



Registered Charity No. 1068137



Gender Identity Research & Education Society

Gender Identity Research & Education Society

Annual Report and Financial

Statements for the Year Ended

31 December 2022

Gender Identity Research & Education Society

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Gender Identity Research & Education Society

Reference and Administrative Details

Trustees	Cat Burton, Chair Mary Deans, Secretary and Treasurer Bernard Reed Zoe Johannes Octavian Starr Shaan Surat Rathgeber Khan, Resigned 1st January 2022 Reubs Walsh, Resigned 22 nd March 2023
Charity Registration Number	1068137
Principal Office	Ashcombe House 5 The Crescent Leatherhead Surrey KT22 8DY
Independent Examiner	Janice Matthews FCA Menzies LLP Chartered Accountants 2 nd Floor Magna House 18-32 London Road Staines-Upon-Thames TW18 4BP

Gender Identity Research & Education Society

Trustees' Report

Objectives and activities

GIRES is a UK wide organisation whose purpose is to improve the lives of trans and gender diverse people of all ages, including those who are non-binary and non-gender.

GIRES is a professionally managed membership charity supported by volunteers that, in collaboration with other groups in its field, hears, helps, empowers and gives a voice to trans and gender diverse individuals, including those who are non-binary and non-gender, as well as their families.

We use evidence from individuals' lived experiences, combined with scientific research into gender identity development, to educate all those who are able to improve trans and gender diverse individuals' wellbeing. We contribute to policy development regarding equality and human rights for individuals, especially in healthcare.

We also deliver training, e-learning and information to public and private sector organisations, including supporting trans and gender diverse employees or students.

Objects and aims

The Charity's objects are to advance education into gender identity and variations in sex characteristics, and in particular:

- (i) To initiate, promote and support research particularly to address the needs of those whose gender identity does not correspond with assumptions made at birth;
- (ii) To publish the outcome of such research and other relevant information in order to inform interested parties and the general public; and
- (iii) To achieve a wider understanding of these issues and thereby enable equal participation within society of those who experience them.

GIRES Trustees are elected annually at the Annual General Meeting.

Objectives, strategies and activities

During 2022, GIRES has continued with our 3 priority themes established in 2021:

- To equip healthcare and caring professions with an up to date understanding of how best to deliver care that is inclusive and appropriate to trans and gender diverse people.
- To combat discrimination and exclusion of trans and gender diverse adults in workplaces, professional and community settings.
- To advocate for the needs and priorities of older trans and gender diverse people, including but not limited to: social isolation / loneliness; community building; later life and end of life care; and funeral planning.

Gender Identity Research & Education Society

Trustees' Report (continued)

We delivered this through:

- Our on-going training delivery both on-line and in-person.
- Responding to the many requests for information and help that reach us by phone, e-mail or via the website.
- Continuing to collaborate with other organisations via virtual meetings: Gendered Intelligence, TransActual, Mermaids, the LGBT Consortium (which encompasses the Trans Organisations Network), Stonewall, and many others.
- Development of our Legacy of Kindness Project.
- Initiating development of a new Project Being Ready.
- Maintaining our information services via the website and the TranzWiki directory of national and local trans support organisations.

In summary, GIREs continues to function well and undertake important projects that will improve the lives of trans and gender diverse people.

Fundraising disclosures

The total income in 2022 was significantly higher than in 2021. This was principally due to the Legacy of Kindness Project which attracted Lottery funding.

We appointed a General Manager who started working for GIREs in July 2022. Her main roles were to increase the visibility of GIREs, to improve our income generation, and to conduct policy and research development.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

In the past year, the Charity has used its resources to deliver on its core objectives to provide information and education about trans and gender diverse issues. In doing so, it has used £97,757 of its unrestricted reserves with unrestricted funds at the end of the year being £46,129. As noted below, this has meant that the reserves held at the end of the year have fallen below the stated minimum of one year's running costs. However, this is viewed as an exceptional year with a number of income sources being lower than expected while costs have gone up. The Charity expects to generate more funds in 2023 and has already shown significant improvements.

Policy on reserves

The Charity's policy is to hold a sufficient minimum balance of unrestricted funds to cover one year's expenditure on the cash costs of running the Charity. At 31st December 2022 the balance of £46,129 (2021: £96,645) is less than the required minimum of £82,084 (2021: £59,512). However, the Trustees have taken steps to increase the reserves in the Charity, and are confident that the position will be rectified in the next 12 months.

Gender Identity Research & Education Society

Trustees' Report (continued)

Insurance

Major grant-awarding organisations require that the Charity has adequate insurance. In any case, the trustees' view is that the scale of the charity's operations have now expanded sufficiently to warrant such protection. Accordingly, GIREs has arranged cover for professional indemnity (£500,000), public liability (£2,000,000) and employer's liability (£10,000,000), which includes cover for volunteers. The charity has also arranged Trustees' indemnity insurance (£100,000). The total annual insurance premium amounts to £754.90 (£767.64) which included cover for the move of our main office to Sutton, in Surrey.

Plans for future periods

Aims and key objectives for future periods

For 2023, the aims and objectives are unchanged.

Activities planned to achieve aims

During 2023:

- Our focus and service delivery will be similar to 2022.
- The Legacy of Kindness Project will draw to a close and will be a great asset in promoting the work of the charity over the last 25 years.
- Increase the content and delivery of our training program to meet our priority theme areas.
- The Being Ready project will be developed and training developed.

Structure, governance and management

Nature of governing document

GIREs is an unincorporated association governed by a Constitution adopted on 29th October 1997 and was last revised in October 2022.

The annual report was approved by the trustees of the charity on 1st September 2023 and signed on its behalf by:



Mary Deans
Trustee

Gender Identity Research & Education Society

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these 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 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 presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 1st September 2023 and signed on its behalf by:



Mary Deans
Trustee

Gender Identity Research & Education Society

Independent Examiner's Report to the Trustees of Gender Identity Research & Education Society

I report to the trustees on my examination of the accounts of Gender Identity Research & Education Society for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of Gender Identity Research & Education Society you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Gender Identity Research & Education Society's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of Gender Identity Research & Education Society as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

DocuSigned by:

Janice Matthews

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Janice Matthews FCA
Menzies LLP Chartered Accountants
2nd Floor
Magna House
18-32 London Road
Staines-Upon-Thames
TW18 4BP

03-Oct-2023

Date:.....

Gender Identity Research & Education Society

Statement of Financial Activities for the Year Ended 31 December 2022

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	2	20,965	46,273	67,238	29,443
Charitable activities	3	25,420	-	25,420	47,737
Other trading activities	4	151	-	151	204
Investment income	5	<u>705</u>	<u>-</u>	<u>705</u>	<u>162</u>
Total income		<u>47,241</u>	<u>46,273</u>	<u>93,514</u>	<u>77,546</u>
Expenditure on:					
Raising funds	6	(677)	-	(677)	-
Charitable activities	7	(14,996)	(35,649)	(50,645)	(11,187)
Governance costs	8	<u>(82,084)</u>	<u>-</u>	<u>(82,084)</u>	<u>(59,512)</u>
Total expenditure		<u>(97,757)</u>	<u>(35,649)</u>	<u>(133,406)</u>	<u>(70,699)</u>
Net (expenditure)/income		<u>(50,516)</u>	<u>10,624</u>	<u>(39,892)</u>	<u>6,847</u>
Net movement in funds		(50,516)	10,624	(39,892)	6,847
Reconciliation of funds					
Total funds brought forward		<u>96,645</u>	<u>3,859</u>	<u>100,504</u>	<u>93,657</u>
Total funds carried forward	16	<u>46,129</u>	<u>14,483</u>	<u>60,612</u>	<u>100,504</u>

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 9 to 19 form an integral part of these financial statements.

Gender Identity Research & Education Society

**(Registration number: 1068137)
Balance Sheet as at 31 December 2022**

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	927	242
Current assets			
Debtors	12	-	6,970
Cash at bank and in hand	13	<u>61,858</u>	<u>95,328</u>
		61,858	102,298
Creditors: Amounts falling due within one year	14	<u>(2,173)</u>	<u>(2,036)</u>
Net current assets		<u>59,685</u>	<u>100,262</u>
Net assets		<u><u>60,612</u></u>	<u><u>100,504</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		14,483	3,859
Unrestricted income funds			
Unrestricted funds		<u>46,129</u>	<u>96,645</u>
Total funds	16	<u><u>60,612</u></u>	<u><u>100,504</u></u>

The financial statements on pages 7 to 19 were approved by the trustees, and authorised for issue on 1st September 2023 and signed on their behalf by:



Mary Deans
Trustee

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Gender Identity Research & Education Society meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Investment income is recognised once it becomes payable to the Charity.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 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.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	4 years straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

These are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

They are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,882	42,392	44,274
Donations from individuals	17,173	-	17,173
Gift aid reclaimed	1,910	-	1,910
Grants, including capital grants;			
Grants from other charities	-	3,881	3,881
Total for 2022	<u>20,965</u>	<u>46,273</u>	<u>67,238</u>
Total for 2021	<u>29,443</u>	<u>-</u>	<u>29,443</u>

Gift aid is recognised when received, which is usually the February after the end of the financial year.

3 Income from charitable activities

	Unrestricted funds General £	Total funds £
Consultancy	2,745	2,745
Training Fees - eLearning for Individuals	1,760	1,760
Training Fees - eLearning for Companies	2,740	2,740
Training Fees - in person delivery	18,175	18,175
Total for 2022	<u>25,420</u>	<u>25,420</u>
Total for 2021	<u>47,737</u>	<u>47,737</u>

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

4 Income from other trading activities

	Unrestricted funds General £	Total funds £
Trading income; Sales of goods and services	151	151
Total for 2022	151	151
Total for 2021	204	204

5 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income; Interest receivable on bank deposits	705	705
Total for 2022	705	705
Total for 2021	162	162

6 Expenditure on raising funds

	Direct costs £	Total 2022 £
Costs of generating donations and legacies	677	677

These relate to direct expenses on the Great North Run and Great Bristol Half Marathon to raise funds for the charity.

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
External training and education	7,332	-	7,332
Delivery of external events and conferences	5,889	-	5,889
External Consulting	1,775	-	1,775
Delivery of Legacy of Kindness Project	-	33,756	33,756
Delivery of Being Ready Project	-	1,893	1,893
Total for 2022	<u>14,996</u>	<u>35,649</u>	<u>50,645</u>
Total for 2021	<u>11,187</u>	<u>-</u>	<u>11,187</u>

8 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Staff costs			
Wages and salaries	64,575	64,575	39,356
Social security costs	3,581	3,581	7,556
Pension costs	2,008	2,008	1,952
Independent examiner fees			
Examination of the financial statements	1,140	1,140	1,140
Legal, Accounting and Other Professional Fees	1,559	1,559	1,750
Marketing and publicity	358	358	470
Depreciation, amortisation and other similar costs	204	204	113
Other governance costs	<u>8,659</u>	<u>8,659</u>	<u>7,175</u>
	<u>82,084</u>	<u>82,084</u>	<u>59,512</u>

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

Other Governance Costs Break-down	2022	2021
	£	£
Office Rental & Storage	2,362	2,847
Insurance	755	767
Equipment repairs and renewals	-	434
Phone, Broadband & Utilities	1,072	989
Software Costs and Subscriptions	2,964	1,120
Printing, postage and stationery	896	259
Dues and subscriptions	610	759
	<u>8,659</u>	<u>7,175</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2022	2021
	£	£
Staff costs during the year were:		
Wages and salaries	85,825	39,356
Social security costs	3,581	7,556
Pension costs	<u>2,008</u>	<u>1,952</u>
	<u>91,414</u>	<u>48,864</u>

Staff costs cover those required for Governance and for delivery of the Legacy of Kindness project. The Legacy of Kindness project is funded through restricted donations. The charity receives the employment allowance to cover up to £5,000 of national insurance contributions. These are applied to the Legacy of Kindness project first and then to governance.

No employee received emoluments of more than £60,000 during the year

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

11 Tangible fixed assets

	Office Equipment £	Total £
Cost		
At 1 January 2022	355	355
Additions	<u>889</u>	<u>889</u>
At 31 December 2022	<u>1,244</u>	<u>1,244</u>
Depreciation		
At 1 January 2022	113	113
Charge for the year	<u>204</u>	<u>204</u>
At 31 December 2022	<u>317</u>	<u>317</u>
Net book value		
At 31 December 2022	<u>927</u>	<u>927</u>
At 31 December 2021	<u>242</u>	<u>242</u>

12 Debtors

	2022 £	2021 £
Trade debtors	<u>-</u>	<u>6,970</u>

Debtors represent amounts due at the end of the period for training services delivered and invoiced but not paid.

13 Cash and cash equivalents

	2022 £	2021 £
Barclays Current Account	36,858	70,328
Shawbrook Saving Account	<u>25,000</u>	<u>25,000</u>
	<u>61,858</u>	<u>95,328</u>

Interest from the Shawbrook savings account is paid directly to the Barclays current account.

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Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	-	46
Other creditors	183	-
Accruals	<u>1,990</u>	<u>1,990</u>
	<u><u>2,173</u></u>	<u><u>2,036</u></u>

	2022	2021
	£	£
Accrual Break-down		
Accruals - External Examiner	1,140	1,140
Accruals - Accountant	<u>850</u>	<u>850</u>
	<u><u>1,990</u></u>	<u><u>1,990</u></u>

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £2,008 (2021 - £1,952).

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

16 Funds

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Balance at 31 December 2022 £
Unrestricted funds				
<i>General</i>				
Unrestricted funds	96,645	47,241	(97,757)	46,129
Restricted funds				
Book Publishing	1,137	-	-	1,137
Awards for All	2,722	-	-	2,722
Legacy of Kindness	-	42,392	(33,756)	8,636
Being Ready	-	3,881	(1,893)	1,988
Total restricted funds	<u>3,859</u>	<u>46,273</u>	<u>(35,649)</u>	<u>14,483</u>
Total funds	<u>100,504</u>	<u>93,514</u>	<u>(133,406)</u>	<u>60,612</u>
	Balance at 1 January 2021 £	Incoming resources £	Resources expended £	Balance at 31 December 2021 £
Unrestricted funds				
General	89,798	77,546	(70,699)	96,645
Restricted funds	<u>3,859</u>	<u>-</u>	<u>-</u>	<u>3,859</u>
Total funds	<u>93,657</u>	<u>77,546</u>	<u>(70,699)</u>	<u>100,504</u>

Gender Identity Research & Education Society

Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

17 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2022 £
Tangible fixed assets	927	-	927
Current assets	47,375	14,483	61,858
Current liabilities	<u>(2,173)</u>	<u>-</u>	<u>(2,173)</u>
Total net assets	<u>46,129</u>	<u>14,483</u>	<u>60,612</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2021 £
Tangible fixed assets	242	-	242
Current assets	98,439	3,859	102,298
Current liabilities	<u>(2,036)</u>	<u>-</u>	<u>(2,036)</u>
Total net assets	<u>96,645</u>	<u>3,859</u>	<u>100,504</u>