

ANNUAL REPORT AND FINANCIAL STATEMENTS

redruk
people and skills for disaster relief

COMPANY NUMBER: 3929653 | CHARITY NUMBER: 1079752



2021/22

[redr.org.uk](https://www.redr.org.uk)



Principles

Humanitarian: We believe in the provision of humanitarian assistance to people wherever it is needed to relieve suffering and sickness.


Professional: Our staff, members and partners are professional people committed to providing high quality training and expertise in disaster relief and rehabilitation.

Impartial: We work with people regardless of race, religion or political affiliation.

Inclusive: We believe that partnerships with individuals, other organisations and communities promote creative and fruitful initiatives.

Impact: We believe that people in communities and aid agencies should be empowered to develop skills for immediate and future disaster response.

Respect: We believe people affected by disasters can and should be empowered to contribute to relief, rehabilitation and development efforts.



OUR VISION is a world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

OUR MISSION is to develop the capacity and resilience of aid workers, communities and organisations in humanitarian, development, and peacebuilding contexts.

OUR PURPOSE is to mitigate the impact of crises on the most vulnerable people, primarily in low and lower-middle-income countries.



OVERVIEW

FROM THE CHAIR AND CEO

We are very pleased to present RedR UK's Annual Report for 2021/22 and we thank the RedR UK Team, Trustees, Members, Associate Trainers and consultants for their extraordinary work and dedication throughout the year.

Reflecting on the past year, we are often struck by the breadth of work RedR UK undertakes within the humanitarian sphere, and it feels good to know that RedR UK plays a huge role in upskilling those working in the aid sector. Those skills, capacity and expertise mean that we are able to help vulnerable people who have a huge range of needs. We thank all those involved, all of whom have worked hard in challenging situations to make that happen, including Associate Trainers, Members, Volunteers, Trustees, Supporters, Partners, and of course, all of RedR UK's staff.

This year, we continued our online and digital transformation, converting some of our flagship courses, such as Essentials of Humanitarian Practice and Security Management for Humanitarians for the online environment. In self-paced e-learning, we successfully created 465 learning modules for Cluster Coordinators and

Information Management Officers for all of UNICEF's Cluster leads and Areas of Responsibility. This supported people working in nutrition, water, sanitation and hygiene (WASH), education in emergencies, child protection and gender-based violence. The world has changed, and we have changed with it, bringing our learning and development expertise into digital platforms to foster learning within the aid sector and the reach we now have is broader than ever before.

We've also continued our work on climate change, expanding our Climate Change Adaptation and Disaster Risk Reduction programme to East Africa, as well as continuing this work in both Bangladesh and the Philippines. Our aim is not just to continue this work but to expand into other regions as well as part of a RedR UK climate change strategy.

At RedR UK we have often been involved in developing and / or training on standards for the humanitarian community, such as the Age and Disability Capacity Programme on inclusion standards for older people and people with disabilities. This year we followed that with the creation of our Diversity, Equality and Inclusion in Humanitarian Programming course, focusing on power, privilege and intersectionality, fostering equality and inclusion, embedding gender equality and social inclusion, inclusive mitigation and response to gender-based violence and decolonisation in programmes and leading change. These are big

issues, ones that the humanitarian sector has been trying to address for some time, and we are playing our part to contribute to that long-needed change.

After the invasion of Ukraine in February 2022, we launched an emergency appeal and began training on areas such as essential humanitarian skills, needs assessment, project cycle management and accountability to affected populations. As we begin our year, we are looking to build this into a programme of capacity building expected to continue through 2022, including looking at ways of strengthening engineering capacity and responding in urban emergencies.

In RedR UK, we know that preventing, mitigating and responding to emergencies requires a range of skills and that as the humanitarian sphere changes, new, improved or advanced skills and ongoing continual professional development is needed. In addition, the power and funding in emergencies needs to switch to local capacity far faster than it is currently; progress on localisation since the World Humanitarian Summit has been painfully slow.

So, going forward we want to invest in both of those

as part of our plans for membership. We want our Members to be more representative of the Global South, comprised of members from vulnerable countries or regions, and we want the RedR network spirit to grow. What won't change though, is that members, whether they are drawn from the aid sector, humanitarian engineering sector or from the learning and development sector, will all have to pass a robust assessment, either against the Core Humanitarian Competency Framework and / or the Trainer Competency Framework. At RedR UK we're famous for having high standards and being a mark of quality, and our Members and our work continue to demonstrate that well. Whether it is a RedR UK Member deployed to respond to an earthquake, or developing and delivering a course on humanitarian issues, we are proud of RedR UK Members' contribution to alleviating the impact of disasters on the most vulnerable.



JO DE SERRANO & SOPHIE GILLIBERT
CEO AND CHAIR OF THE BOARD OF TRUSTEES
7 September 2022



Year in review

DESCRIPTION	BRIDGING THE GAP HUB	LOCALISATION HUB	TECHNICAL HUB	TOTAL 21/22	TOTAL 20/21
No. of people reached directly	1735	114	869	2,718	5,413
No. of countries in which participants were located	BTG AND LOCALISATION: 58		30	66*	106
No. of events	53	10	65	128	342
% of interventions that include online learning	79%	N/A	100%	90%	97%
% of other non-face-to-face training interventions, such as coaching, mentoring	N/A	N/A	N/A	N/A	13%
% who say skills and knowledge have improved (directly after the event)	87%	92%	89%	89%	92%
% who rated the facilitation of the training as excellent or good	94%	90%	97%	94%	96%
% of participants who are women or non-binary	46%	57%	40%	48%	55%
% of participants who are national staff	55%	63%	91%	70%	65%
% participants who work for national organisations	4%	28%	60%	30%	29%
No. of organisations supported at organisational level (beyond training staff)	1	0	3	4	8



List of countries where participants of our programmes/training/courses are from:

Technical Hub: Philippines, Bangladesh, India, Pakistan, Nepal, Vietnam, UK, Kenya, Uganda, Rwanda, Burundi, South Sudan, Somalia, Tanzania, Ethiopia, Myanmar, Indonesia, Malaysia, Iraq, Syria, Turkey, Haiti, Nigeria, Zimbabwe, Sierra Leone, Togo, South Africa, Ghana, Zambia, Lesotho.

Bridging the Gap and Localisation: UK, Ukraine, Kenya, Jordan, Syria, Iraq, Turkey, Lebanon, Nepal, Myanmar, Laos, Bangladesh, Philippines, Timor Leste, Thailand, Cambodia, Indonesia, Honduras, El Salvador, Guatemala, Nicaragua, Mexico, Ecuador, Peru, Paraguay, Panama, Bolivia, Colombia, Dominican Republic, Burkina Faso, Haiti, Mali, Central African Republic, Nigeria, Sierra Leone, Ghana, Cameroon, Senegal, Rwanda, Guinea, Senegal, Niger, Togo, Benin, Guinea-Bissau, Mozambique, Brazil, Sudan, Egypt, Ethiopia, Malawi, Zambia, Zimbabwe, South Sudan, Tanzania, Uganda, Belgium, Finland.

*Countries in total excluding repeated ones.



OUR IMPACT

RedR UK is an international NGO and learning provider that develops capacity by increasing the skills, resources, and knowledge of aid workers, organisations, and communities to prepare for and respond effectively to crises within humanitarian, development, and peace-building contexts. Our work builds resilience, primarily in low and lower-middle-income countries worldwide. We have over **40** years of experience responding to natural and man-made disasters.


RedR UK trains thousands of aid workers each year, delivering world-class, in-person and distance learning programmes.


Between April 2021 and March 2022 RedR UK trained **2,718** people across the world. **70%** of them were national staff, which is a great result - our aim is to focus on developing the capacity of local communities. **48%** of participants were women or non-binary.


We are also proud to report that **94%** of participants rated their training as good or excellent and confirmed the training had increased their knowledge and skills. 88% rated the online learning experience as good or excellent, which shows not only our impact but the successful shift RedR has made towards online training since the pandemic.

IN 2021/22, WE TRAINED:

2,718 people 

48% were women or non-binary 

94% of participants rated their training as **GOOD or EXCELLENT** 

70% were national staff 



FOCUS ON TECHNICAL HUB

During 2021/2022, our Technical Hub Programme implemented six main projects, supporting 869 people directly across Asia, Africa, the Middle East and the Caribbean. Due to the ongoing impact of COVID-19, all programming continued to be delivered online, with several initiatives to improve online accessibility trialled, such as giving data bundles to participants in Uganda and using low-bandwidth options for participants in Haiti.

This included the continuation of some of our long-running grant-funded programmes, such as the Climate Change Adaptation and Disaster Risk Reduction (CCADRR) programme, which has been running with funding from AXA XL since 2019. In 2020/21, the programme was significantly expanded, both geographically (running in East Africa for the first time) and thematically (adding a series of advanced modules to build skills in specific areas such as climate risk assessments, and ecosystem-based adaptation). Please, refer to the CCADRR section of this report for more detailed information.

The Engineering Skills project in Uganda is another long-term project. Working with and supporting the Uganda Institution of Professional Engineers (UIPE) and Makerere University through a Training of Trainers model, the aim of the project is to equip engineers in Uganda with the skills and knowledge to work effectively and efficiently within the humanitarian system.

By July 2021, 132 engineers had been supported through the full 6-week programme and another 500 had applied for a space on the course – the huge demand for the training was a testament to its success, and the project will continue into the period of 2022/23, along with the CCADRR programme.

Several other existing programmes came to a conclusion during the year, most notably the Africa Catalyst Project, whereby RedR UK had been supporting the Federation of African Engineering Organisations (FAEO) for over 3 years, with funding from the Royal Academy of Engineering.



Having built strong relationships with FAEO, as well as other Professional Engineering Institutes (PEIs), throughout the project, the collaboration with engineering institutions in Africa will continue into the future, and the Technical Hub have submitted numerous funding bids in partnership with FAEO.

The Rapid Onset Localisation Team (ROLT) project also came to a conclusion in July 2021, by when we recruited the first five members of the Asia ROLT, and developed a series of processes, protocols and training materials for use during emergency responses, based on learning from the 2019 COVID-19 response. These materials and processes were adapted and used during the RedR UK response to the earthquake in Haiti in August 2021. Through funding and partnerships with the H2H Network, RedR UK took a collaborative and localised approach to support the response to the Haiti earthquake.

The programme supported local response in Haiti, developing the skills of 319 response staff in local in areas such as leadership, management, community engagement, protection, mental health and safety and security. We worked with numerous partners on the ground in Haiti, and local trainers, delivering learning materials in French and Haitian Creole, and also supported the growth of training capacity in-country by delivering a Training of Trainers to over 70 local actors. The project will continue in 2022/23, supporting resilience in Haiti with funding from the Souter Foundation.

Finally, a new initiative was piloted in 2021/22, working with Ramboll UK to develop a remote course on structural assessment and disaster-resilient structural detailing for engineers that are working in reconstruction zones in Iraq and Syria. You can read more about this project and its results in the region further down in this report.





THE RAMBOLL PROJECT

RedR UK, in partnership with Ramboll UK, is in the process of delivering a blended remote training course on structural assessment and disaster-resilient structural detailing for engineers working in reconstruction in Iraq and Syria.

improving the structural detailing and the quality of construction, and by raising quality control and construction supervision. The impact is mostly within the housing sectors and related public buildings such as schools and health centres.

The overarching aim of the Ramboll project is to improve the safety and disaster resilience of buildings in Iraq and Syria by improving the ability of structural engineers to better assess damages and make informed decisions on whether to repair or dismantle a building or seek expert advice. It also aims to enhance the resilience of buildings for future disasters by

The course consisted of six modules, each containing one 3-hour online session, coursework and coaching by Ramboll UK engineers. It was provided in English and in Arabic for 24 selected engineers from the region, who now are able to pass on their knowledge to their respective organisations and colleagues.

GENERAL FEEDBACK FROM THE PARTICIPANTS OF THE RAMBOLL PROJECT:

86% of participants rated the improvement of their knowledge as 'EXCELLENT' or 'GOOD'



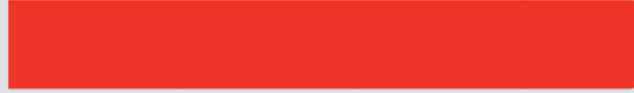
82% of participants rated the improvement of their skills as 'EXCELLENT' or 'GOOD'



95% of participants rated the usefulness of the training materials as 'EXCELLENT' or 'GOOD'



91% of participants rated the training overall as 'EXCELLENT' or 'GOOD'



0% 25% 50% 75% 100%



"The technical depth of the course allows the attendees to gain strong fundamentals and also fully supports the application of the theory into real-life situations."

Shaun Laksana – One of the lead engineering consultants from Ramboll UK for the project

"I am planning to investigate the schools in the province of the Sulaimani Governorate to help them in identifying the status of their schools. The assessment will give them the locations in their schools which need strengthening before an earthquake. This course really expanded my knowledge and has given me the right tools to scientifically and safely assess these buildings."

Wrya Abdullah - MSc, PhD Lecturer and Researcher University of Sulaimania, Iraq and American University of Iraq Sulaimani, course participant

"I've already shared the learning from the course with my colleagues and have applied it in my job. This course is so important because we live in an area that has suffered from continuous conflict and we need to be able to react quickly and wisely where different premises have been damaged."

Hanan Bamyeh - Construction Engineer at UN Relief and Works Agency (UNRWA), course participant

"It is urgent that engineers develop skills to enable them to complete damage assessments and propose retrofitting techniques. This course has remarkably enhanced these needed skills as it focused on damage assessment, and retrofitting, and shed light on the methodology to design buildings subjected to dynamic loads. Personally, this course has enhanced my skills in blended teaching, which is very important for my career as a lecturer in civil engineering. I also developed my communication and team working skills."

Saif Alzabeebee, PhD, GMICE Lecturer in Civil Engineering Department of Roads and Transport Engineering University of Al-Qadisiyah Al-Qadisiyah, Iraq, course contributor and co-facilitator

"This sort of course is not available anywhere else for NGOs."

Alison Ely - Head of Shelter and WASH Projects People In Need (PIN) Northern Syria



CLIMATE CHANGE AND DISASTER RISK REDUCTION

The Climate Change Adaptation and Disaster Risk Reduction (CCADRR) programme aims to empower local and national actors in climate-vulnerable countries to align climate change adaptation and disaster risk reduction approaches to better prepare for the risks that climate change presents. It builds resilience globally and has been a key programme of RedR UK since 2019, with generous funding from AXA XL.

Over the past year, the programme has been significantly expanded, both geographically (running in East Africa for the first time) and thematically (adding a series of advanced modules to build skills in specific areas such as climate risk assessments, and ecosystem-based adaptation).

Since June 2021, **113** participants have completed the full CCADRR 6-week learning programme, and **214** participants have completed the shorter add-on modules on advanced topics. This included participants from NGOs, governments, private organisations, and community-based organisations, representing 15 countries. The programme received consistently positive feedback from participants, with over 99% of participants rating the course as

'excellent' or 'good'. There has been continued high demand for the programme, with over 440 applications received this year.

The programme has included innovative elements this year, including a more flexible approach to programming, different streams catering to different learner profiles, and new ways of assessing the impact and reach of the programme, through workshops, videos, and a dedicated communication strategy. We have continued to witness its impact, with participants putting their new knowledge and skills into practice, from mapping climate hazards in the Philippines to natural resource management in South Sudan. Advocacy and ensuring the cascading of participants' knowledge continue to be important elements of the project, and participants were also encouraged to share their learning with their communities and colleagues.

Many participants kept in touch with RedR UK and each other after the end of their course, participating in a knowledge-sharing forum, impact workshop, case studies and surveys. **These practices have enabled us to estimate that a total of 7,138 people were reached indirectly through the project.**

"With this project we have the time to create great impact to the communities we are serving."

Foni Sarah Juma Joseph – Food Security and Livelihoods Project Lead World Vision South Sudan, Juba, South Sudan, course participant

365 PEOPLE TRAINED



26 IN THE PHILIPPINES

33 IN BANGLADESH

92 IN EAST AFRICA

214 VIA ADD-ON MODULES

"I learned a lot, it inspired me to teach and I can see that my students have also gotten really interested in the topic."

Pamela Acheng - Lecturer Makerere University, Kampala, Uganda, course participant



BRIDGING THE GAP HUB

During the year, the Bridging the Gap (BtG) Hub successfully ran **19** open courses, **19** tailored and three funded projects of varying scope and budgets, covering a wide geographic area. We successfully completed our first ever fully asynchronous online learning programme, which started in December 2020 and finished in January 2022. In total, RedR UK designed **465** fully asynchronous interactive e-learning modules in English, French and Spanish languages for UNICEF and the Global Nutrition Cluster (GNC). The e-learning modules are based on competency frameworks for Cluster Coordination and Cluster Information Management developed by RedR UK in 2020 for all UNICEF-led Global Clusters – Nutrition, Education in Emergencies, WASH and Child Protection Area of Responsibility.

In December 2020, we started another large project implemented in partnership with Plan International, ending in August 2021. The project trained and coached Plan staff on the use of their Project Management, Monitoring, Evaluation, Research and Learning (PMERL) system. The programme included self-paced online modules combined with facilitated

online interactive sessions designed and delivered by RedR UK.

Sessions were divided by tasks and learner roles. In total, **18** cohorts, each of up to **60** Plan International staff members from over **50** country offices were trained. RedR UK designed the training materials and coordinated the scheduling of the online facilitated sessions for staff based in Asia, the Middle East, Eastern and Southern Africa, West and Central Africa and the Americas. Each cohort had countries from five to six different time zones, demanding agile coordination to accommodate different schedules. In total, we trained **1,264** people. The training was in English, French, Spanish, Portuguese and Arabic.

We embarked on the implementation of another three-year contract with Plan International to continue moderating Plan's Certificate in Management Programme (PCIM). The project trains cohorts of **80** students in the **four** regions where Plan International operates. In 2021/22, one cohort completed the training, and another one began the training cycle completing four of the total six units of learners.



“Congratulations! Really fantastic work! A super response to all your work! And so great that this kind of reaction has been consistent over 18 cohorts!!!!”

Anne Williams – Learning & Development Manager, Plan International

TAILORED SERVICES

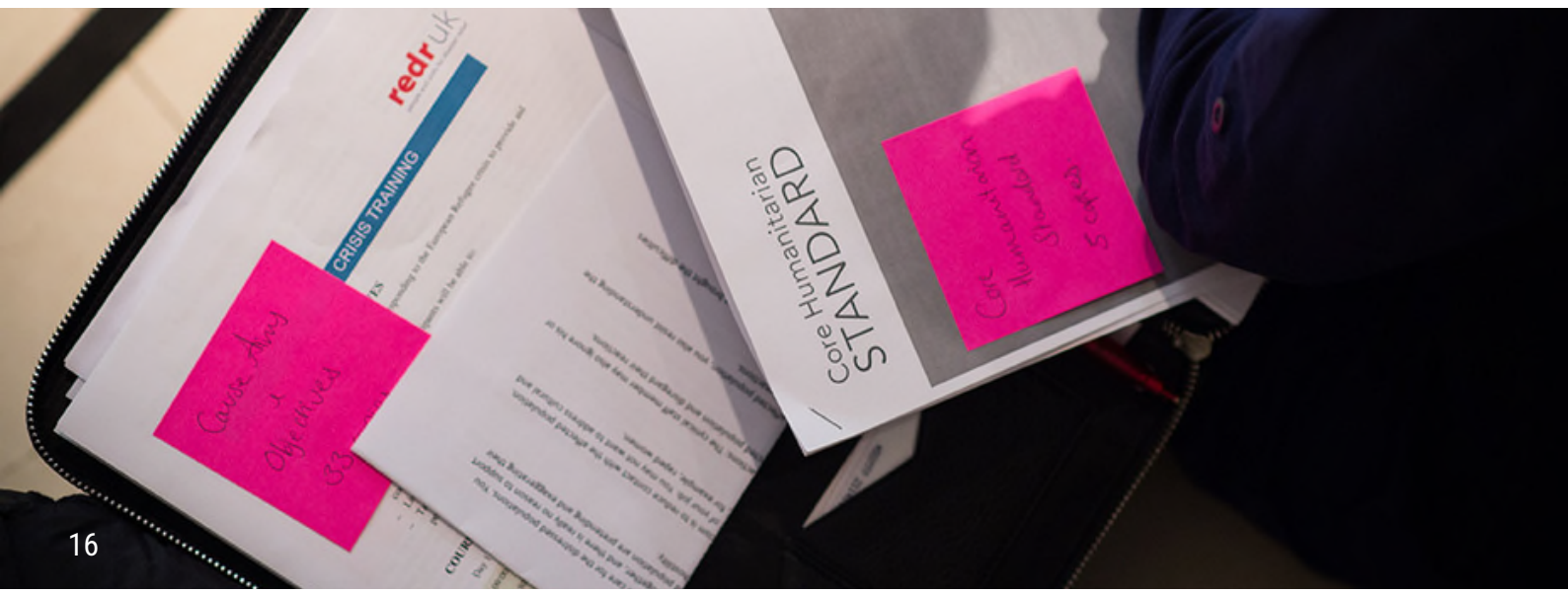
The hub secured funding and coordinated the delivery of **19** small to medium size tailored services. Highlights include: designing and delivering bespoke training for NGOs supporting refugees and displaced persons - Choose Love and Refugee Trauma Initiative (RTI); and delivering training on stress management for staff and students of the University of Dundee. We trained trainers working for several organisations including Sphere, the Food Security Cluster and Halo Trust. The training was delivered in English, Spanish and French. We have also designed a bespoke five-day long Training of Trainers on Emergency Management for SOS Children's Villages International (SOS CVI).

We designed a bespoke series of online workshops and simulations for the Red Cross Red Crescent Movement to review and improve their standard operating procedures (SOPs) for activation of the Surge Information Management Support (SIMS). We facilitated a disaster relief workshop for the University of Bath and delivered security management training for a local NGO in Kenya. In October 2021, we designed and delivered a bespoke

five-day face-to-face training WASH in Emergencies for UK's Fire and Rescue-ISAR/ Emergency Medical Team, sponsored by UK FCDO.

The training drew on RedR UK's existing materials but adapted the content to the specific learning needs of the group. **100%** of participants rated the training as excellent. **100%** of participants rated the improvement in skills and knowledge as a direct impact of the training as excellent. The training will run again next year, and we have been requested to design a second phase of the training.

We designed and delivered bespoke online training on Project Cycle Management for WASH cluster partners in Ukraine. The training was delivered in English and Russian. The experience has proved to be indispensable in the wake of the humanitarian emergency that unfolded after the escalation of the war in Ukraine, at the end of February 2022. In March 2022, RedR UK launched an emergency appeal and began a larger-scale humanitarian response programme training responders in **Ukraine** and neighbouring countries in multiple languages.



OPEN PROGRAMME

We conducted a Learning Needs Assessment (LNA) to understand how the humanitarian learning landscape has changed because of the COVID-19 pandemic. The data was analysed and a report was published to contribute to the sector's awareness. Based on the LNA findings, we updated the content and converted additional eight courses for online or blended delivery thus expanding our portfolio of open online and blended courses, which now includes our flagship courses such as Essentials of Humanitarian Practice (EHP), and Security Management for Humanitarians (SMH), So You Think You Want to be An Aid Worker (SYT), Training of Trainers (ToT) for beginners and experienced trainers; Monitoring and Evaluation, Needs Assessment; Leadership and Management (L&M), Proposal and Report Writing, and New Gender, Diversity and Inclusion (DEI) in humanitarian programming.

COVID-19 and movement restrictions meant we were not able to resume face-to-face learning and most of the open programmes were delivered online.



"A first-class course with fantastic support from all levels"

"It was a well-planned, organised and delivered course. The trainers were extremely knowledgeable and engaging and clear experts in their field. Their ability to bring their personal experience into the training helped aid learning."

Feedback from participants



FOCUS ON

LOCALISATION HUB

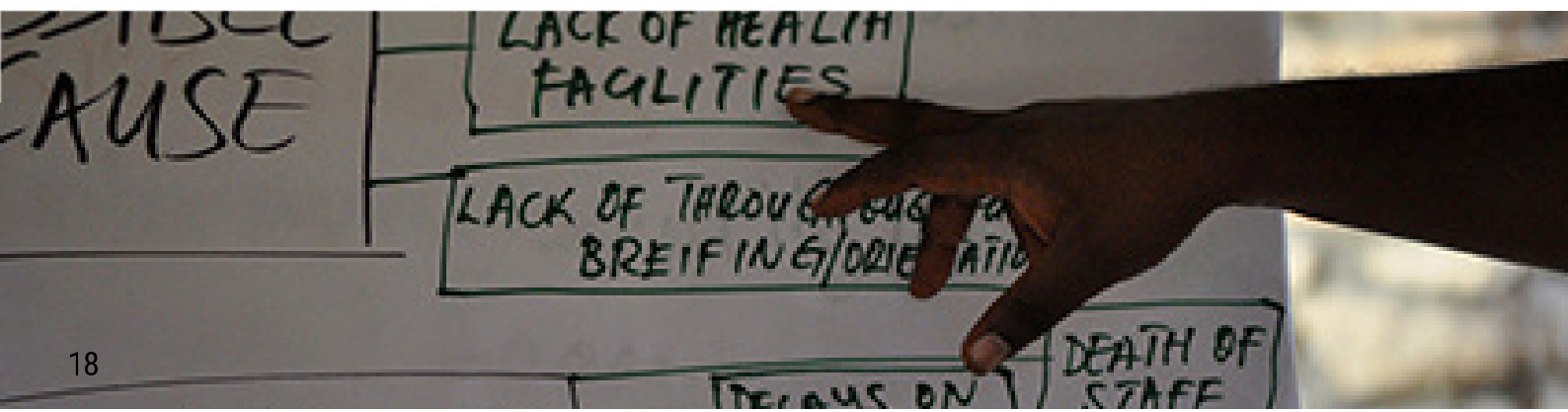
The localisation hub organised a total of **10** training courses for **114** individuals working for humanitarian organisations in the Middle East and North Africa (MENA). The courses were delivered face-to-face in Lebanon, Turkey and Jordan. Topics covered included: Project Cycle Management, Management and Leadership, Training of Trainers, Proposal and Report Writing, Security Management, Monitoring and Evaluation.

To increase the reach of local and national staff, the courses were offered at a subsidised fee thanks to the generous support of our long-standing partners funding the programme in the region. All participants of RedR UK training were offered an HPass Badge, a digital indicator of achievement, and a way for participants to demonstrate their skills

and experience. RedR UK is an HPass certified organisation meaning that we comply with humanitarian learning standards, which was evidenced in participant feedback and positive reviews.

The year was challenging both for the Localisation and BTG Hubs. For the Localisation Hub, delays in the arrival of funds meant we could not retain staff at a required level and achievements have been modest.

The BtG Hub operated at one person's capacity through most of the year with key staff on leave (sick or maternity). RedR UK continues to retain an office in Amman and is currently recruiting staff to support the ongoing programmes and new fundraising efforts for RedR UK in the region.





FOCUS ON

MEMBERSHIP

In recognition of the key role which Associate Trainers (AT) play in RedR UK, the Board of Trustees agreed in November 2021 to accept the Membership Working Group's recommendation that RedR UK membership should be extended to ATs, thus conferring equal status on both Register Members and Associate Trainers as Members of the organisation. An invitation was sent to all **266** ATs who were not already Members and by March 2022, a total of **36** had signed up to become Members - with a further **30** signing up since that time. In addition, extraordinary efforts were made to contact Members and we were able to update information for a further **90** Members.

At the AGM in October 2021, the Board

presented proposals on the governance of RedR, changes to the Make-up of the Board of Trustees and set up a Members' Council. There was a wide-ranging discussion at the AGM and the Board agreed to develop modified proposals for consideration at an Extraordinary General Meeting (EGM). The EGM took place in June 2022 and agreed to the revised changes.

The Membership Working Group (MWG) continued to meet regularly in 2021/22 and played an important role in advising and assisting the Board on the initiatives described above. The MWG also worked on preparing a membership survey, a new programme of events and updating procedures for Membership applications, which should be finalised in 2022/23.

"I like the idea of being a part of a network of sharing lessons learned. Even when you have got experience, you should always be ready to learn, to be open and curious, and to change your point of view"

Anthony Kergosien
RedR Member and Country Director for Action Against Hunger in Iraq



FOCUS ON

COMMUNICATIONS AND MARKETING

The impacts of the pandemic reinforced the need for a good digital presence which we achieved via the RedR UK website, social media channels and newsletter. An overview of the results in these platforms from April 2021 to March 2022 can be observed on the next page.

These numbers represent the engagement of our different audiences according to each digital platform we use, excluding paid advertising. Our engagement rates are above the median stated by the RivalIQ's 2022 Social Media Industry Benchmark Report (Facebook: 0.064% and Twitter: 0.037%). In terms of Facebook Donations, we received £100 from individual campaigns (such as a birthday celebration asking for contacts to donate).

We also produced a total of 22 blog posts, with the intent of expanding our news, views and impact, talking mostly about the different training and programmes we run and sharing some successful case studies.

With a new communications strategy being rolled out in 2021/22, we expect both our following and engagement to increase.

For the next year, the goal is to increase our online presence and also reactivate Instagram and Youtube offering new content for these platforms. The Communications and Marketing department will also work more closely with Programmes and Fundraising to spot the best opportunities to promote our work, increase our fundraising opportunities, and also support with creative materials, such as digital courses promotion adverts and newsletters. We will open a direct channel on Microsoft Teams to facilitate the requests for Communications.

A full review of our website, updating the current content, adding new pages and using Search Engine Optimisation (SEO) will also be one of the focuses for the next year, as it is essential that we maintain high levels and standards on the communication of the work we do and the impact it has on vulnerable communities.

SOCIAL MEDIA CHANNELS

FACEBOOK



FANS: 10,132
NEW FANS: 190
TOTAL POSTS: 285
PAGE CONTENT CLICKS: 1,554
PAGE IMPRESSIONS: 138,049
PAGE ENGAGEMENT: 1,238
PAGE ENGAGEMENT RATE: 2.479%
PAGE REACTIONS: 1,104
POST SHARES: 95
PAGE VIDEO VIEWS: 563
POST COMMENTS IN TOTAL: 22

LINKEDIN



FOLLOWERS: 11,349
POSTS: 294
PAGE CLICKS: 7,860
PAGE COMMENTS: 58
PAGE ENGAGEMENT: 1,638
PAGE ENGAGEMENT RATE: 3.8%
PAGE IMPRESSIONS: 193,892
PAGE REACH: 111,488
PAGE REACTIONS: 1,360
PAGE SHARES: 220

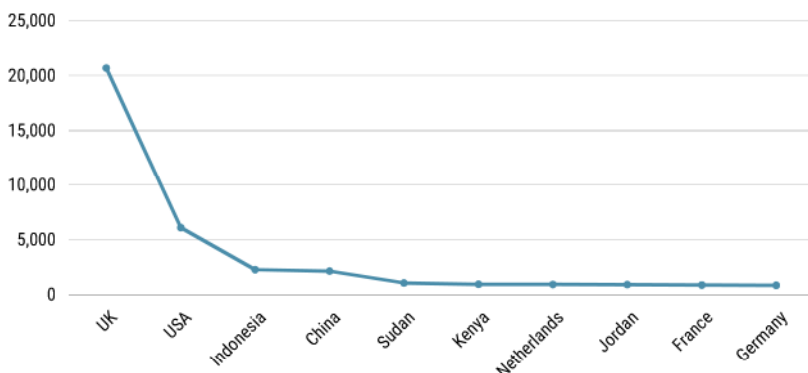
TWITTER



FOLLOWERS: 6,841
TWEETS: 282
MENTIONS: 169
REPLIES: 16
RETWEETS: 166
POST LIKES: 569
POST LINK CLICKS: 146
POST IMPRESSIONS: 59,113
POST ENGAGEMENT RATE: 1.2%

WEBSITE

NUMBER OF USERS PER COUNTRY:



USERS (TOTAL): 54,675

NEW USERS: 54,459

FEMALE: 51.4% | MALE: 48.6%

PAGE VIEWS: 224,154

BLOG POSTS PUBLISHED: 22



NEW VISITOR: 85.9%
RETURNING VISITOR: 14.1%

GLOBAL NEWSLETTER

APRIL
2,560 OPENS
245 CLICKS

JUNE
2,697 OPENS
312 CLICKS

SEPTEMBER
2,027 OPENS
150 CLICKS

DECEMBER
2,545 OPENS
180 CLICKS

MARCH
2,406 OPENS
130 CLICKS

MAY
1,914 OPENS
191 CLICKS

JULY
1,998 OPENS
265 CLICKS

OCTOBER
2,102 OPENS
314 CLICKS

JANUARY
2,424 OPENS
170 CLICKS



AUDIENCE SIZE:
11,218 CONTACTS

MAY (CORRECTION)
1,809 OPENS
148 CLICKS

AUGUST
1,998 OPENS
181 CLICKS

NOVEMBER
2,087 OPENS
165 CLICKS

FEBRUARY
2,416 OPENS
271 CLICKS

**All data was gathered on June/2022*



FOCUS ON

FUNDRAISING

Our Fundraising team kept its focus on promoting our work and new ways for people to support us. With the relaxation of pandemic restrictions, some events were able to take place in person again. For the next year, the activities will be increased to achieve great results. We raised a total of almost **£40,000** from our challenge and special events supporters.

We follow the Code of Fundraising Practice, as established by the Fundraising Regulator. The Code of Fundraising Practice sets the standards that apply to fundraising carried out by all charitable institutions and third-party fundraisers in the UK. No complaints were received during the referred period relating to any of the fundraising practices implemented by our Fundraising Team.

SUMMARY OF EVENTS AND QUANTITIES RAISED DURING THE YEAR:

CHALLENGE EVENTS:

- WALK FOR DISASTER RELIEF – TONY GEE AND WSP TOOK PART IN RAISING OVER **£500**
- LONDON MARATHON – 5 RUNNERS – RAISED **£7,657**
- GREAT NORTH RUN – 3 RUNNERS – RAISED **£600**
- WEARRED – RAISED **£3,497**
- FOOTBALL TOURNAMENT – 8 TEAMS TOOK PART - RAISED **£1,050**
- ATKINS GRADUATE CHALLENGE – OVER 300 GRADUATED - RAISED **£19,373**
- CHRISTMAS RAFFLES – TONY GEE AND HEWSONS CONSULTING – RAISED OVER **£1,000**

SPECIAL EVENTS:

- ISTRUCTE SURREY REGIONAL AWARDS - **£455**
- ISTRUCTE LANCASHIRE AND CHESHIRE AWARDS - **£610**
- CIGPE ANNUAL DINNER - **£960**
- ISTRUCTE STRUCTURAL AWARDS - **£1,235**
- TECH FEST - **£1,255**
- TUNNELING FESTIVAL - **£1,245**

 **£39,437
RAISED**

ANNUAL RECEPTION

On the 11th of November 2021, we hosted our annual reception to thank our corporate partners and supporters in the presence of HRH The Princess Royal, President of RedR UK. At the headquarters of the Institution of Civil Engineers (ICE), our donors learned more about how their support is contributing to RedR's humanitarian efforts around the world.

During the event, which happened during the UK hosting COP26 summit in Glasgow, our CEO, Jo de Serrano, delivered a speech concerning the growing need for humanitarian assistance and protection, particularly in the light of climate change.

The Princess Royal also spoke to the audience about the demand and importance of humanitarian emergency response, and the relevance and need to have the financial resources available to provide immediate aid when a disaster strikes.



HUMANITARIAN ENGINEERING WORKSHOP FOR REDR UK CORPORATE PARTNERS

On the 26th of January 2022, we organised a humanitarian engineering workshop for our Patrons and corporate partners. The aim of the event was to update everyone on our key humanitarian engineering-focused projects, past, present and hoped for, and invite everyone to take an active part in the conversation on ways we can work more closely together to deliver the humanitarian engineering projects of the future. The event was a major success, with high participation, engagement and positive feedback. We are planning to organise similar workshops on a bi-annual basis.

THANK YOU

#WearRed2021



redR UK

WEAR RED

WearRed is our biggest annual fundraising campaign aiming to engage with our corporate partners and raise money for our cause. Due to the pandemic and resulting restrictions, WearRed 2021 was delivered fully online. The total raised was **£3,497**.

From the 6th to the 10th of September, we hosted daily lunchtime webinars covering topics ranging from inclusivity to humanitarian engineering. We had brilliant guest speakers from our Patrons, who shared their expertise and knowledge, as can be seen below:

- Arup: WearRed webinar Insights Into Creating Sustainable Business hosted by Natasha Connolly – Associate Director in Sustainability, Phil Walsh – Global Sustainable Development Programme Manager, Annie Gibbons – Associate in Energy and Climate Change and Tom Norton – Human Factors Consultant.
- Tony Gee: WearRed webinar Be The Change hosted by Francesca De Petris – Sustainability Principal and Rebecca Woodhouse – Design Engineer.
- WSP: WearRed webinar Let's Talk About Inclusivity hosted by Abigail Frost - Diversity & Inclusion Manager and Jane Grant – UK Director of Diversity & Inclusion.
- All the webinars can be accessed on our YouTube channel.

WALK FOR DISASTER RELIEF

WSP and Tony Gee employees took part in our brand new walking challenge – Walk for Disaster Relief, recording their steps as they went to raise money for RedR UK.

The campaign was focused on highlighting the crisis and the lengths that Rohingya refugees go through to reach safety in their journey fleeing Myanmar since 2017. As a result, participants managed to raise **£573** for our cause.



FOOTBALL TOURNAMENT

On the 27th of November 2021, we organised a Football Tournament for our corporate supporters in Bristol. Companies that took part were Mott MacDonald, Jacobs, WSP, Buro Happold, Arup, RedR UK and Tony Gee.

The winner was Arup (Jonh) team, followed by Arup (Dennis) in second place and WSP in third. It was a great opportunity for everyone involved to network and show their support for RedR UK in a different way.

Thanks to this event we managed to raise **£1,050**.

OUR PARTNERS

40 YEARS' EXPERIENCE WORKING WITH INTERNATIONAL AGENCIES ACROSS THE WORLD



CORPORATE PATRONS



INSTITUTIONAL PATRONS



FUNDER OF OUR CCDARR PROGRAMME



CORPORATE SUPPORTERS





Structure, Governance and Management

RedR UK is a company limited by a guarantee, governed by its Memorandum and Articles of Association. It is registered as a charity with the Charity Commission. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. **Of the 1915 members, the total number of such guarantees on 31 March 2022 was 639.**

RedR UK is part of the RedR International family. RedR International is the umbrella body of RedR organisations globally. RedR UK has two nominees on the General Assembly of RedR International and one on the Board of RedR USA. Page 15 of The Board of Trustees governs the organisation in line with its Memorandum and Articles of Association, vision, aims and charitable objectives, as well as providing overall policy direction. Trustees meet at least quarterly as a full Board and are responsible for compliance with all the legal and statutory requirements of a UK charity and of a registered company.

RedR UK has taken out Charity Trustees Liability Insurance to indemnify all its Trustees, existing and retired, and the directors of its subsidiary company, RedR UK Trading Limited, for any proceedings commenced against them as a result of their service with the charity and the company. All Trustees give their time freely, with none receiving remuneration in the year. Upon admission to the Board, the Trustees receive an induction on RedR UK.

Details of Trustees' expenses are disclosed in note 5 to the accounts. The Board has a Governance Manual that stipulates the provisions for appointments to the Board of Trustees, their term limits, nominations and appointments to the positions of Chair, and Terms of Reference for subcommittees, which include:

- Governance Committee
- Remuneration Committee
- Networks and Fundraising Committee
- Finance, Audit and Risk Committee

Each Trustee has taken responsibility for monitoring the charity's activities in specific operational areas and constant attention is paid to the skills mix of Trustees to ensure that the Board of Trustees has the necessary skills required to contribute fully to the charity's development. Members of the Board are directors of the charitable company (the company) and its Trustees for the purpose of charity law.

Throughout this report, they are collectively referred to as the Trustees. The Trustees are responsible as a body for governance, policy-making, monitoring of implementation, general conduct, overall performance, and for reporting to the membership at general meetings.

The Trustees delegate operational management of the organisation to the Chief Executive Officer (CEO).

Trustees 2021-2022

The Trustees who served during the year April 2021 to March 2022 were as follows:

NAME	OFFICE	APPOINTED
SOPHIE GILLIBERT	CHAIR	2020
SEBASTIAN WOOD	VICE CHAIR*	2018
HEATHER MCKINLAY	TREASURER	2020
JACK JONES		2019
LINDA RICHARDSON ¹		2017
MELANIE SALLIS		2020
IAN SMOUT		2008
BEN WEBSTER		2022
PAUL SHERLOCK ²		2012
ISOBEL BYRNE-HILL ³		2017
PROFESSOR PARNEET PAUL ⁴		2017

*Also Senior Independent Director (SID) ²Resigned on 20 October 2021 ⁴Resigned on 29 June 2022
¹Resigned on 31 August 2021 ³Resigned on 20 October 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Company number 3929653
Charity number 1079752

Registered office
91-94 Lower Marsh
London - SE1 7AB

Principal Office
91-94 Lower Marsh
London - SE1 7AB

Bankers
National Westminster Bank Plc
30 Market Place
Newbury
Berkshire - RG14 5GP

Auditors
Moore Kingston Smith LLP
9 Appold Street
London - EC2A 2AP

Principal Staff
Jo de Serrano – Chief Executive
Officer (CEO)
Honorary Officers
Sophie Gillibert – Chair
Sebastian Wood – Vice Chair
Heather McKinlay – Treasurer



Reserves Policy

Good management of RedR UK's finances and other assets enables it to succeed in delivering its charitable aims. RedR UK is committed to the prudent use of funds and therefore requires reserves to ensure it can fund its operations, fund any unexpected expenditure or any shortfalls in income. Reserves enable us to carry on running operations despite future uncertainties. The Rules for the financial provisions are as described in sections 50 to 55, inclusive, of the Articles of Association.

RedR UK's reserve policy is to ensure that reserves are maintained to meet all statutory requirements and obligations, should a decision be taken by RedR UK to wind down its operations, although this policy remains suspended while cash flow recovers. Currently, our temporary target is 12 weeks' coverage of expenses. As of 31 March 2022, the balance of reserves is £137,404 (2021: £124,326).

Public Benefit

In shaping our objectives and planning our activities, the Trustees considered the Charity Commission's guidance on public benefit, including the guidance 'Public Benefit: running a charity (PB2)'. Our strategy in 2022/23 for increasing the capacity of humanitarian actors resulted in the activities described in the sections that follow.

Although they rarely meet the RedR UK organisation, RedR UK's programmes also provide a public benefit to our ultimate beneficiaries - those directly affected by disasters and other humanitarian crises.

Pay Policy for Senior Staff

The Trustees consider the Senior Leadership Team, comprising the CEO, Programmes Director, Head of Partnerships, and Head of Fundraising and Communications as key management personnel of the charity.

RedR UK has a Remuneration Committee that regularly reviews external benchmarking data for staff salaries in the sector to maintain oversight of remuneration for key management personnel. In making recommendations and decisions, the committee have regard to the overall RedR UK pay policy, affordability, and the need to be able to recruit, retain and motivate high-quality staff.

Risk Management

The Trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures have been established to manage those risks. A detailed risk register is maintained and updated by the CEO, considered by the relevant Board Committee and reviewed by the FARC on a quarterly basis. When a significant risk arises, such as Covid-19 the FARC may choose to monitor the risk register more regularly. High and emerging risks are reported and discussed at the Board.

Our Finance, Audit and Risk Committee has met and will continue to meet, more regularly than the scheduled quarterly meetings to maintain a close overview of risks and finances.

Safeguarding and Ethical Principles

RedR UK has a Safeguarding and a Business Ethics Policy. As a developer and deliverer of safeguarding training to the humanitarian community, we are confident in our safeguarding standards.

RedR UK has a Prevention of Sexual Abuse, Exploitation and Abuse (PSEA) Policy and a Safeguarding Policy. Our Code of Conduct translates these principles into practical guidance that empowers RedR UK, its staff, volunteers, Members, Trainers, Trustees, its business partners and their employees to realise these aspirations.



Statement of Responsibilities of the Board of Trustees

The Trustees (who are also directors of RedR UK for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations. The Board of Trustees presents its report and the audited financial statements for the financial year including the period of 1 April 2021 to 31 March 2022.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and follow the Charities SORP (FRS 102). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit 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.
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.
- observe the methods and principles in the Charities SORP.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain Charity's transactions and 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 Companies Act 2006. 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.

Financial statements are published on Charity's website in accordance with the legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein. The charitable company qualifies as small under section 383 of The Companies Act 2006 and so no strategic report has been prepared, which is a requirement of medium and large companies under the Companies Act 2006 (Strategic Report and Director's Report) Regulation 2013.

Approved by the Board of Trustees and signed on its behalf by Sophie Gillibert, Chair of the Board of Trustees.





INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REDR UK

Opinion

We have audited the financial statements of RedR UK ('the company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, 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 FRS 102 'The Financial Reporting Standard Applicable in the UK and 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 March 2022 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 the 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 financial statements section of our report. We are independent of the Corporation in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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 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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

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.

Opinions 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' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the 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 exemption in preparing the Trustees' Annual Report and from preparing a Strategic Report.

Our Finance, Audit and Risk Committee has met and will continue to meet, more regularly than the scheduled quarterly meetings to maintain a close overview of risks and finances.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 30 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that

is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or

- or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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 objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.



OUR APPROACH WAS AS FOLLOWS:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Neil Finlayson (Senior Statutory Auditor) for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC2A 2AP

Date: 31/10/2022

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Restricted £	Designated £	Unrestricted £	2022 Total £	2021 Total £
Income						
Donations and legacies	2	66,079	-	308,945	375,024	314,994
Investment income				3,875	3,875	3,608
Charitable activities	3					
Improving competence		718,759	-	243,131	961,890	1,019,612
Total income		784,838	-	555,951	1,340,789	1,338,214
Expenditure						
Raising funds						
Fundraising		15,424	-	188,034	203,458	146,525
Publicity		-	-	27,564	27,564	47,682
Total costs of raising funds		15,424	-	215,598	231,022	194,207
Charitable activities						
Improving competence		718,757	-	388,383	1,107,140	1,221,162
Total expenditure	4	734,181	-	603,981	1,338,162	1,415,369
Net gains/(losses) on investments				10,451	10,451	20,061
Net (expenditure)/income		50,657	-	(37,579)	13,078	(57,094)
Transfers between funds		-	-	-	-	-
Net movement in funds		50,657	-	(37,579)	13,078	(57,094)
Balance brought forward at 1 April 2021		36,531	-	87,795	124,326	181,420
Balance carried forward at 31 March 2022	13	87,188	-	50,216	137,404	124,326

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

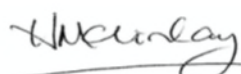
Balance sheet

As at 31 March 2022

	Note	2022		2021
		£	£	£
Fixed assets				
Tangible fixed assets	8		1,768	-
Investments	9		<u>132,256</u>	<u>121,805</u>
			134,024	121,805
Current assets				
Debtors	10	73,260		138,257
Cash at bank and in hand		<u>360,801</u>		<u>157,267</u>
		434,061		295,524
Creditors: amounts falling due within one year	11	<u>(390,681)</u>		<u>(243,003)</u>
Net current assets			<u>43,380</u>	<u>52,521</u>
Creditors: amounts falling due in more than one year	11		(40,000)	(50,000)
Net assets	12		<u><u>137,404</u></u>	<u><u>124,326</u></u>
Funds				
Restricted funds	13		87,188	36,531
Unrestricted funds				
Designated funds			-	-
General funds			<u>50,216</u>	<u>87,795</u>
Total funds			<u><u>137,404</u></u>	<u><u>124,326</u></u>

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

Approved by the Board of Trustees and authorised for issue on 7th September 2022
and signed on its behalf by



Heather McKinlay - Treasurer



Sophie Gillibert - Chair of the Board of Trustees

Company registration number: 3929653

Cash flow statement

For the year ending 31 March 2022

	2022 £	2021 £
Cash flow from operating activities		
Net cash (used in)/ provided by operating activities	<u>201,603</u>	<u>(93,139)</u>
Cash flow from investing activities		
Investment income and interest received	3,875	3,608
Purchase of fixed assets	(1,944)	1,444
Disposal of investments	-	-
	<u>1,931</u>	<u>5,052</u>
Net (decrease)/increase in cash and cash equivalents	203,534	(88,087)
Cash and cash equivalents at beginning of year	157,267	245,354
Cash and cash equivalents at end of year	<u>360,801</u>	<u>157,267</u>

Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net (expenditure)/income	13,078	(57,094)
Adjustments for:		
Depreciation charges	176	2,108
(Gains)/losses on investments	(10,451)	(20,061)
Investment income	(3,875)	(3,608)
Decrease/(increase) in debtors	64,997	59,824
(Decrease)/Increase in creditors less than one year	147,678	(124,308)
decrease in creditors greater than one year	(10,000)	50,000
Net cash (used in)/ provided by operating activities	<u>201,603</u>	<u>(93,139)</u>

Analysis of changes in net debt

	As At 1st April 2021	Cashflows	As At 31st March 2022
Cash at bank	157,267	203,534	360,801
Loans falling due less than 1 year	-	(10,000)	(10,000)
Loans falling due greater than 1 year	(50,000)	10,000	(40,000)
	<u>107,267</u>	<u>203,534</u>	<u>310,801</u>
Movement in net debt			
	<u>107,267</u>	<u>203,534</u>	<u>310,801</u>

Notes to the financial statements

For the year ended 31 March 2022

Company Status

RedR UK is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

1. Accounting policies

RedR UK, (the "charitable company"), is a registered charity that seeks to relieve suffering caused by disasters by selecting, training and providing competent and committed personnel to humanitarian programmes worldwide.

The entity is registered in England and Wales with a registered office of 91-94 Lower Marsh, London, SE1 7AB. Its company number is 3929653 and charity number is 1079752.

a) Basis of preparation of financial statements

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a public benefit company for the purpose of FRS102 and therefore the charity also prepares its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Accounting and Reporting by Charities: Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (the FRS102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

These financial statements are prepared in pounds sterling, which is the functional currency of the charitable company. Monetary amounts in the financial statements are rounded to the nearest pound (£).

Notes to the financial statements

For the year ended 31 March 2022

a. Basis of preparation of financial statements (continued)

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

The Trustees consider that there are no material uncertainties about RedR UK's ability to continue as a going concern and have based this on detailed budgets and forecasts that have been produced on a conservative basis. Following a number of loss-making years, the charity embarked on a significant cost cutting and reshaping exercise in the financial year ended 31 March 2020 which has had a continuing positive impact in the following financial years. RedR UK is well-placed to continue to provide remote capacity strengthening with the training resources that it converted online during the COVID-19 pandemic in 2020/21, and has also recommenced working face to face. Substantial grants have already been awarded for the current financial year ending 31 March 2023 from IOM, AXA, the Ramboll Foundation, JOAC, HLA, RAE and JTIF, totalling £655k. RedR UK continues to monitor expenditure closely and has kept its cost base at a low level in the current financial year, including through establishing an agile network of resource that allows the charity to scale up or down as required. RedR UK also continues to take advantage of free accommodation provided by Whitby Wood.

The Trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are described in the following paragraphs.

b) Income

Fundraising income is recognised when there is entitlement to the funds, the receipt is probable and

When donors specify that donations and grants given to the charity must be used in future accounting periods the income is deferred accordingly. When donors impose conditions that have to be fulfilled before the charity becomes entitled to use them the income is deferred and not included in the incoming resources until these conditions have been met.

Grants are recognised in line with the expenditure on the programme relating to the grant, such that income from the grant is deferred in the accounts until this point.

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

c) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement is required and the amounts of the obligation can be reliably measured. All expenditure is accounted for on an accrual basis.

Expenditure includes attributable VAT which cannot be recovered.

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work and raising the profile of its work through its corporate communications.

Charitable costs relate to providing relief personnel through the charitable company's recruitment service and improving competence through training in the UK and overseas and its technical support service.

Support costs are comprised of those costs which are incurred directly in support of expenditure on the objects of the charity and includes governance costs. Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements.

d) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other income received or generated for the charitable purposes. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds set aside by the board of Trustees for specific future purposes or projects.

e) Pension costs

The charity participates in a New Generation Stakeholder Pension Plan (a defined contribution scheme). Employees set their own contribution level (minimum 3% net of tax) while the charity contributes up to 5% of earnings to the plan. Pension costs are charged to the Statement of Financial Activities in the period to which they relate.

f) Foreign currency translation

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions denominated in foreign currencies are translated into sterling at the rates ruling at the date of the transaction. Any gains or losses arising due to fluctuations in exchange rates are charged to the Statement of Financial Activities.

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

g) Tangible fixed assets and depreciation

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset evenly over its estimated useful life. The useful lives in use are as follows:

Office equipment	5 years
Computer equipment	3 years
Office refurbishment	5 years (period of the lease)

Tangible fixed assets purchased from restricted funds for a particular project are charged to that project and are not capitalised.

h) Leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the minimum lease term.

i) Financial instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire options, derivatives or other complex financial instruments.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short-term deposits with a short maturity of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

Critical accounting judgements and estimates

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the financial statements

For the year ended 31 March 2022

2. Voluntary income

For the year ended 31 March 2022

	Restricted £	Designated £	Unrestricted £	2022 Total £	2021 Total £
Trusts	-	-	10,000	10,000	13,000
Individual giving	66,079	-	169,742	235,821	157,135
Patrons and corporate supporters	-	-	114,697	114,697	136,847
Legacies	-	-	650	650	100
Events	-	-	9,673	9,673	5,150
Other	-	-	4,183	4,183	2,762
Total	66,079	-	308,945	375,024	314,994

For the year ended 31 March 2021

	Restricted £	Designated £	Unrestricted £	2021 Total £	2020 Total £
Trusts	-	-	13,000	13,000	8,000
Individual giving	-	-	157,135	157,135	223,445
Patrons and corporate supporters	-	-	136,847	136,847	186,144
Legacies	-	-	100	100	9,823
Events	-	-	5,150	5,150	96,050
Other	-	-	2,762	2,762	3,655
Total	-	-	314,994	314,994	527,117

Notes to the financial statements

For the year ended 31 March 2022

3. Charitable activities

For the year ended 31 March 2022

	Restricted	Designated	Unrestricted	2022 Total	2021 Total
	£	£	£	£	£
Grants					
CDR	92,357	-	-	92,357	77,000
Lloyd's of London	13,348	-	-	13,348	15,103
ACP	19,456	-	-	19,456	45,352
UNICEF	-	-	-	-	134,967
The Clothworkers' Foundation	60,000	-	-	60,000	150,000
Whitbybird	-	-	-	-	41,970
H2H	-	-	-	-	202,044
EPS Uganada	20,641	-	-	20,641	29,289
Asia Rolt	17,474	-	-	17,474	4,671
Haiti Response	29,688	-	-	29,688	-
Vitol Foundation	570	-	-	570	-
Ramboll Foundation	22,908	-	-	22,908	-
Training fees	442,317	-	243,131	685,448	319,216
	718,759	-	243,131	961,890	1,019,612

Notes to the financial statements

For the year ended 31 March 2022

3. Charitable activities

For the year ended 31 March 2021

	Restricted	Designated	Unrestricted	2021 Total	2020 Total
	£	£	£	£	£
Grants					
CCQL					3,518
CDR	77,000	-	-	77,000	51,423
JFU	-	-	-	-	10,450
Nap				-	23,221
Lloyd's of London	15,103	-	-	15,103	31,549
OFDA-USAID	45,352	-	-	45,352	-
ACP	-	-	-	-	-
Echo SIM	-	-	-	-	(37,422)
Royal Commission	-	-	-	-	30,000
AICS-Euro				-	30,585
WHH(WFP)	134,967	-	-	134,967	25,345
UNICEF	150,000	-	-	150,000	68,722
The Clothworkers' Foundation	-	-	-	-	60,000
FNC	41,970	-	-	41,970	7,999
UCF	202,044	-	-	202,044	-
Govt of Belgium (BTG)	29,289	-	-	29,289	-
Other	4,671	-	-	4,671	-
Training fees	217,413	-	101,803	319,216	838,831
	917,809	-	101,803	1,019,612	1,144,221

Notes to the financial statements

For the year ended 31 March 2022

4. Analysis of total expenditure

For the year ended 31 March 2022

	Fundraising £	Publicity £	Improving Competence £	Support £	2022 Total £	2021 Total £
Staff costs (Note 6)	126,963	18,169	318,063	95,242	558,437	626,685
Office administration	-	-	3,332	172,262	175,594	336,563
Training	-	-	524,995	-	524,995	369,203
Fundraising/PR	31,306	3,296	-	-	34,602	33,225
Organisation administration	169	-	11,300	28,597	40,066	43,599
Communication	-	-	4,468	-	4,468	6,094
Total resources expended	158,438	21,465	862,158	296,101	1,338,162	1,415,369
Support costs	45,020	6,099	244,982	296,101	-	-
Total resources expended	203,458	27,564	1,107,140	-	1,338,162	1,415,369

Support costs are those costs that, whilst necessary to deliver an activity, do not themselves produce or constitute the output of the charitable activity. Similarly, costs will be incurred in supporting income generation activities such as fundraising, and in supporting the governance of the charity. Support costs include the central or regional office functions such as general management, payroll administration, budgeting and accounting, information technology, human resources, and financing.

Notes to the financial statements

For the year ended 31 March 2022

4. Analysis of total expenditure (continued)

For the year ended 31 March 2022

Support costs

Included within support costs are governance costs.
Governance costs are comprised of the following:

	2022 £	2021 £
Staff costs	20,548	11,339
Audit and accountancy Fees	17,987	25,829
Professional fees	10,694	4,102
Meetings	90	-
	<u>49,319</u>	<u>41,270</u>

Analysis of total expenditure

For the year ended 31 March 2021

	Fundraising £	Publicity £	Improving Competence £	Support £	2021 Total £	2020 Total £
Staff costs (Note 6)	109,809	14,097	482,226	20,553	626,685	1,277,507
Office administration	-	-	130,507	206,056	336,563	348,692
Training	-	-	369,203	-	369,203	705,554
Fundraising/PR	8,743	24,482	-	-	33,225	69,536
Organisation administration	-	-	-	43,599	43,599	14,142
Communication	-	-	6,094	-	6,094	-
Total resources expended	118,552	38,579	988,030	270,208	1,415,369	2,415,431
Support costs	27,973.00	9,103.00	233,132.00	-	-	-
Total resources expended	<u>146,525.00</u>	<u>47,682.00</u>	<u>1,221,162.00</u>	<u>-</u>	<u>1,415,369.00</u>	<u>2,415,431.00</u>

Notes to the financial statements

For the year ended 31 March 2022

5. Net (expenditure)/ income

	2022	2021
	£	£
This is stated after charging:		
Depreciation	176	2,108
Trustees' reimbursed expenses	-	-
Operating lease charges: UK property rent	26,414	69,000
Operating lease charges: Overseas property rent	8,136	32,760
Foreign exchange (gain)/loss	(1,160)	26,542
Auditors' remuneration:		
Current year statutory audit UK	11,550	11,450
Current year statutory audit Overseas	1,325	8,707
Other services	1,130	579

No Trustees made claims for reimbursement of expenses during the year 2022 (2021: Nil). No trustees received any remuneration in the year (2021:none).

6. Staff costs and numbers

Staff costs were as follows:	2022	2021
	£	£
Salaries and wages	499,776	548,352
Social security costs	32,892	40,757
Pension costs	15,869	19,062
Redundancy		3,658
Recruitment costs	4,350	1,707
Staff development costs	279	470
Travel, subsistence and other staff costs	5,271	12,679
	<u>558,437</u>	<u>626,685</u>

Employees earning more than £60,000 during the year:

	2022	2021
	No.	No.
£60,001 - £70,000	-	1
£70,001 - £80,000	2	1

Pension contributions in respect of these employees was £3,567 (2021: £3,000).

The key management personnel of RedR UK during the year is comprised of the Chief Executive Officer, the Programmes Director, Head of Partnerships and Head of Fundraising and Communications. The total employee benefits of the key management personnel were £218,766 (2021: 194,206).

There were no redundancy payments in the year (2021: £3,658).

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2022	2021
	No.	No.
Improving competence	6.4	7.6
Fundraising & publicity	4.4	3
Administration	0.7	0.9
Governance	0.2	0.2
Staff employed on overseas programmes:		
Sudan	0.0	14.2
Middle East	1.3	2.0
	<u>13.0</u>	<u>27.9</u>

Notes to the financial statements

For the year ended 31 March 2022

7. Taxation

The charitable company benefits from exemptions on income and gains falling within sections 466-493 of the corporation tax act 2010 to the extent that they are derived from charitable activities.

8. Tangible fixed assets

	Office Refurbishment £	Computer equipment £	Total £
Cost			
At 1 April 2021	-	4,160	4,160
Additions in year	-	1,944	1,944
Disposals /writeoffs in year	-	-	-
At 31 March 2022	-	6,104	6,104
Depreciation			
At 1 April 2021	-	4,160	4,160
Charge for the year	-	176	176
Eliminated on disposal / writeoff	-	-	-
At 31 March 2022	-	4,336	4,336
Net Book Value			
At 31 March 2022	-	1,768	1,768
At 31 March 2021	-	-	-

9. Investments

	2022 £	2021 £
Market value at 1 April	121,805	101,744
Disposal in year	-	-
Net unrealised investment gains/(losses)	10,451	20,061
Market value at 31 March	132,256	121,805
Historical cost at 31 March	82,256	82,256
The investments are comprised of:		
CCLA - COIF Charities Investment Fund	126,938	116,812
Equity shares	5,318	4,993
	132,256	121,805

Notes to the financial statements

For the year ended 31 March 2022

10. Debtors

	2022	2021
	£	£
Accrued income	7,610	17,182
Other debtors	30,308	77,844
Prepayments	35,342	43,231
	73,260	138,257

11. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Taxation & social security	9,243	9,780
Other creditors	73,098	119,099
Accruals	61,227	59,419
Deferred income	237,113	54,705
Loan	10,000	-
	390,681	243,003

As at 31st March 2022 there are no outstanding pension contributions (2021: £Nil).

Deferred income occurs when training courses which are due to occur after the balance sheet date are invoiced beforehand.

Natwest Bank PLC hold a fixed and floating charge over the undertaking and all property and assets, both present and future.

11a. Deferred income

	2022	2021
	£	£
Deferred income as at 1 April	54,705	125,451
Amount deferred /(released) in the year	182,408	(70,746)
Deferred income as at 31st March	237,113	54,705

11b Creditors: Falling due in more than one year

	2022	2021
	£	£
Bounce Back Loan	40,000	50,000

The Bounce Back Loan is the UK government-backed Covid-19 support loan to help businesses impacted by the pandemic and is due on 30 March 2027. This unsecured loan was granted on 30 March 2021 and was interest-free for the first 12 months. Thereafter, the loan is repayable over the remaining five years at a rate of 2.5% interest.

Notes to the financial statements

For the year ended 31 March 2022

12. Analysis of net assets between funds

For the year ended 31 March 2022	Restricted funds £	Designated funds £	General funds £	Total funds £
Investments	-	-	132,256	132,256
Tangible assets	-	-	1,768	1,768
Net current assets	87,188	-	(43,808)	43,380
Amounts falling due in more than one year	-	-	(40,000)	(40,000)
Net assets at 31 March 2022	87,188	-	50,216	137,404

For the year ended 31 March 2021

For the year ended 31 March 2021	Restricted funds £	Designated funds £	General funds £	Total funds £
Investments	-	-	121,805	121,805
Tangible assets	-	-	-	-
Net current assets	36,531	-	15,990	52,521
Amounts falling due in more than one year	-	-	(50,000)	(50,000)
Net assets at 31 March 2021	36,531	-	87,795	124,326

Notes to the financial statements

For the year ended 31 March 2022

13. Funds

For the year ended 31 March 2022

	At 1 April 2021	Income	Expenditure	Transfers	As at 31 March 2022
	£	£	£	£	£
Restricted funds:					
Middle East	5,451	-	-		5,451
Europe & Global Initiatives	31,080	718,759	(718,757)		31,082
Ukraine Appeal		66,079	(15,424)		50,655
Total restricted funds	36,531	784,838	(734,181)	-	87,188
Unrestricted funds					
Designated funds					
Fixed asset funds	-	-	-	-	-
Total Designated Funds	-	-	-	-	-
General funds	87,795	566,402	(603,981)	-	50,216
Total unrestricted funds	87,795	566,402	(603,981)	-	50,216
Total funds	124,326	1,351,240	(1,338,162)	-	137,404

Notes to the financial statements

For the year ended 31 March 2022

13. Funds

For the year ended 31 March 2021

As at 31 March

	At 1 April 2020	Income	Expenditure	Transfers	2021
	£	£	£	£	£
Restricted funds:					
Sudan	36,139	100,000	(130,688)	(5,451)	-
Middle East	-	115,608	(116,835)	6,678	5,451
Europe & Global Initiatives	130,910	702,201	(800,804)	(1,227)	31,080
Mission Ready	7,775	-	-	(7,775)	-
Total restricted funds	174,824	917,809	(1,048,327)	(7,775)	36,531
Unrestricted funds					
Designated funds					
Fixed asset funds	3,552	-	-	(3,552)	-
Total Designated Funds	3,552	-	-	(3,552)	-
General funds	3,044	440,466	(367,042)	11,327	87,795
Total unrestricted funds	6,596	440,466	(367,042)	7,775	87,795
Total funds	181,420	1,358,275	(1,415,369)	-	124,326

Notes to the financial statements

For the year ended 31 March 2022

13. Transfers between funds (continued)

Purposes of restricted funds

The Middle East Fund was used for providing training and addressing technical and coordination competencies. Funding has been secured from Trust funds in support of this work.

The Europe & Global Initiatives Fund represents a number of contracts secured from a variety of major insitutional donors; these vary in the timing of cashflow income and expenditure.

The Ukraine Appeal was set up tp analyse and address the most urgent training needs and capacity gaps of local organisations and responders providing humanitarian assistance in relation to the Ukraine emergency, followed by further and more in-depth training on selected areas of humanitarian response in English, Ukrainian, Polish and Romanian languages.

14. Related parties

RedR International is the umbrella body of the various RedR organisations around the world. The charity has two nominees on the committee of RedR International.

The charity has established a wholly owned subsidiary trading company, RedR UK Trading Limited, a company registered in England & Wales. The company remains dormant.

RedR US is established as a 501c entity. Jo de Serrano, CEO of RedR UK currently sits on the board but as there is no control, the results of that entity are not amalgamated within these financial statements. Management of RedR US funds is now undertaken by RedR Australia.

Office accommdation is donated by Whitby Wood, Sebastian Wood is a Trustee of the charitable company. The cost of this Office accommodation is recorded as expenditure in the Statement of Financial Activies, with an equal amount recorded as a donation in income.

15. Operating lease commitments

At 31 March 2022, the charity had the following minimum lease payments under non-cancellable operating leases which fall due as follows:

	Land and buildings	
	2022	2021
	£	£
within one year	-	16,258
between two and five years	-	-
over five years	-	-
	<u>-</u>	<u>16,258</u>

16. Capital commitments

There are no capital commitments not provided for in the financial statements (2021:None)



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