

REGISTERED CHARITY NUMBER: 1110841
REGISTERED COMPANY NUMBER: 05442501

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023
FOR
THE ZACCHAEUS 2000 TRUST**

**THE ZACCHAEUS 2000 TRUST
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FOR THE YEAR ENDED 31 DECEMBER 2023**

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**THE ZACCHAEUS 2000 TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name

The Zacchaeus 2000 Trust (known as Z2K)

Registered Charity number

1110841

Registered Company number

05442501

Registered Office

80 Petty France
London
SW1H 9EX

Auditors

Myrus Smith Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

Principal Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ
The Charity Bank Limited, Fosse House, 182 High Street, Tonbridge, TN9 1BE
Nationwide Building Society, Kings Park Road, Moulton Park, Northampton, NN3 6NW
United Trust Bank Limited, One Ropemaker Street, London, EC2Y 9AW
Unity Trust Bank plc, Four Brindleyplace, Birmingham B1 2JB

**THE ZACCHAEUS 2000 TRUST
CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

Poverty was an ever-present fact of life during much of my childhood. I was reliant on free school meals, and our only source of income was a woefully inadequate social security system. Sometimes the electricity would unexpectedly cut out – the result of the pre-payment meter running out of credit. Other times, the heating would be first to go.

The sad reality is that since my own experience as a child, more people are finding themselves pushed into poverty – and charities including Z2K are seeing soaring demand for support. At the same time, a less generous welfare system and struggling public services mean that life has become harder for people living on low incomes.

The statistics speak for themselves. More than one-in-five people in the UK are in poverty according to the Joseph Rowntree Foundation. Of those experiencing poverty, 40% – six million people – were in ‘very deep’ poverty, with income levels far below the poverty line.

The severity of the cost-of-living crisis meant that whilst the worst effects were felt by those on the lowest incomes, even middle-income households felt a pinch. For those middle-income households, the crisis is now beginning to ease – but for our clients at Z2K and low-income households across the country, the crisis didn’t begin in 2021 and it won’t end in 2024.

With a General Election now just months away, there is a real opportunity to set out a vision for a different kind of Britain – one where everyone can live a life free from poverty. We should be debating the best way to solve the permacrisis of poverty engulfing our communities – which spills over into a vast array of policy areas, from health to education, to economic growth.

Instead, political leaders are wasting time indulging in endless irrelevant debates over so-called culture wars issues. Our politics has become profoundly inward-looking because it’s scared of tackling the big issues that actually make a difference to people’s lives – like getting a real grip on poverty. All political parties have a critical responsibility to take this issue seriously and set out a vision for a fairer country free from poverty ahead of the election.

Amidst this challenging backdrop, Z2K has worked incredibly hard over the past year, delivering important outcomes for our clients. I joined Z2K as a trustee because I wanted to support an organisation, I felt was making a real difference to tackling poverty – and I’ve been humbled by the dedication, expertise, and energy I’ve seen from our team since becoming part of the organisation. As you’ll read in the following pages, we made significant progress last year – made possible by the generosity of our donors, the hard work of our staff team, and the powerful contribution of experts by experience.

Our casework team supported 1,168 clients with 1,453 social security or housing cases in 2023, achieving approximately £3.8 million in financial benefits for our clients.

Personal Independent Payments (PIP) were the largest single area of our work on social security. We worked on 514 PIP cases, helping clients to challenge negative decisions and representing them at appeal tribunals. We also supported clients to challenge incorrect Universal Credit (UC) decisions, as well as providing a small number of grants to clients experiencing destitution and extreme hardship.

On housing and homelessness, we helped 131 clients stay in their homes by reducing rent arrears, as well helping 132 clients access more suitable social housing and advised 96 clients on their statutory rights to housing and how to challenge gatekeeping practices and bad advice they often encounter from Local Authorities.

**THE ZACCHAEUS 2000 TRUST
CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

Meanwhile, our policy and campaigns team contributed to a number of positive outcomes, including securing a significant watering down of Government proposals to reduce disability benefit eligibility, a 6.7% uplift to all benefits announced at the Autumn Statement, and successfully pushing the Government to introduce the Renters Reform Bill which will abolish Section 21 'no fault evictions'.

On behalf of the Board of Trustees, I'm incredibly grateful for the hard work of our team and the expert leadership of our Chief Executive and Senior Leadership Team. I'd also like to thank our core network of experts by experience for so generously sharing their time and expertise. Their contributions make our work better informed and more impactful, and by working together to understand and tackle poverty we are stronger.

I also want to extend my thanks to all those who have volunteered and raised money for Z2K, and to our trustees who have generously given their time to support the charity. In particular, I'd like to thank Mick McAteer and Emma Lough who stood down from Z2K's board of trustees at the end of last year after serving for eight years. Mick served as Chair with great humility and expertise and Emma likewise made an enormous contribution to Z2K as Vice Chair. On behalf of Z2K, I'd like to take this opportunity to express our deepest gratitude for their service.

It may be a cliché to end a foreword by talking about how important the coming year will be – but truly, this year will be a defining moment for Z2K. Not least because the election will shape and define the next five of policymaking, but also because we will shortly launch our new strategy at Z2K – which will be the culmination of months of work driven by our staff and experts by experience.

We'll continue to grow our impact and work towards a country free from poverty. If you believe in that mission – if you believe in us – you have the opportunity to play a part. Big or small. Donate to support our work, share our campaigns on social media, come and work with us – whatever you can do, helps us to continue the impact described in this report and make a difference to our clients and to the country as a whole.

In power,



Emeka Forbes (Chair)

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees' Report, together with the audited financial statements for the year ending 31 December 2023, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

PRINCIPAL ACTIVITY

The charitable company's principal activity for the year, which is ultimately the objects set out in the Articles of Association, was the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Public Benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this and seek to demonstrate this within this report. Our objects and funding limit the services we provide to those detailed in our charitable objectives.

A detailed review of the Charity's activities is set out further in this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Zacchaeus 2000 Trust is a company limited by guarantee, established on 4 May 2005, and registered as a charity on 11 August 2005. The charitable company acquired the assets, liabilities, and activities of an incorporated charitable trust by the same name on 1 January 2006. The original trust, which had similar objectives, was established on 10 February 1997.

The charity was established under a Memorandum and Articles of Association, which established the objects and powers of the charity. The Memorandum of Association was amended 19 September 2007 and 4 June 2008; a special resolution was passed 2 June 2010, deleting the Memorandum of Association of the company, and adopting the amended Articles of Association as the charity's governing document.

Appointment of new trustees

The Articles of Association provide for a minimum of three trustees and no maximum. The charity currently has a complement of nine trustees. Requirements for new trustees are identified, and new trustees appointed, by the current trustees.

Trustee recruitment and induction

Trustees have been recruited through external advertisement, professional, personal and member contacts. We aim to recruit people whose skills the board have identified as needed. The trustees endeavour to ensure there is a balance of skills that reflect the ethos and values of the charity. The Chair of the Board of Trustees is responsible for the induction of new trustees, which involves awareness of a trustee's responsibilities, the governing document, and the work of the charity.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

In line with our commitment to equal opportunities, trustees have agreed to widely advertise future vacancies to encourage applications from people from diverse backgrounds – unless there is a reason not to follow an open process.

New trustees undergo orientation and induction sessions to brief them on their legal obligations under charity and company law, the content of the governing documents, the committee and the decision-making processes, the strategy and operational plan, and the recent financial performance of the charity.

Governance and organisational structure

The board of trustees meets a minimum of four times a year, which may include an annual *Away Day* where the strategic direction of the charity is discussed. The Trustees provide policy and strategic leadership and guidance to the organisation. Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with senior and other staff to fulfil the Charity's objectives and ensure the smooth and effective running of the organisation. The board receives regular reports from the Treasurer and Chief Executive, who oversee the finances of the organisation. The Chief Executive, alongside the Senior Management Team, attends all board meetings.

Governance and organisational structure

All Trustees give their time voluntarily and receive no benefits from the Charity, apart from reimbursed expenses set out in note 16 page 40 in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Michael Gerard McAteer	Chair – resigned 31 December 2023
Emma Lough	Deputy Chair – resigned 31 December 2023
Professor Robin Jarvis	Treasurer and Company Secretary
Siobhan Mary Garibaldi	
Alexander Tulloch Macqueen	
Helen Goodman	
Carol Huggins	
Lindsay Judge	
Elizabeth Cain	
Emeka Forbes	
Juliana Proskourina-Barnett	

Additionally, the People & Equalities Committee and the Finance and Risk Committee ensure further scrutiny of policies, finances & risk. The Committees are each made up of at least three trustees. The Committees meet four times a year, to coincide with the full board meetings. The People & Equalities Committee is responsible for strategic human resources, equalities and representation matters in addition to board development and recruitment. The Finance and Risk Committee is responsible for reviewing the performance against the plan and budget, overseeing the audit, and monitoring of the charity's financial and risk management. The Chief Executive attends all Committee meetings, and both Committees report back to the full board and make recommendations for the board's consideration.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT – continued

Management

Day-to-day management and decision-making of the charity is delegated to the Chief Executive who works closely with the Senior Management Team to fulfil the charity’s objectives and ensure the smooth and effective running of the organisation. The Senior Management Team is supported by a dedicated and achieving successful outcomes for individual clients, as well as longer-term policy change for wider communities. The Chief Executive reports to the Chair and the board.

Senior Management Team

Anela Anwar	Chief Executive
Edward Graham	Director of Advice Services
Ayla Ozmen	Director of Policy & Campaigns (appointed 24 May 2023)
Tanya Sutton	Office Manager (until 6 October 2023)

Pay policy for Senior Management Team

The Senior Management Team comprises the key management personnel of the charity in charge of directing and controlling, running, and operating the charity on a day-to-day basis. The pay for the Chief Executive is reviewed annually and trustees benchmark salaries against pay levels in other comparable charities. The Charity uses a pay scale devised for Z2K after benchmarking against salaries in the sector. All other SMT members receive annual pay progression as per pay policy and bands.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefits from their work as trustees. The charity works with other charitable and not-for-profit organisations in the furtherance of its objectives. Any connection between a trustee or senior manager of the charity with a service user, external contractor or supplier of services is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Furthermore, all trustees complete an annual declaration of interests’ form. All related party transactions are managed in accordance with the charity’s conflicts of interest policy. There were no transactions this year.

Use of volunteers

The work of the organisation is also supported by a broad range of volunteers including pro bono lawyers, trainees, and law students as well as long-term in-house volunteers.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

THE CHARITY'S AIMS

Charitable Objects

The objects of the charity are the prevention and relief of poverty in the UK; providing assistance and services to individuals in need; providing advice, education, training and assistance on any issues relating to the relief of poverty to volunteers, other charities or organisations; undertaking supporting and promulgating research into factors that contribute to poverty and ways to mitigate them.

Our Vision

Our vision is of a UK where no individual is living in poverty, and everyone has the chance of a stable and dignified life.

Our Strategic Aims

Improved incomes and dignity, fairness, and respect for those interacting with the social security system.

Improved housing security and more people can live in affordable and decent homes.

Our clients, and other experts by experience, have a stronger voice in policy development, decision-making, and public debate.

Our Theory of Change

We work with people in London to solve their social security and housing issues, we develop evidence-based solutions and campaign to change policy and practice that denies people their rights and push them further into poverty and destitution. This integrated model of working enables us to directly help thousands of people access justice whilst also pursuing transformative change for hundreds of thousands nationally.

Our caseworkers work with people across London, the majority of whom are from black and minoritised communities and/or have a disability or health condition, who are entitled to Social Security benefits. We work with people who are experiencing complex issues and prioritise those who are vulnerable to harm.

Our influencing remit is UK-wide, working at local, regional and UK levels seeking to secure change which will not only directly benefit our clients, and their families, but also the many others with low income who are struggling to make ends meet and experience poor quality, insecure housing.

Embedded at the heart of Z2K is our client-centred approach and our belief that experts by experience should be central to change. We work with experts by experience in seeking to ensure the voices and views of people with lived experience are heard by decision-makers.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

IMPROVED INCOMES AND DIGNITY, FAIRNESS AND RESPECT FOR THOSE INTERACTING WITH THE SOCIAL SECURITY SYSTEM.

2023 saw us become the leading voice on disability benefit reforms and as a result, secure a significant watering down of Government proposals to reduce eligibility, though there is still more work to do here.

The Health and Disability White Paper, setting out changes to the disability benefit system, was published by the Government in March 2023. This included commitments to several things we had called for, including trials on the use of specialist assessors; and providing assessment reports to claimants. These trials are currently underway and we await outcomes. Earlier in the year, our evidence on disability benefit assessments was repeatedly cited in the Work and Pensions Select Committee's final report, which reiterated many of our recommendations for change, including those that were adopted in the White Paper. Early in the year we also held a campaign briefing on disability benefit assessments in Parliament. This was attended by several MPs, and the Shadow Minister for Social Security Karen Buck spoke on our panel, which also included two Z2K experts by experience.



From left to right: Jim Widdowson, Marsha de Cordova MP, Franklyn Jaffier attending our Parliamentary briefing event.

On publication of the White Paper, we quickly responded and published a briefing which we sent to MPs, journalists, and others in the charity sector. We subsequently briefed Marsha de Cordova MP's office ahead of an Urgent Question on the White Paper. After publication, we also joined a government stakeholder board and task and finish groups to inform the development of the legislation.

When, later in the year, the Government announced an eight-week consultation on proposals for changes to the Work Capability Assessment (WCA) that would significantly reduce eligibility for disability benefits and would come into effect ahead of any new legislation in this area, we responded immediately. We launched a supporter action, featuring a former client, for people to write to their MPs. Over 2,250 people wrote to their MP and over 85% of MPs received a letter from a constituent (with the average

number of letters received being 4). The supporter action was shared over 150 times on Facebook, with shares on X by a number of supportive charities including Disability Rights UK and Scope, for example.

We responded to the government consultation and attended stakeholder feedback sessions. We also met with officials and MPs. Both independently, and as part of the Disability Benefits Consortium we met with officials in the Department to discuss the WCA proposals. We met with the Shadow Disability Minister, Vicky Foxcroft's, office and with Marion Fellowes MP, SNP spokesperson on disability, for example, who agreed to table an oral question for us on the WCA changes. The question we drafted was tabled and we supported Marion Fellowes MP to deliver this. We tweeted about the Minister for Disabled People refusing to engage with the question, securing over 3,700 impressions. We also got wide ranging media pick up on our response to the proposals. We and our former client, Steve, appeared on Channel 4 News to discuss the proposals. We also featured in articles from BBC News, The Guardian and The Big Issue.



**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

As well as our concerns with the content of the government's proposals set out in the WCA consultation, we also identified flaws in the consultation process, wrote an [open letter](#) to Mel Stride and supported the Public Law Project in their legal case against the government through providing a witness statement.

When an announcement was made at the Autumn Statement that some of the proposals consulted on would be dropped, though some would be taken forward, we were relieved that some of the proposals that we were most concerned about and we had campaigned against, such as the scrapping of the substantial risk entry route to additional benefits, for example, had been abandoned but remained extremely concerned about the plans. We co-ordinated an [open letter](#) to Mel Stride about the WCA plans announced in the Autumn Statement, which was launched immediately after the announcements. The letter was signed by 16 leading charities including Save the Children, Child Poverty Action Group (CPAG), Leonard Cheshire, Mencap and Sense. Our response to the Autumn Statement announcements on WCA changes was picked up by The I, The Big Issue and the Express. Our Director of Policy and Campaigns was also interviewed by LBC News and BBC News – featuring on [Radio 4's Six O'clock News](#) and Radio 4 podcast.

We also saw progress on our wider campaigns on social security, including adequacy in 2023. We particularly welcomed the Chancellor's announcement at the Autumn Statement that all benefits would increase by 6.7% the following year.

Earlier in 2023, we submitted evidence to the Select Committee inquiry into benefit adequacy. We were subsequently directly approached by the Work and Pensions Committee and asked to facilitate a session with experts by experience on benefit levels, to feed into this inquiry. We fed back insights gathered from this to the committee, illustrating the current inadequacy of benefit levels. In addition, ahead of the Autumn Statement, we published YouGov survey data showing the vast majority of the public support a benefit uplift. This was picked up by [the I](#). If the government had chosen not to uprate benefits 9 million households would have been affected by this move and an additional 400,000 children would have fallen into absolute poverty (Resolution Foundation). We very much welcomed, therefore, the government's announcement at the Autumn Statement.

Throughout 2023, we also continued to campaign for further changes to the social security system including safeguards in the migration to Universal Credit process and the removal of the most harmful elements of the system, including the benefit cap and the two-child limit.

We drafted and co-ordinated a private letter to Guy Opperman MP, Minister of State for Social Security, on the migration from legacy benefits to Universal Credit. Fourteen other national charities, including the Trussell Trust, Mind, CPAG and Scope, signed the letter which set out our concerns and asked for commitments around accessibility, choice over how Universal Credit is received, and safeguards against claims falling out of payment. We continue to be an active member of the steering group for the CPAG project on experiences in relation to managed migration and have continued to engage with DWP through the Move to Universal Credit forum. We also conducted research with CPAG on the outcomes of Tax Credit claimants who've received a Migration Notice. Our Freedom of Information request revealed that claimants whose Tax Credit claim was closed lost a total of £2.79m. We were featured in [The Sun's](#) story in relation to this.

We responded to the Work and Pensions Select Committee [inquiry](#) into safeguarding vulnerable claimants, highlighting that a key risk across the benefits system is the range of ways someone's income can be suddenly and dramatically reduced. This led to us being invited to give [oral evidence](#) to the Committee in December 2023. Our X post featuring our Senior Policy Advisor giving evidence secured over 3,200 impressions.

THE ZACCHAEUS 2000 TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

We also submitted a Freedom of Information request to access material around DWP's evaluation of the Benefit Cap and its review and subsequent uprating in April 2023. This was featured by the Press Association, which was picked up by several outlets including the [Evening Standard](#).

We continue to work with the End Child Poverty coalition. We supported and attended their [event in Parliament](#) on the two-child limit, working alongside organisations including Save the Children UK and The Children's Society, and we welcomed Labour's commitment to a child poverty strategy.



Our Campaigns Officer, Evangeline Knapman (centre), attending the End Child Poverty coalition event in Parliament.

Through the delivery of our advice services, more people increased their incomes by securing their Social Security rights and entitlements.

The cost-of-living crisis continues to exacerbate the pressures facing low-income Londoners and the inadequacy of benefit levels continues to drive poverty and inequality. The 2-child limit for universal credit, the benefit cap and the low levels of Local Housing Allowances all have a big impact on clients' ability to manage even when their income has been maximized.

In 2023, Z2K supported 1,168 unique clients with 1,453 social security or housing cases. We achieved approximately £3,799,415 in financial benefits for our clients.

Our casework service costs £472 per client (average) to deliver. The average financial benefit after our intervention was £3,253 for each client, generating a 589% return.

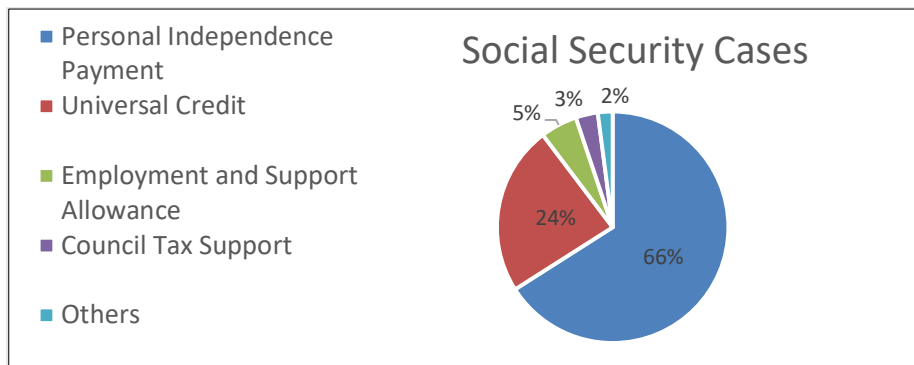
Unsurprisingly helping people access Social Security benefits accounted for 55% of our casework in 2023. Our work on social security is at the specialist level, where we challenge negative decisions, help people assert their legal rights and deal with maladministration.

Assisting people with disability and long-term health issues to maximize their income and assert their rights makes up the majority of our work. In total we supported 654 clients with 807 cases.



**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023



Personal Independent Payment (PIP) was the largest single area of work. Poor decision making often leaves people with disabilities without the vital income they need. Our work involves challenging negative decisions with mandatory reconsiderations, representing at appeal tribunals and taking cases to the upper tribunal if needed. Working on 514 PIP cases we secured **£3,180,518.81** in additional benefits for our clients.

Our client is a domestic abuse survivor, a disabled single parent with two children living in a in a one-bedroom apartment. She has depression, severe lower back and hip pain, and asthma. She claimed Personal Independence Payment but was awarded no points by the DWP. We took on the case, obtaining medical evidence, drafting submissions and representing at the video hearing. The tribunal awarded the standard rate of the daily living component and the enhanced rate of the mobility component. The client received arears of £7,744.06 and will receive an extra £6,588.77 in the next 12 months.

Universal Credit (UC) continues to cause problems for many of our clients and we secured just over half a million pounds in UC for our clients by challenging incorrect decisions, disputes about limited capability for work and work-related activity, helping clients challenge decisions that they have failed the assessment, which includes taking cases to Tribunal. UC awards also routinely fail to include elements the client is entitled to for children, ill health, disability, or housing, leaving clients living on a reduced income.

Finally, we saw more cases where clients were left with **no income at all** due to the intervention of the Enhanced review team. DWP stop all payments of UC whilst they investigate the clients' circumstances, but usually the client has no idea why their claim is being looked at or what evidence they can provide to satisfy the DWP. As there is no decision to review, we issue Pre-Action Protocol letters, the first step in taking cases to Judicial Review and have been successful in getting the UC reinstated for several of our clients.

Destitution and extreme hardship are often significant barriers to people effectively engaging with our services, with clients often facing periods of extreme financial hardship due to incorrect DWP and local authority decision-making, as well as the longstanding inadequacy of benefit levels. As well as responding to their need for advice we continue to make one-off grants to those whose welfare is at immediate risk due to a lack of resources. We use our own small fund to support our clients who are in this situation and in 2023 we gave out 58 grants totalling £5,305.

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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

We also partner with Turn2Us which enables us to secure larger grants that can have a significant impact for families in extreme hardship, help them clear debts and put them on a secure financial future. We supported 40 families with a total of £88,000 through this partnership.

Feedback from our clients who completed a case closure survey includes:

- 95% said they would recommend Z2K to their friends and/or family.
- 94% felt better about their life after working with Z2K.
- 83% felt more confident after working with Z2K,
- 75% felt more able to deal with their problems in the future.



Spotlight on our Pro bono Project

2023 was a year of adaptation and growth for the project, overhauling many of the internal processes to reflect the increasingly hybrid landscape of advice provision and partnership working. At the same time, we saw very significant increases in the number of clients assisted, the appeal success rate, and vital income raised for our clients. We couldn't have done this without the impact of our project partners, our pro bono volunteers are central to what we achieved in 2023, so it was brilliant to be able to roll out new hybrid training, engaging over 150 potential volunteers in interactive and practical training sessions.

Appeals	Success rate	Financial Benefit
106	92%	£2,203,798.67



KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

IMPROVED HOUSING SECURITY AND MORE PEOPLE CAN LIVE IN AFFORDABLE AND DECENT HOMES

We worked in coalition to successfully push the Government to introduce the Renters Reform Bill to abolish Section 21 ‘no fault evictions’.

As a result of the written evidence, we submitted to the Levelling Up, Housing and Communities Select Committee inquiry into the private rented sector, we were quoted in their February report, in relation to both Section 21 and Local Housing Allowance (LHA). As an active member of the Renters Reform Coalition (RRC), we met with Felicity Buchan, Parliamentary Under Secretary of State for Housing and Homelessness in January and in March 2023, we attended the Renters Reform Day of Action. The Renters Reform Bill was introduced into the Commons with its first reading in May 2023. We fed into Coalition preparations for Second Reading, including informing briefing documents and continued to push for progress of the Bill via joint letters, for example. We achieved national media coverage in outlets including [Politics Home](#) in relation to the Bill.

Although the Renters Reform Bill was significantly watered down and ultimately didn’t pass before the General Election, progress in this period ensured commitments in this area from the main parties going into the election.

We also welcomed the announcement in the Autumn Statement that Local Housing Allowance (LHA) would increase back to the 30th percentile of rents.

We remained an active member of the ‘Cover the Cost’ campaign during 2023, calling for an increase in LHA and we signed an open letter as part of the campaign asking Jeremy Hunt to raise housing benefit to stop more people becoming homeless. We were also featured in [Open Democracy](#) in relation to LHA.

**THE ZACCHAEUS 2000 TRUST
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KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

During 2023, we have also made significant progress on our two Westminster-specific housing projects: on temporary accommodation (TA) and the private rented sector (PRS). Both seek to influence Westminster Council and centre the lived experience of people in these housing sectors.

As part of the TA project, we have recruited five peer researchers who will play an integral role in delivering the project by designing and conducting research and analysis on TA in Westminster. The peer researchers will also have the opportunity to stay involved in the influencing stage of the project to achieve the outcomes they identify through the research. For the PRS project, we have so far recruited 10 participants who will participate in focus groups and one-to-one interviews to co-produce our policy position and recommendations in relation to local PRS. Participants will then design influencing activities and directly and indirectly participate to push for the recommendations identified.

As part of the TA project, we designed and delivered initial training to the five peer researchers around peer research, interview skills, designing the research question and safeguarding. This has equipped them with new research skills or developed existing ones. This training also allowed the peer researchers to come together as a group; feedback from the training sessions mentioned how valuable they had found it to learn from each other and everyone's unique strengths and experiences. We held an initial workshop with PRS project participants identifying key areas for the project to focus on. We have designed an overview of policy-influencing training and will deliver this training to participants in both projects.

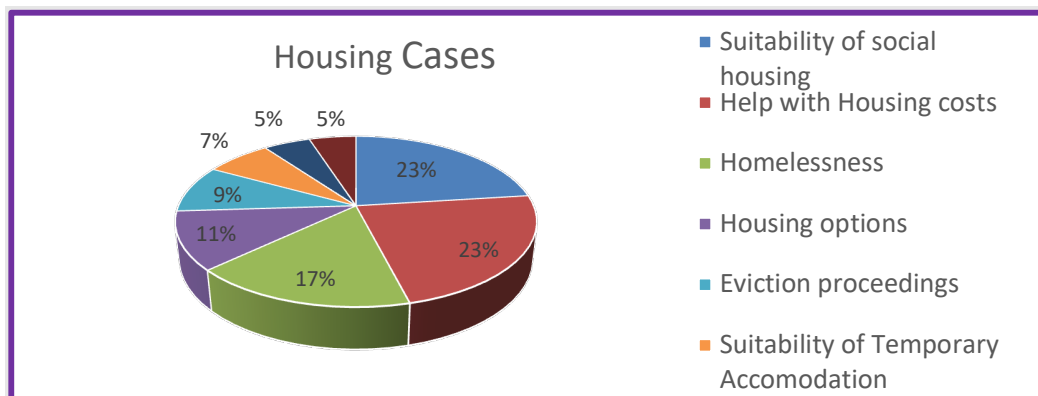
We have continued to engage Westminster City Council officers in the projects, both one-to-one and through the Temporary Accommodation Action Group, in advance of their upcoming review of their Homelessness Strategy and Allocations Policy. We also facilitated a meeting between Westminster Council and participants of our TA project to directly feed into the Council's Homelessness strategy review. In addition, we used the initial insights gathered from our Westminster based projects to influence at a regional level. In November, we gave evidence at a session of the London Assembly's Housing Committee and shared video footage of our appearance across our social media platforms.

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

Through the delivery of our advice services and enforcing housing rights, more people now experience greater housing security.

With the housing crisis worsening and local authorities overstretched, we continue to see many individuals and families living in unsuitable, cramped social housing and temporary/emergency accommodation. In addition, due to the benefit issues they experience and soaring rents in the private rented sector, many of our clients are at risk of homelessness as their current accommodation is unaffordable. We therefore continue to prevent homelessness wherever possible.

Housing accounted for 40% of our cases in 2023, 578 cases.



We helped 132 clients with accessing more suitable social housing, advocating for social housing tenants stuck in homes that are too small for their families or unsuitable due to disability to get moved to homes that better suit their needs. By helping our clients challenge their social housing providers, and advocating for them to be awarded a higher level of priority we can substantially improve their housing situation.

We helped 131 clients stay in their homes by reducing rent arrears, maximising their income and resolving problems with rent support payments and so enabling them to pay their rent and have housing security.

On homelessness, we advised 96 clients on their statutory rights to housing and how to challenge gatekeeping practices and bad advice they often encounter from Local Authorities.

“It's not just about the money - when I come to Z2K, I feel that I'm not alone, that I have a family”

Comment made by a client who is being helped to challenge a homeless decision and who won a PIP appeal with the help of the pro bono project.

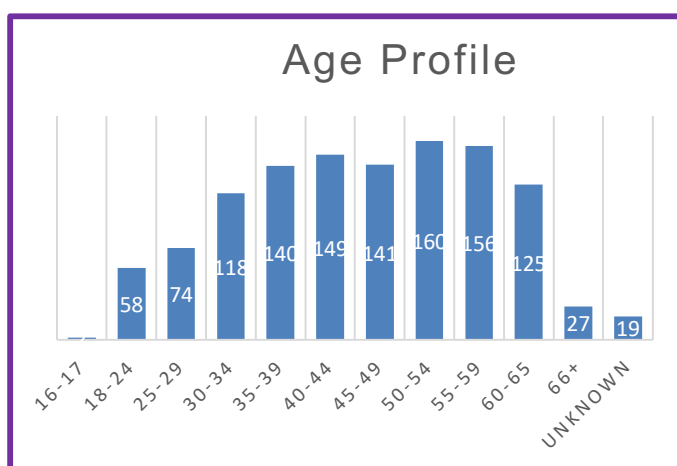
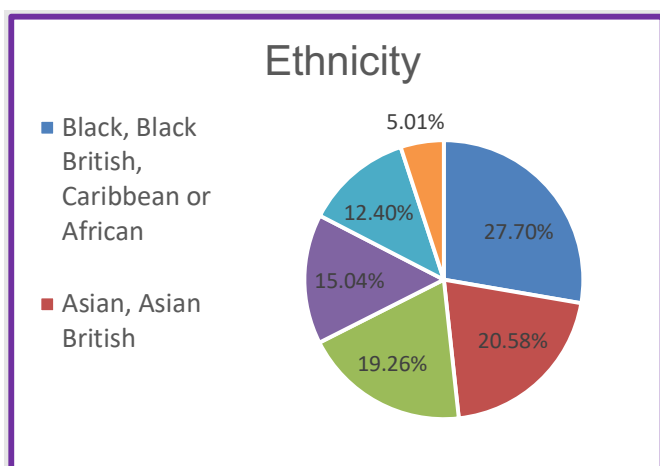
KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

Our client was a lone parent with three dependent children and also the carer of a disabled adult. The family were in Local Authority (LA) tenants, in overcrowded and unsuitable accommodation. One of the younger children was beginning to display behavioural problems at school due to having to share a bedroom with their disabled sibling. They had been on a waiting list for a transfer since 2017, with no realistic prospect of being rehoused due to being assigned low priority. Our housing caseworker was able to obtain medical evidence and present an argument to get the family higher priority. The LA reassessed and placed the family in Band A, which is the highest level of priority and means the family can expect to receive an offer of suitable housing within six months.

Our Client Profile

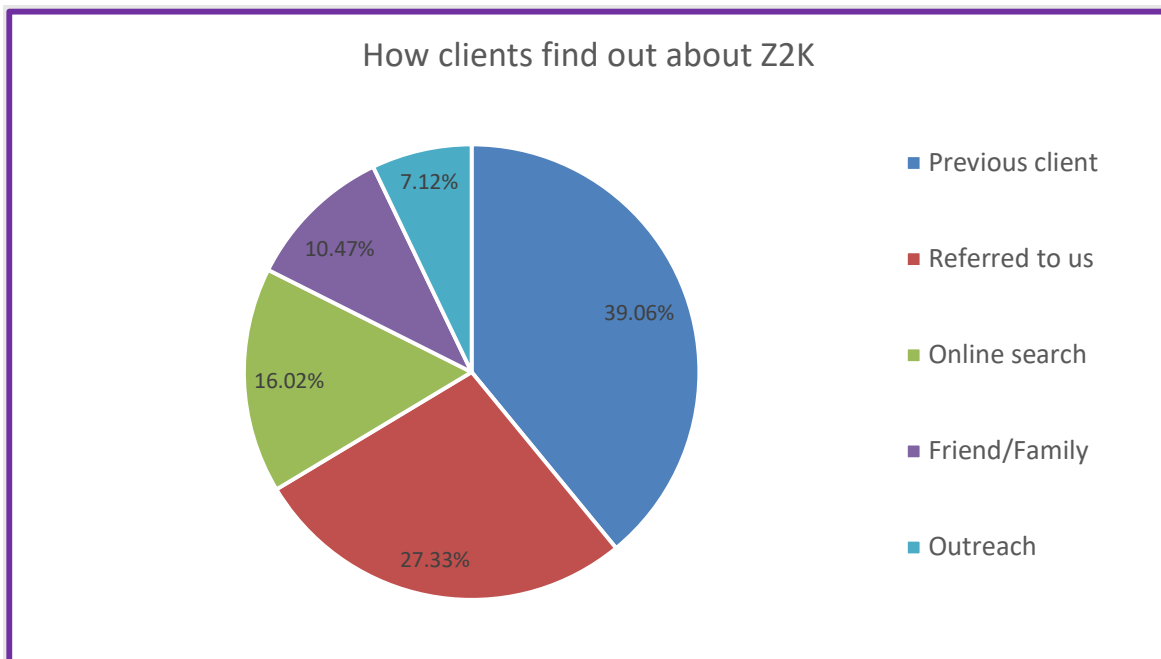
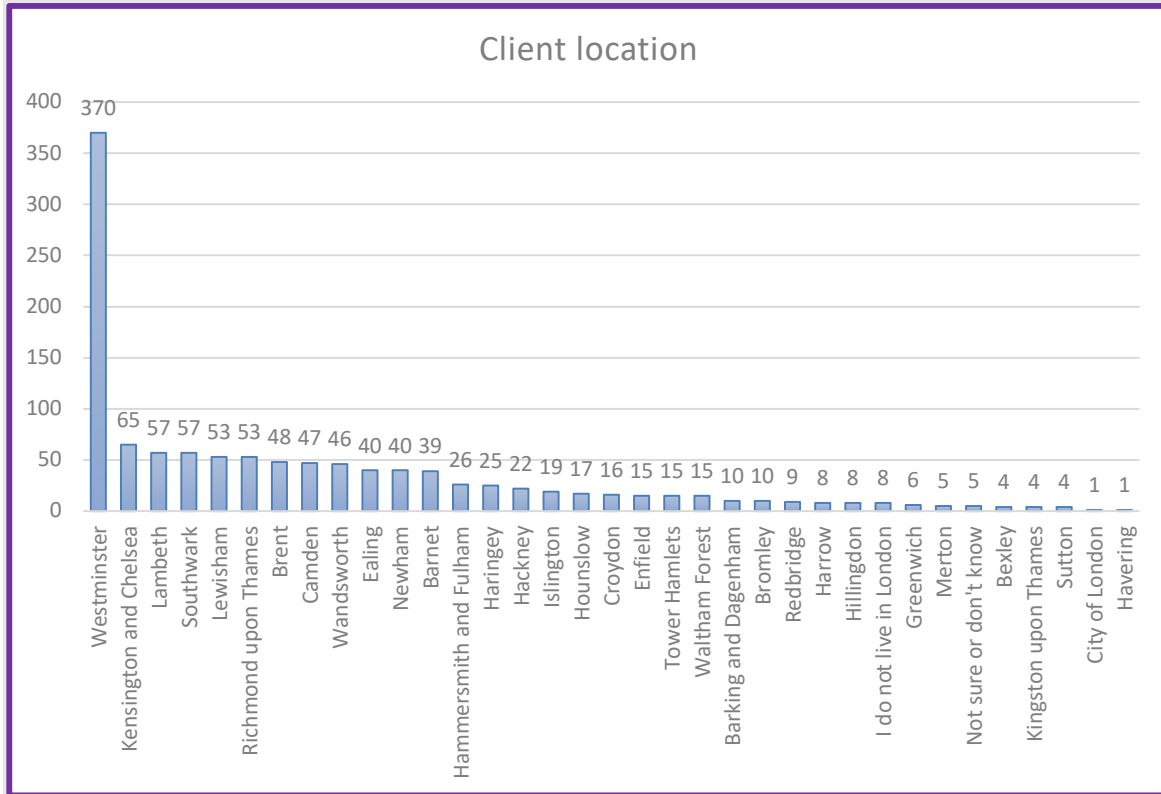
An important part of demonstrating our impact is understanding the barriers that prevent some people from accessing our services and ensuring that we are serving all sections of the community. For example we have made a significant investment in interpreting services to ensure that language is not a barrier to using our services. We supported 113 clients with interpreting services, using 14 different languages, most frequently to enable them to pursue appeals and secure their legal entitlement to benefit.

Another aspect is understanding who our clients are, and in 2023 we overhauled some of our monitoring processes to ensure we have better insight into our client community. For example we now know that our clients are most likely to be living in social housing (41%) with another 19% living in temporary accommodation. Around a third of our clients are families with school age children, and women make up 64% of our clients. These insights have already fed into our strategy review and helped us identify future funding opportunities.



**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023



**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

OUR CLIENTS, AND OTHER EXPERTS BY EXPERIENCE, HAVE A STRONGER VOICE IN POLICY DEVELOPMENT, DECISION-MAKING, AND PUBLIC DEBATE

Over the last year, we have further embedded the participation of those with lived experience (experts by experience) in our work. Our experts by experience are not only our clients but also those with lived experience from across the UK. They collaborate in our work at various levels of participation, from consultation to co-production, including participating in organisational decision-making (e.g. recruitment processes, policy development, campaign design) and external influencing work (e.g. meetings with MPs/Ministers). We have established a core experts by experience network (currently nine regular members) and work with them across a range of issues, with the focus over the last year on campaigning and influencing work.

Experts by experience have been involved in the development and delivery of our core policy and influencing work, as detailed above. During 2023 we have built up our expert by experience group, who meet regularly to help inform our policy prioritisation and campaign development. Experts by experience were involved in developing the messaging for our campaign 'Security Not Sanctions', for example, which brings our policy and influencing work on disability benefits reforms together under a new umbrella. As outlined above in relation to our core areas of focus, the group have also been able to directly influence through feeding into Select Committee inquiries, attending parliamentary events, featuring in the media, and attending meetings, for example. One described Z2K's participation activity as building "a middle ground between those who make decisions and those who live by those decisions that are ultimately made for them".

In addition, during 2023, Z2K started developing our new five-year organisational strategy. We involved experts by experience in the development process with an ambition to co-produce the strategy with them, staff and Trustees. Two of the peer researchers recruited for the TA project (outlined above) have also fed into this core participatory work by contributing to workshops on developing Z2K's organisational strategy.



VOLUNTEERS

We are extremely grateful to our volunteers who gave up their time and lent us their expertise across 2023. This includes our Trustees, our longstanding volunteers within our Advice & Casework team, and the many probono representatives within our ProBono Project who support us to represent clients appealing negative benefits decisions.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

KEY ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE IN 2023

PARTNERSHIPS & MEMBERSHIPS

We continued to work with Westminster Citizens Advice Bureau (CAB), attending their 'Advice Shop' outreach clinics throughout 2023. We are active members of the LLLST London Specialist Advice Forum Steering Group, the Westminster Advice Forum and the HMCTS Determination of Means Working Group. We would like to thank Turn2Us for our ongoing partnership through which we facilitate access to vital hardship grants for our clients. We also contribute to various several cross-sector panels and communities of practice, including: His Majesty's Court and Tribunals Service User Group; Administrative Justice Council Advice Sector Panel; National Association of Welfare Rights Advisers, Justice and Innovation Group.

Our ongoing partnerships with 11 corporate law firms and two university legal clinics provide vital additional capacity for benefit appeals. These include: Allen & Overy LLP; Charles Russell Speechlys LLP; Cooley (UK) LLP; Freshfields Bruckhaus Deringer LLP; Kingsley Napley LLP; Kirkland & Ellis International LLP; Mayer Brown International LLP; Morrison & Foerster (UK) LLP; Osborne Clarke LLP; Shearman & Sterling (London) LLP; and Hogan Lovells LLP; Kings College London Legal Clinic; Queen Mary University of London Legal Advice Centre.

We continue to be an active member of the End Child Poverty Coalition and remain engaged with the London Child Poverty Alliance and 4 in 10 working together to ensure a stronger voice in the sector on issues concerning child poverty. We also continue to contribute to the work of the Disability Benefits Consortium, as a steering group member, to challenge unfairness in the benefits system for disabled people. Additionally, Z2K continues to be an active member of the Renters Reform Coalition, which brings together those who want to see the Government urgently introduce legislation to end the use of section 21 "no fault" evictions in the PRS as well as push for wider reforms to protect tenants. At a local level, we actively participate in the Westminster Temporary Accommodation Action Group and the Westminster PRS Strategy Group and Savills London PRS Research Advisory Group.

Throughout the year we have contributed to the: IPPR Advisory Group on Working Age Social Security & Employment Support; Trust for London Steering Group for Research on Local Authority Approaches to Temporary Accommodation; JUSTICE's Outsourcing and Administrative Justice Working Party.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

OUR FUNDERS AND SUPPORTERS

Thank you to the organisations and individuals who supported our work in 2023. Fundraising during the year secured grants income of £724,856 (2022: £702,702) and donations and legacies totalling £149,115 (2022: £109,404). It was a competitive fundraising environment, but our work is only possible with our funders and supporters.

The majority of Z2K's funding comes from trust and foundation grants. Our main grant supporters in 2023 were: AB Charitable Trust, the Charles Russell Speechlys Foundation, City Bridge Foundation – London's biggest independent charity funder, Drapers Charitable Fund, the Henry Smith Charity, the Inman Charity, the John Ellerman Foundation, LHA London LTD, Lloyds Bank Foundation for England & Wales, London Catalyst, The London Legal Support Trust, the Nationwide Foundation, the Oak Foundation, a foundation advised by Porticus UK, the Strand Parishes Trust, Trust for London, Trust for London and Oak Foundation's joint initiative: The Better Temporary Accommodation for Londoners Fund, Westminster Amalgamated Charity, and the Westminster Foundation.

We were also grateful to receive financial support from Westminster City Council, as well as funding from the Government's Community Organisations Cost of Living Fund delivered by The National Lottery Community Fund.

We continue to receive pro bono support from corporate law firms who have represented many of our clients at the First-Tier Social Security Tribunal, leading to donations to Z2K from Allen & Overy LLP, Charles Russell Speechly LLP, Cooley (UK) LLP, Freshfields Bruckhaus Deringer LLP, Hogan Lovells, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, Osborne Clarke LLP and Shearman & Sterling (London) LLP.

Similarly, we thank Bryan Cave Leighton Paisner LLP, Dentons UK LLP, Garden Court Chambers Special Fund, George Cadbury Fund Limited, and Oak Foundation for their donations.

We remain grateful to all individual donors, including those who commit to us regularly and those who donate one-off contributions to the work of Z2K. This includes all those who donated during the annual London Legal Walk and those who generously donated to our Pro Bono Week campaign. We also had five runners in the ASICs London 10k this year, who collectively raised an incredible £2,046 for our charity—a huge thank you to our runners and those who generously donated to Z2K.

Z2K is registered with the Fundraising Regulator, an independent, non-statutory body that regulates fundraising across the charitable sector.



**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

FINANCIAL REVIEW

Financial statements

The financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" 2019 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

Statement of financial activities

The Statement of financial activities is shown on page 30 with a more detailed analysis of income and expenditure within the notes to the financial statements.

The total income for the year was £891,592 (2022: £823,429). Our income performance is largely attributed to the support of various funders, with grants being the charity's main income. Whilst we are pleased to have report an increase in income, this modest 8.3% increase from the previous year reflects an ongoing challenging fundraising environment. The protracted impacts of the Covid-19 pandemic, increasing inflation and increased demand for support services have affected the availability of grant funding as well as donor behaviour. In addition, a number of grant funders shifted their priorities. Income from corporate donations increased reflecting our efforts to diversify income streams and further develop relationships with corporate partners. We have invested further in our fundraising team to support our diversification ambitions, in recognition of the ongoing challenging trust and foundation funding environment.

The total expenditure for the year was £921,208 (2022: £878,277). This slight increase in expenditure reflects the impact of inflation and higher costs on the charity. This includes the costs of uprating staff salaries at the start of 2023 after a benchmarking exercise and an additional cost of living increase. Staff costs remain our largest single cost, comprising 79% of costs at £696,805 (2022: £661,864) in total. Our average headcount in the year was 18 (2022: 17).

Our total expenditure on charitable activities for the year was £839,044 (2022: £827,652). This represents 91% of our expenditure, which means that for every £1 spent, 91p was spent on our work in delivering social welfare advice and representation, policy, research and campaigns. Our overall fundraising costs have increased by 62% as we have invested additional resources in our fundraising team to help us meet the challenges of the current fundraising environment. We anticipate a greater impact of this additional resource on our income level in 2024.

Our charitable expenditure is divided across four activities. Casework and Support Services incurred the largest expenditure of £552,408 (66%), followed by Policy & Campaigns at £197,040 (23%), Core Activities expenditure of £84,272 (10%) and £5,324 (1%) expenditure on Relief of Poverty.

Our cost of delivering charitable activities is divided into direct costs and support costs. Direct costs are those directly incurred when implementing charitable activities. Support costs are costs not directly related to a specific activity. Of our total expenditure incurred for charitable activities of £839,044, 81% constituted direct costs, and 19% support costs. Our support costs cover items including premises, staff training, governance & professional fees, and other expenditures essential to the effective delivery of charitable activities. Staff costs form the majority of our charitable expenditure.

Balance sheet

Overall, the charity recorded a deficit of £29,616 (2022: deficit of £54,848) which has resulted in a combined fund balance of £412,886 (2022: £442,502) at the year-end. Of these, £38,654 are restricted to specific ongoing projects and will be spent in future years. The Charity's free-reserves figure is £374,232, which equates to the unrestricted reserves fund balance of £374,232 less the charity's fixed assets (the charity has £Nil fixed assets as set out in note 20, page 43).

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

FINANCIAL REVIEW – Continued

Reserves have decreased this year due to the recorded year-end deficit.

Current assets this year have increased slightly to £784,924 (2022: £695,130) due to increased cash at bank figure of £705,384 (2022: £653,464) and debtors at £79,540 (2022: £41,666). An analysis of the net assets of the funds can be found in note 24 page 44, with the movements with each fund detailed in note 25 pages 45-46.

Principal funding sources

The charity is dependent upon grants and donations from individual donors and institutions. A full list of grants and donations received is set out in note 4 page 37 to the accounts.

Future outlook

The fundraising landscape remains challenging with increasing competitiveness of limited grant funding as demand increases alongside a shift in priorities of a number of funders. Additionally, the challenging economic environment and inflationary pressures are impacting giving from individuals as well as trusts and foundations.

However, the charity maintains a steady financial position with cash at bank year-end of £705,384 (2022: £653,464), a combined fund balance of £412,886 (2022: £442,502), and free reserves of £374,232 (2022: £436,172) which is roughly equivalent to 4 months of total budgeted expenditure for 2023.

The Charity makes use of trackers to monitor our progress towards meeting costs and fundraising targets which include our pipeline of grant funding applications. The trustees regularly review its contingency plans for how expenditure would be reduced in the event of significant shortfalls in projected income.

The majority of our income comes from trust and foundation grants. We continue in our efforts to diversify income sources, with a focus on corporate relationships as current inflationary pressures impact individual giving. We also intend to develop a refreshed fundraising strategy in 2024, following the approval of a revised five-year organisational strategy.

Z2K endeavours to maximise the impact of our activities and our resources. We will continue our efforts to increase our income in support of delivering our charitable objectives to maximum effect and to maintain financial security. Based on our 2024 budget, the charity expects to generate income of £1,113,926 and spend £1,113,926.

Investment policy and objectives

The charity's Articles of Association does not confer any specific rights or restrictions on us as trustees in respect of investing its funds. The funds received by the charity during the year under review were not sufficient to justify separate investment, other than to be held on deposit with the charity's bankers. A sum of £85,039 was maintained in an interest-bearing notice account and £85,000 each in two instant access account as at year end. An initial deposit of £100 was made in a fourth account by year end.

Reserves policy

The trustees aim to maintain an amount on general fund equivalent to three - six months of expenditure, although this is dependent on the level of donations received. At 31 December 2023, the charity held approximately 4months (2022: 4.5 months) of total projected annual expenditure in unrestricted free reserves figure of £374,232. The Charity's reserves policy is reviewed annually. In assessing the charity's financial requirements, Trustees will consider the current high degree of uncertainty in the economy, fundraising environment, and the charity sector that could affect both income and expenditure.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

FINANCIAL REVIEW - Continued

Risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the governance, operation and finances of the charity as well as external factors. Risks are assessed in terms of impact and likelihood and are reviewed at least quarterly by the Finance and Risk Committee, and annually by all the trustees. We have identified the following key risks and have plans in place to mitigate:

1. **Loss of key staff:** as a small charity, in a competitive environment, we know that we have to work hard to retain key staff. The Charity has also been impacted by the sector wide recruitment challenges being felt across the voluntary sector but particularly within the advice sector. Recruitment and retention remain a key risk for the Charity. At the start of 2023, we implemented a new pay structure and policy which increases pay for staff at all levels, as well as improved the benefits and paid leave. We will regularly review our pay & benefits package and implement further improvements if affordable. We will also continue to invest in staff training and ensure development opportunities.
2. **Inability to increase/maintain income to sustain our work:** the charity continues to closely monitor trends within the economy, fundraising environment, and charity sector that could impact our income and expenditure. The high level of uncertainty across these three areas increases risk for the charity. Management accounts, income and project trackers are reviewed regularly to assess progress against fundraising targets. We also ensure close monitoring of funded projects to ensure that grant conditions are met, and projects are delivered on time and in budget. Our reserves policy and linked financial planning, will support the charity to meet its commitments in 2024 and continue to deliver our vital work.
3. **Dependency on income sources:** we recognise that the majority of our income comes from trusts and foundations. We will develop a new fundraising strategy in 2024. This will include a focus on our approach and tactics to diversify our income sources, seeking to increase the range of trusts & foundations who fund as well as increasing our capacity and capability to develop fundraising in other areas such as individual and corporate donations.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

PLANS FOR THE FUTURE

Building on our successes in 2023, we will continue our work towards our strategic aims: Improved incomes and dignity, fairness, and respect for those interacting with the social security system; Improved housing security and more people can live in affordable and decent homes; Our clients, and other experts by experience, have a stronger voice in policy development, decision-making, and public debate.

We will reach across London providing vital advice and representation for people to realise their rights and take every opportunity to campaign for change on the key issues affecting our clients. We will ensure our existing casework referral partnerships remain effective and seek to develop additional partnerships to ensure those who require specialist support can reach our services. We aim to scale our Probono Project and Form Filling Clinic pilot increasing the number of partners and volunteers who are engaged in the project. We will complete our review of our housing advice and casework services and implement changes. We will continue to focus our campaigning efforts on defending and improving benefits for disabled and seriously ill people. Our projects on Temporary Accommodation and the Private Rented Sector in Westminster will move onto their next phase, with experts by experience leading the research, policy development and influencing activities. And, in an election year, we will seek to inform political parties on the key changes needed to prevent and alleviate poverty in the UK.

We will continue to progress our internal objectives to build our service and operational effectiveness; improve our impact evaluation, invest in our people; and ensure sustainable income.

In 2024, we will also produce our new strategy setting our vision for the next five years. We have made significant progress on the development of this new strategy, with trustees, staff and experts by experience all playing a key role in its development.

**THE ZACCHAEUS 2000 TRUST
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2023**

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also directors of The Zacchaeus 2000 Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and 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 the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Auditors

Myrus Smith was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Small Companies

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

Emeka Forbes – Chair of the Board of Trustees of The Zacchaeus 2000 Trust



27 June 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2023, 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 Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Other information

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

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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but it is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ZACCHAEUS 2000 TRUST

Use of our report

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

Kevin Fisher BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditors
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

27 June 2024

**THE ZACCHAEUS 2000 TRUST
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
INCOME FROM					
Donations and legacies	2	149,115	-	149,115	109,404
Charitable activities					
Grants	4	336,334	388,522	724,856	702,702
Other trading activities	5	13,480	-	13,480	9,738
Investments	6	4,141	-	4,141	1,585
Total		<u>503,070</u>	<u>388,522</u>	<u>891,592</u>	<u>823,429</u>
EXPENDITURE ON					
Raising funds:	7	82,164	-	82,164	50,625
Charitable activities					
Activities	8	84,272	754,772	839,044	827,652
Total		<u>166,436</u>	<u>754,772</u>	<u>921,208</u>	<u>878,277</u>
NET INCOME/(EXPENDITURE)		336,634	(366,250)	(29,616)	(54,848)
Transfers between funds	25	(398,574)	398,574	-	-
NET MOVEMENT IN FUNDS		<u>(61,940)</u>	<u>32,324</u>	(29,616)	(54,848)
RECONCILIATION OF FUNDS					
Total funds brought forward	25	436,172	6,330	442,502	497,350
TOTAL FUNDS CARRIED FORWARD		<u>374,232</u>	<u>38,654</u>	412,886	442,502

All activities relate to continuing operations.

The notes on pages 33 to 48 form part of these financial statements

THE ZACCHAEUS 2000 TRUST
Registered number: 05442501
BALANCE SHEET
AT 31 DECEMBER 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
FIXED ASSETS					
Tangible assets	20	-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors	21	36,425	43,115	79,540	41,666
Cash at bank and in hand		534,106	171,278	705,384	653,464
		570,531	214,393	784,924	695,130
CREDITORS					
Amounts falling due within one year	22	(196,299)	(175,739)	(372,038)	(252,628)
NET CURRENT ASSETS		374,232	38,654	412,886	442,502
TOTAL ASSETS LESS CURRENT LIABILITIES		374,232	38,654	412,886	442,502
NET ASSETS		374,232	38,654	412,886	442,502
TOTAL FUND OF THE CHARITY					
Unrestricted funds	24			374,232	436,172
Restricted funds				38,654	6,330
TOTAL FUNDS	25			412,886	442,502

These financial statements have been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board of Trustees on **27 June 2024** and signed on its behalf by:

Emeka Forbes (Chair) – Trustee



Robin Jarvis (Treasurer) – Trustee



The notes on pages 33 to 48 form part of these financial statements

**THE ZACCHAEUS 2000 TRUST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 £	2022 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	<u>51,920</u>	<u>(106,534)</u>
	<u>51,920</u>	<u>(106,534)</u>
Change in cash and cash equivalents in the year	<u>51,920</u>	<u>(106,534)</u>
Cash and cash equivalents at the start of the year	<u>653,464</u>	<u>759,998</u>
Cash and cash equivalents at the end of the year	<u>705,384</u>	<u>653,464</u>

CASH FLOW NOTES

	2023 £	2022 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net (expense) income for the reporting period (as per the statement of financial activities)	<u>(29,616)</u>	<u>(54,848)</u>
Adjustments for:		
(Increase) in debtors	<u>(37,874)</u>	<u>(22,109)</u>
Increase/(decrease) in creditors	<u>119,410</u>	<u>(29,577)</u>
Net cash provided by/(used in) operating activities	<u>51,920</u>	<u>(106,534)</u>

	2023 £	2022 £
Analysis of cash and cash equivalents		
Bank and cash in hand	<u>705,384</u>	<u>653,464</u>
Total cash and cash equivalents	<u>705,384</u>	<u>653,464</u>

The notes on pages 33 to 48 form part of these financial statements

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

1.1 Company status

The Zacchaeus 2000 Trust is a charitable company limited by guarantee and registered in England and Wales. The registered office and company registration number are detailed on page 1.

1.2 Basis of preparation

The Zacchaeus 2000 Trust meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are presented in sterling, which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.3 Preparation of the accounts on a going concern basis

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees have made this assessment taking into account the Charity's unrestricted reserves, secured funding going forward and current and planned activities.

1.4 Judgement and key sources of estimation uncertainty

In the application of the charity's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for specific purposes. Designated funds are unrestricted funds set aside by the trustees for specific purposes. Restricted funds are funds whose use is restricted to specific purposes according to the grant terms of the specific restrictions imposed by the donor or which have been raised for a particular purpose. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

- The charity has entitlement to the funds;
- Any performance conditions have been met or are fully within the control of the charity;
- There is sufficient certainty that receipt of the income is considered probable; and
- The amount can be measured reliably.

Income received in advance of a project or other specified service is deferred until the criteria for income recognition are met (see note 23, page 44).

**THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. ACCOUNTING POLICIES – continued

1.7 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required, and the amount can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds which comprise those costs associated with seeking donations, grants and other fundraising costs;
- Expenditure on charitable activities, which comprises the costs of running the various activities and services for the charity's beneficiaries.

1.8 Allocation of support costs

Support costs are apportioned on the basis of staff time. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the trust's charitable activities (see notes 8,10 and 12, pages 39-40).

1.9 Volunteers and donated services

A certain amount of time is expended on the charity's activities, which is donated free of charge. It is not possible to quantify the value of time given and accordingly it is neither recorded as donated income nor as an expense in the accounts.

1.10 Tangible fixed assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Asset Category	Annual Rate
Computers	- 33.33% on cost
Fixtures and fittings	- 25% on cost

1.11 Financial instruments

The charity only has financial instruments of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account, as well as cash in handheld by charity at the year end.

**THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. ACCOUNTING POLICIES – continued

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are recognised at the invoiced cost prepaid.

1.14 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010. Accordingly, it is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied to exclusively charitable purposes. No provision for taxation has been made in these financial statements.

1.16 Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

1.17 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the scheme are charged to the Statement of Financial Activities in the year to which they relate.

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. INCOME FROM DONATIONS AND LEGACIES

	2023	2022
	£	£
Corporate Donations	88,000	67,705
Individual Donations	13,646	8,614
Other - restricted	-	25,666
Other - unrestricted	47,469	<u>7,419</u>
	<u>149,115</u>	<u>109,404</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Core Activities	336,334	324,603
Casework and Support Services	280,943	191,675
Policy and Campaigning	105,479	179,398
Relief of Poverty	2,100	<u>7,026</u>
	<u>724,856</u>	<u>702,702</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4. GRANTS RECEIVED

	2023 £	2022 £
Restricted	388,522	378,099
Unrestricted	<u>336,334</u>	<u>324,603</u>
	<u>724,856</u>	<u>702,702</u>

Restricted

	2023 £	2022 £
Allen & Overy Foundation	-	25,000
City Bridge Trust Foundation	30,000	35,000
Clifford Chance Foundation	-	5,000
Drapers Charitable Fund	10,000	-
Edward Harvist Trust	-	5,000
Esmee Fairbairn Foundation	-	33,333
Henry Smith Charity	60,000	60,000
Hyde Park Place Estate Charity	-	5,000
LHA London LTD	25,000	25,000
Lloyds Bank Foundation for England & Wales	28,326	32,148
London Catalyst	1,800	1,750
London Legal Support Trust	75,937	18,750
National Lottery Community Fund	42,006	-
Nationwide Foundation	26,236	51,750
Relief of Poverty – other grants	300	1,126
Strand Parishes Trust	5,000	650
Travers Smith	-	1,000
Trust for London	50,917	62,167
Westminster Amalgamated Charity	8,000	8,000
Westminster City Council	<u>25,000</u>	<u>7,425</u>
	<u>388,522</u>	<u>378,099</u>

Unrestricted

	2023 £	2022 £
AB Charitable Trust	22,000	-
City Bridge Trust Foundation	-	3,019
The Charles Russell Speechlys Foundation	25,000	25,000
Inman Charity	5,000	-
John Ellerman Foundation	50,000	-
Lloyds Bank Foundation for England & Wales	-	2,250
London Legal Support Trust	10,000	10,000
Nationwide Foundation	-	-
Oak Foundation	160,000	160,000
A Foundation advised by Porticus UK	20,000	80,000
Westminster Foundation	<u>44,334</u>	<u>44,334</u>
	<u>336,334</u>	<u>324,603</u>
	<u>724,856</u>	<u>702,702</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events and activities	3,312	2,641
Training and workshops	2,760	350
Recharges and hardship claims	-	147
Other	<u>7,408</u>	<u>6,600</u>
	<u>13,480</u>	<u>9,738</u>

Income earned from other activities was £13,480 (2022: £9,738) of which £13,480 related to unrestricted funds (2022: £9,099) and £nil related to restricted funds (2022: £639).

6. INVESTMENT INCOME

	2023	2022
	£	£
Bank Interest - unrestricted	<u>4,141</u>	<u>1,585</u>
	<u>4,141</u>	<u>1,585</u>

7. COST OF RASING FUNDS

	2023	2022
	£	£
Fundraising costs	4,586	837
Wages and salaries	74,620	47,719
Pension costs	<u>2,958</u>	<u>2,069</u>
	<u>82,164</u>	<u>50,625</u>

Of the £82,164 expenditure recognised in the year (2022: £50,625), £82,164 (2022: £50,625) was charged to unrestricted funds and £Nil (2022: £Nil) was charged to restricted funds.

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

8. EXPENDITURE BY CHARITABLE ACTIVITIES

Cost directly allocated

	2023	2022
	£	£
Core Activities	40,630	47,104
Casework and Support Services	465,109	436,988
Policy and Campaigning	167,946	174,222
Relief of Poverty	<u>5,324</u>	<u>8,540</u>
	<u>679,009</u>	<u>666,854</u>

Support costs allocated

	2023	2022
	£	£
Core Activities	43,642	44,666
Casework and Support Services	87,299	80,399
Policy and Campaigning	<u>29,094</u>	<u>35,733</u>
	<u>160,035</u>	<u>160,798</u>
	<u>839,044</u>	<u>827,652</u>

Support costs, which are costs not directly related to a specific activity, are allocated based on the proportion of staff (calculated based on staff numbers) working across the three activities as follows: Casework and Support Services 54.55% (2022: 50%); Policy and Campaigning 18.18% (2022: 22.22%); and Core Activities 27.27% (2022: 27.78%).

9. DIRECT CHARITABLE EXPENDITURE

	2023	2022
	£	£
Staff and related costs	625,178	621,333
Direct Project costs	44,810	33,493
Premises costs	100	422
Office admin costs	7,005	6,534
Professional fees and other costs	<u>1,916</u>	<u>5,072</u>
	<u>679,009</u>	<u>666,854</u>

10. SUPPORT COSTS

	2023	2022
	£	£
Staff and related costs	6,600	11,438
Premises costs	84,740	91,866
Office admin costs	37,687	33,322
Professional fees and other costs	24,902	18,681
Governance costs	<u>6,106</u>	<u>5,491</u>
	<u>160,035</u>	<u>160,798</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

11. PROFESSIONAL FEES AND OTHER COSTS	2023	2022
	£	£
Accountancy and Bookkeeping	15,914	10,683
AQS Monitoring Audit costs	-	1,512
Bank Charges	146	225
Consultancy	224	-
HR costs	6,104	7,351
Legal costs	13	13
Subscriptions	4,417	3,969
	<u>26,818</u>	<u>23,753</u>
12. GOVERNANCE COSTS	2023	2022
	£	£
Accounts Preparation	1,350	1,350
Audit fee	3,600	3,540
Trustees Expenses	1,155	601
	<u>6,105</u>	<u>5,491</u>
13. NET INCOMING/(OUTGOING) RESOURCES		
Net resources are stated after charging/(crediting):		
	2023	2022
	£	£
Audit fee	3,600	3,540
Operating lease rentals	76,000	76,243

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

14. STAFF COSTS

	2023	<i>2022</i>
	£	£
Wages and salaries	617,520	<i>585,600</i>
Social security costs	54,818	<i>54,749</i>
Pension costs	<u>24,467</u>	<i><u>21,515</u></i>
	<u>696,805</u>	<i><u>661,864</u></i>

One employee had employee benefits in excess of £60,000 in the £80,000- £90,000 band (2022: One in the £70,000-£80,000 band).

One trustee (2022: one trustee) received re-imbusement of £53 for expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on page 5 of the trustees' report). The total employee benefits of the key management personnel of the charity were £218,712 (2022: £161,539).

15 STAFF NUMBERS

The average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023	<i>2022</i>
	Number	Number
Senior Management Team	4	<i>4</i>
Direct Charitable	11	<i>10</i>
Administrative and Support	<u>3</u>	<i><u>3</u></i>
	<u>18</u>	<i><u>17</u></i>

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £Nil) During the year, one trustee was reimbursed £53 for disbursements (2022 £37) in respect of other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

17. PENSION COSTS

The charity has a defined contribution pension scheme, which all employees are entitled to join. The charity contributes 4% and the employees contributed a minimum of 4% and employees may make further additional voluntary contributions.

During the year ended 31 December 2023 the charity's total contributions amounted to £24,467 (2022: £21,515).

The trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's on-going activities.

18. TRANSACTIONS AND RELATED PARTIES

There were no material related party transactions during the year.

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2022) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME FROM			
Donations and legacies	83,738	25,666	109,404
Charitable activities			
Grants	324,603	378,099	702,702
Other trading activities	9,099	639	9,738
Investments	<u>1,585</u>	<u>-</u>	<u>1,585</u>
Total Income	<u>419,025</u>	<u>404,404</u>	<u>823,429</u>
EXPENDITURE ON			
Raising funds:	50,625	-	50,625
Charitable activities			
Core Activities	91,770	735,882	827,652
Total	<u>142,395</u>	<u>735,882</u>	<u>878,277</u>
NET INCOME/(EXPENDITURE)	<u>276,630</u>	<u>(331,478)</u>	<u>(54,848)</u>
Transfers between funds	<u>(328,669)</u>	<u>328,669</u>	<u>-</u>
NET MOVEMENT IN FUNDS	<u>(52,039)</u>	<u>(2,809)</u>	<u>(54,848)</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

20. TANGIBLE FIXED ASSETS

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2023	28,069	1,077	29,146
Additions	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
DEPRECIATION			
At 1 January 2023	28,069	1,077	29,146
Charge for year	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
NET BOOK VALUE			
At 31 December 2023	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2022	<u>-</u>	<u>-</u>	<u>-</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other debtors	54,057	16,953
Prepaid expenses	<u>25,483</u>	<u>24,713</u>
	<u>79,540</u>	<u>41,666</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	13,561	8,675
Social security and other taxation	15,821	12,014
Other creditors	4,765	4,133
Deferred income	330,624	214,667
Accrued expenses and deferred income	<u>7,267</u>	<u>13,139</u>
	<u>372,038</u>	<u>252,628</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

23. DEFERRED INCOME

	2023	<i>2022</i>
	£	£
Opening deferred income	214,667	221,666
Amounts deferred in the year	638,202	597,330
Released to income	(522,245)	<i>(604,329)</i>
Closing deferred income	<u>330,624</u>	<i><u>214,667</u></i>

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted	Restricted	2023	<i>2022</i>
	Funds	Funds	Total	<i>Total</i>
	£	£	Funds	<i>Funds</i>
	£	£	£	£
Fixed assets	-	-	-	-
Current assets	570,531	214,393	784,924	695,130
Current liabilities	<u>(196,299)</u>	<u>(175,739)</u>	<u>(372,038)</u>	<i><u>(252,628)</u></i>
	<u>374,232</u>	<u>38,654</u>	<u>412,886</u>	<i><u>442,502</u></i>

Comparative year information for the net assets between funds:

	Unrestricted	Restricted	2022	<i>2021</i>
	Funds	Funds	Total	<i>Total</i>
	£	£	Funds	<i>Funds</i>
	£	£	£	£
Fixed assets	-	-	-	-
Current assets	635,332	59,798	695,130	779,555
Current liabilities	<u>(199,160)</u>	<u>(53,468)</u>	<u>(252,628)</u>	<i><u>(282,205)</u></i>
	<u>436,172</u>	<u>6,330</u>	<u>442,502</u>	<i><u>497,350</u></i>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

25. MOVEMENT IN FUNDS – current year

	At 1/1/23	Net movement in funds	Transfers between funds	At 31/12/23
	£	£	£	£
Unrestricted funds:				
General Fund	<u>436,172</u>	<u>336,634</u>	(398,574)	<u>374,232</u>
	436,172	336,634	(398,574)	374,232
Restricted funds				
Relief of Poverty Fund	2,629	(3,224)	2,313	1,718
Casework and Support Services	-	(271,465)	279,465	8,000
Policy and Campaigning	<u>3,701</u>	<u>(91,561)</u>	<u>116,796</u>	<u>28,936</u>
	6,330	(366,250)	398,574	38,654
	_____	_____	_____	_____
TOTAL FUNDS	<u>442,502</u>	<u>(29,616)</u>	-	<u>412,886</u>
	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds:				
General Fund	<u>503,070</u>	(166,436)	-	<u>336,634</u>
	503,070	(166,436)	-	336,634
Restricted funds				
Relief of Poverty Fund	2,100	(5,324)	-	(3,224)
Casework and Support Services	280,943	(552,408)	-	(271,465)
Policy and Campaigning	<u>105,479</u>	<u>(197,040)</u>	-	<u>(91,561)</u>
	388,522	(754,772)	-	(366,250)
	_____	_____	_____	_____
TOTAL FUNDS	<u>891,592</u>	<u>(921,208)</u>	-	<u>(29,616)</u>

THE ZACCHAEUS 2000 TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

25. MOVEMENT IN FUNDS – prior year

	At 1/1/22	Net movement in funds	Transfers between funds	At 31/12/22
	£	£	£	£
Unrestricted funds:				
General Fund	<u>488,211</u>	<u>276,630</u>	<u>(328,669)</u>	<u>436,172</u>
	488,211	276,630	(328,669)	436,172
Restricted funds				
Relief of Poverty Fund	3,504	(875)	-	2,629
Casework and Support Services	-	(300,046)	300,046	-
Policy and Campaigning	<u>5,635</u>	<u>(30,557)</u>	<u>28,623</u>	<u>3,701</u>
	9,139	(331,478)	328,669	6,330
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>497,350</u>	<u>(54,848)</u>	<u>-</u>	<u>442,502</u>
	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds:				
General Fund	<u>419,025</u>	<u>(142,395)</u>	<u>-</u>	<u>276,630</u>
	419,025	(142,395)	-	276,630
Restricted funds				
Relief of Poverty Fund	7,665	(8,540)	-	(875)
Casework and Support Services	217,341	(517,387)	-	(300,046)
Policy and Campaigning	<u>179,398</u>	<u>(209,955)</u>	<u>-</u>	<u>(30,557)</u>
	404,404	(735,882)	-	(331,478)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>823,429</u>	<u>(878,277)</u>	<u>-</u>	<u>(54,848)</u>

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26. FUND DESCRIPTION

Unrestricted funds

The charity holds unrestricted funds for its general expenditure and some of the grant funding received is to support the core activities of the charity. The transfer of £398,574 from the general fund to the various restricted funds is to support the various charitable activities that the charity undertakes. Grants were received this year from, AB Charitable Trust, The Charles Russell Speechlys Foundation, the Inman Charity, the John Ellerman Foundation, the London Legal Support Trust, the Oak Foundation, A Foundation advised by Porticus UK, and the Westminster Foundation.

Restricted funds:

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, Edward Harvist, Travers Smith, and the other small grants. The funds are used to provide direct donations, vouchers, and goods to individuals to relieve poverty.

The Casework and Support Services fund incorporates two areas of our charitable work – General Casework and ProBono Project. Grants and donations received specifically for these services enable our staff to support the prevention of and relief of poverty by providing advice and representation for people regarding their social security and housing issues. The ProBono project specifically supports clients appeal negative benefits decisions at the Social Security Tribunal with representation from pro bono lawyers.

The Policy and Campaigning fund consist of grants and donations received which enable the charity to continue its campaigns calling for immediate change to policies that are actively harming our clients in their everyday lives. Our policy work is embedded in the experiences of our clients and the evidence from our casework defines our policy focus. We work to influence at national and local level, and we prioritise the issues that impact most on our clients. The funding assists our work to reform the systems and policies that create injustice and drive poverty through parliamentary engagement & influencing as well as public campaigns.

All our work is practical, evidence based and aimed at enabling our clients to lead stable and dignified lives free from poverty.

Grant funding was received this year from various grant funders (detailed in note 4 to the accounts) to help fund various staffing posts within the specific projects which the charity undertakes, including funding from the City Bridge Foundation – London's biggest independent charity funder, Drapers Charitable Fund, the Henry Smith Charity, LHA London LTD, Lloyds Bank Foundation for England & Wales, London Catalyst, London Legal Support Trust, the Nationwide Foundation, Government's Community Organisations Cost of Living Fund delivered by The National Lottery Community Fund, the Strand Parishes Trust, Trust for London, Trust for London and Oak Foundation's joint initiative: The Better Temporary Accommodation for Londoners Fund, Westminster Amalgamated Charity, Westminster City Council.

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27. OPERATING LEASE COMMITMENTS

Total future minimum lease payments for non-cancellable operating leases are as follows:

	2023	2022
	£	£
Expiring:		
Within one year	26,307	54,771
Between one and five years	2,517	4,564
More than five years	-	-
	<u>28,824</u>	<u>59,335</u>

28. CAPITAL COMMITMENTS

The Charity has authorised and contracted for expenditure of £Nil. The Charity has authorised but not contracted for expenditure of £Nil in its capital budget for the upcoming year.

29. CONTINGENT ASSETS

Total grant funding awarded as at 31 December 2023 but not yet received and recognised as income due to the recognition criteria not being met amounts to £760,279 (2022: £777,380)

30. CONTINGENT LIABILITIES

There are no contingent liabilities to note.

31. LEGAL STATUS OF THE CHARITY

The Zacchaeus 2000 Trust is a private company (Company No: 05442501) incorporated in Great Britain and registered in England and Wales. The charitable company is limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The address of the registered office is given in the Legal and Administrative Information on page 1.