one year	(188,555)	-	(188,555)
TOTAL	<u>282,819</u>	<u>4,000</u>	<u>282,819</u>

## Notes to the financial statements year ended 31 December 2021 continued

### 23 Operating lease commitments

At 31 December 2021 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Total 2021 £	Total 2020 £
Within one year	34,049	28,699
Between two and five years	81,472	97,242
	<u>115,521</u>	<u>125,940</u>

### 24 Related party transactions

The charity had the following related party activity in the year.

Name	Relationship	Nature of transaction
Caroline Greenberg	Sister of Joanna Merson - Trustee	HR support
University of Kent	Employer of Dominic Abrams - Trustees	Evidence and insight support
Katie Goodbun	Employer of Dominic Abrams - Trustees	Evidence and insight support

All of the above are permitted under the memorandum and Articles of Association of the Trust

Below are the related party transactions that occurred in the year:

	2021 £	2020 £
University of Kent	388	2,000
Caroline Greenberg	-	400
Katie Goodbun	1,000	-
	<u>1,388</u>	<u>2,400</u>

There were no balances outstanding at the year end.

## Notes to the financial statements year ended 31 December 2021 continued

### 25 Cash generated from operating activities

Reconciliation of net movement in funds to net cash flow from operating activities

	<b>Total 2021</b>	<b>As restated Total 2020</b>
	<b>£</b>	<b>£</b>
Net Income/(expenditure) for the year (as per Statement of Financial Activities)	198,004	(58,312)
Adjustment for:		
Interest Income	(332)	(288)
Depreciation of tangible assets	8,276	8,879
Movements in working capital:		
(Decrease)/Increase in debtors	(105,744)	40,371
Increase/(Decrease) in creditors	7,848	10,287
Increase in deferred income	103,223	8,340
<b>Net cash generated from operations</b>	<b>211,276</b>	<b>9,277</b>

### 26 Analysis of changes in net debt

	At 1 January 2021	Cash flows	At 31 December 2021
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	326,244	211,608	537,852
	<b>326,244</b>	<b>211,608</b>	<b>537,852</b>

### 27 Restatement of comparatives:

Included within creditors: amounts falling due within one year last year was a debit balance of £15,465 relating to VAT recoverable. This balance has been reanalysed to other debtors in these current accounts. There is no effect on net current assets as a result of this change.