



Annual Impact Report

& Accounts 2024

31 December 2024 for the Zacchaeus 2000 Trust



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Foreword from Experts by Experience

At Z2K, we work in partnership with experts by experience to make sure everything we do is rooted in lived experience and to help challenge the unequal power relations that drive poverty and injustice. In this foreword, two of Z2K's core group of experts by experience share their experiences of working with Z2K in 2024 and their hopes for the year ahead.

"My work with Z2K in 2024 was about truth, action, and change. I got involved in raising concerns around the government's proposed changes to the benefits system, which could have devastating consequences for people already struggling. I shared what I have lived through – not for sympathy, but because I believe I am a voice for those left in the shadows.

I also received support from Z2K's advice services when I faced the very real threat of homelessness. There were many times when my local authority ignored me or failed to act, and Z2K stepped in to seek answers, challenge the delays, and make sure my situation was not brushed aside. Their support has been steady and compassionate – they have stood by me when I felt completely alone, and their help continues to make a real difference.

In 2025, I want to carry on working with Z2K and continue pushing for change. Without Z2K giving people like us the platform, our voices would not be heard. I also want to help Z2K become more widely recognised as a force that steers straight into the real problems people are facing – with honesty, courage, and compassion."

Roxie

"It was wonderful to put my energy towards meaningful initiatives with Z2K in 2024 that addressed issues which affect many of our lives in the UK. I was a Peer Researcher on the Temporary Accommodation research project, which benefited me and further lifted my aspiration in wanting to help bring meaningful change. Outside the DWP HQ, I was involved in giving an engaging speech around the disabilities benefits cuts, and that was an enjoyable morning made of hope.

I also received help from Z2K's casework team with my housing situation. Their support was defined by understanding, empathy, encouragement and the spirit of never giving up on unfair situations and injustice! Thinking back, it really brings tears of joy to my eyes on what has been achieved with Z2K fighting beside me and helping me to present the truth of faced realities. 2024, was truly transformational where Z2K sowed the seeds of ongoing successes alongside me, and I am so thankful.

In my work with Z2K, I would like to use what I have gone through in life to further help and give hope to others. Z2K is an amazing charity which has very intelligent staff, passionate about their work, and I want to assist where I can."

Miracle

Foreword from Chair

"2024 was a defining year for Z2K. It was the year we looked ahead - boldly and collectively - co-producing a new five-year strategy that will guide our work from 2025 onwards. Shaped by our staff, trustees, and, most importantly, experts by experience, this strategy is rooted in the belief that poverty in the UK is not inevitable.

This year, we directly supported over 1,200 people facing the devastating effects of poverty—helping people secure more than £4.4 million in financial benefits through our specialist advice and representation services. In a climate where social security has become increasingly inaccessible and housing costs ever more unaffordable, our work is a vital safety net and a force for justice.

We led the Security Not Sanctions campaign, pushing back on proposed reforms to disability benefits that would leave many worse off, and building powerful alliances with other organisations, MPs, and campaigners. This work not only protected vital income for hundreds of thousands in the short term, but also helped shape the public and political conversation—centring lived experience and evidence-led solutions.

We also made significant strides in housing justice. Our work contributed to the re-introduction and strengthening of the Renters Rights Bill and influenced local change through projects in Westminster, where people with lived experience shaped the future of housing policy in their communities.

This year was a powerful reminder of what sets Z2K apart: our integrated model of support, policy and campaigning, and our unwavering commitment to power-sharing. Experts by experience are not just part of what we do - they shape it, lead it, and ensure our work is grounded in real lives and real solutions.

Despite the difficult funding environment, we ended the year in a strong position—thanks to the generosity of our supporters and the fantastic work of our staff team. Our modest surplus and reserves allow us to enter the next chapter with ambition and care.

As we move into 2025 and begin implementing our new strategy, we do so with renewed energy and purpose. Our vision—a UK where everyone lives a life free from poverty—is bold. But our values are clear: we are fearless, inclusive, caring, curious, and committed to sharing power.

To everyone who has stood with us this year—thank you. Together, we will keep pushing for the change this country so urgently needs."



Emeka Forbes (Chair)

Trustees Report

The Trustees present their report and the audited financial statements for the year ended 31 December 2024.

Report of the Trustees

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 2024 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.

*Trustees Report (continued)***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 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.

Strategic Report

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

Our **'Security not Sanctions'** campaign was successful in preventing dangerous restrictions to incapacity benefits from being put in motion in 2024. We were the leading campaigner voice against previous government plans to tighten eligibility for incapacity benefits. The plans would have seen over 400,000 people with serious mobility or mental health problems miss out on over £400 a month from 2025. Planned secondary legislation to introduce these reforms was not laid before the dissolution of Parliament and the general election. The current government's manifesto included commitments to introduce its own reforms to incapacity and disability benefits, and we built significant consensus amongst influencers this year around what that reform should look like.

Key 'Security not Sanctions' campaigning actions and moments in 2024 included our supporter action opposing the planned secondary legislation on incapacity benefits, which generated 8,768 emails to Prospective Parliamentary Candidates. Following the election and the appointment of a new Secretary of State, we co-ordinated an open letter to Liz Kendall on future reform to the health and disability benefits system, signed by leading anti-poverty and disability charities including the Joseph Rowntree Foundation, Mind, and Disability Rights UK. We also gathered over 11,000 signatures for our [petition](#) calling on the Secretary of State to scrap the planned incapacity benefit reforms, which we [handed in to the Department for Work and Pensions in September](#).



Petition hand in at the Department for Work and Pensions. Pictured here are Z2K staff, alongside experts by experience, MPs and sector partners holding banners designed during a workshop with experts by experience.

Strategic Report (continued)

Before the general election was called, we identified flaws in the previous government's consultation on the planned changes to incapacity benefits. We initiated conversations with the Public Law Project about scoping out a potential judicial review case to challenge the consultation. A claimant was identified, we provided a witness statement, and the case was successfully launched. The previous government's original timeline to take forward the plans was extended. The consultation was ruled unlawful in early 2025, forcing the new government to re-consult

We also successfully launched our [Security Not Sanctions policy report](#), co-produced with people with lived experience of incapacity and disability benefits. The report proposed the government scrap their longer-term plans for reform and instead look at addressing the inadequacy and risk which currently characterize

the system. We met with several MPs, including Stephen Timms (now Minister for Social Security and Disability) and Debbie Abrahams (now Chair of the Work and Pensions Select Committee) to discuss our findings. We were invited to participate in two roundtables with Liz Kendall (now Secretary of State for Work and Pensions) and Alison McGovern (now Minister for Employment), in which our findings were shared, and Liz Kendall expressed interest in the report's insights. We were also invited to give oral evidence to the Work and Pensions Select Committee on the subject of disability benefits. Our key report recommendation around closing the gap between incapacity benefits and the low levels of the Standard Allowance gained traction: influential reports from the [Pathways to Work Commission](#) and the Institute for Fiscal Studies both suggested that the low level of the universal credit standard allowance is a significant factor behind the rise in economic inactivity.



Strategic Report (continued)

We continued to generate significant media coverage in this area throughout 2024. We featured over 70 times in print media on the subject, including in the [Guardian](#), the [Daily Express](#) and [the I.](#) We also featured on radio, including LBC and TV, including on [Channel 4 Dispatches](#).

Despite success in 2024, significant challenges still lie ahead in this area. The government announced £3 billion of cuts to health and disability benefits in the 2024 Autumn Budget, details of which were not set out.

Beyond our priority campaign, we have also actively campaigned on issues relating to the level of benefits, unfair caps, limits and sanctions and administrative failings. We have played an active role in the End Child Poverty Coalition this year, supporting calls for the scrapping of the two-child limit. We attended a roundtable with Stephen Timms at the end of 2024 to discuss social security in relation to the upcoming child poverty strategy. We also continued to monitor challenges with managed migration and feedback regularly to DWP via their stakeholder group. We put pressure on the government to adapt their approach to managed migration, featuring regularly in multiple news outlets in relation to this this year, including [the Sun](#) and [the Mirror](#).

Our frontline services provide significant and immediate improvements to individuals' lives through the assertion of rights to social security, an essential component of our anti-poverty strategy. At a time of cuts to social security provision this work is more relevant than ever.

1,560

Cases worked on in 2024, with 205 clients having 2 or more cases open at any one time.

£4,420,238

In current and future year financial benefit for our clients.

1,235

Clients supported in 2024

In 2024, Z2K supported 1,235 unique clients with 1,560 social security or housing cases. We achieved £4,420,238 in financial benefits for our clients. Helping people across Social Security benefits accounted for 60% of our casework in 2024.

Strategic Report (continued)

Personal Independence Payment (PIP) was the largest single area of work. Poor decision making often leaves disabled people without the vital income they need. Our work involves challenging negative decisions at appeal tribunals and taking cases to the Upper Tribunal if needed. Working on 570 PIP cases we secured £3,601,431 in additional benefits for our clients. Universal Credit continues to be a major cause of problems for many of our clients, with delays, deductions and mistaken assessments requiring specialist casework and advocacy to ensure clients receive their correct legal entitlement.

Social Security levels are too low to prevent poverty and leave too many with an inadequate income. Punitive measures such as the 2-child limit and the benefit cap exacerbate the problem and leave families unable to manage basic essentials even when their income has been maximised. Our caseworkers are able support clients in an immediate crisis who would otherwise be destitute with small grants from our own hardship funds. In 2024 we supported 20 clients with grants totalling £2,120. We were also able to again partner with Turn2Us to identify clients in need of urgent financial support, and 16 families received grants of £2,000 each.

Our pro bono project is a collaboration between Z2K and volunteers from leading law firms across the city, and two university legal clinics. Volunteers are trained, supervised and supported to conduct Personal independence Payment and Universal Credit 'Work Capability Assessment' (WCA) appeals at the First-tier Tribunal. The project increases our capacity to provide access to justice for our clients. In 2024 we had around 160 active volunteers, won 87 out of 95 appeals and secured £2.6m in financial benefits for clients. We also run a form filing clinic with A&O Shearman, whose volunteers completed PIP application forms for 48 clients.

In 2024, we represented clients at 117 appeal tribunals, with 109 achieving a positive outcome.

OUR SUCCESS RATE WAS

93%

"Z2K has helped me tremendously and more than once. I have felt unable to deal with DWP issues for quite some time and am forever grateful that Z2K took up my case leading to more than one successful outcome. Thank you, I have no hesitation in recommending Z2K's services."

*Strategic Report (continued)***IMPROVED HOUSING SECURITY AND MORE PEOPLE CAN LIVE IN AFFORDABLE AND DECENT HOMES**

We worked in coalition to successfully push the Government to re-introduce and strengthen the Renters Rights Bill to abolish Section 21 'no fault evictions'.

We supported the work of the Renter's Reform Coalition, providing client case studies, for example, to support evidence given at Committee stage of the previous government's Renters Reform Bill. The coalition's detailed work was crucial in securing a stronger Renters Rights Bill, which the new government announced at the King's speech and is now pursuing.

We also continued to work as part of the Cover the Costs Coalition to successfully campaign to unfreeze local housing allowance, which came into effect in April this year.

In addition to our national housing work, we made significant progress towards our objectives in our two projects influencing Westminster City Council. The projects aim to improve standards and address challenges in temporary accommodation and the private rented sector in the borough. For our temporary accommodation project, we supported peer researchers to conduct research and work with us to influence the council. We worked to maintain and build

relationships with Westminster Council (including with the council leader Adam Hug) and wider relevant stakeholders, gather relevant policy-level insights, and identify and create opportunities for the experts to influence. **Two peer researchers are now part of the council's Lived Experience Advisory Board, informing the development of their Homelessness and Rough Sleeping Strategy.** Our project received press coverage in On London.

As part of our local private rented sector (PRS) project, we held workshops and focus groups with tenants across the borough, as well as surveyed residents. Affordability and condition emerged as the two central areas for change, and we worked with our lived experience steering group to develop recommendations for change for the council. Their 'Private Renters' Manifesto for Westminster' will be launched at a Parliamentary event in early 2025. Alongside this, we developed strong relationships with key councilors and officials at Westminster City Council to support our influencing work. As a result, **participants were invited to feed into the council's development of a Private Rented Sector Charter and the Council has committed to incorporating their feedback.** We were also invited to give evidence at a London Assembly's Housing Committee session in relation to the project.

Strategic Report (continued)

Our housing casework seeks to enforce people’s rights to adequate, secure and affordable housing.



We provide specialist advice and casework support for low-income Londoners on a range of housing and related welfare benefits issues, in order to prevent and alleviate homelessness and address housing problems. Issues we commonly advise and advocate on include - social housing allocations, homelessness applications, overcoming gatekeeping, suitability reviews, general housing options advice, S21 notice issues, possession proceedings in both the private and social housing sectors and disrepair.

“The services you have provided has led to mum being a priority on the housing list having suffered multiple rejections over the past 10 years having severe consequences for her health she is a new women she is positive she is smiling as thanks to you she is now a priority for housing and can finally provide my sister with a forever home and start their lives again. I cannot be more thankful.”



Strategic Report (continued)

In 2024 we supported 448 clients with 579 cases. Housing outcomes achieved through this casework included families being rehoused, households being given an increased priority for housing, homeless families being offered housing, and legal aid representation secured after our initial work.

Z2K is a participant of the Cost-of-Living Advice Project. Funded by Greater London Authority (GLA), this project is a partnership between London Legal Support Trust (LLST) and London Citizens Advice Network (London CA Network) to respond to increased advice needs of Londoners caused by the rising cost of living. Our involvement in this project supports us to deliver housing and social security work in the London boroughs of Richmond and Westminster.

OF OUR CLIENTS WE HELPED IN 2024...

85%

have a **disability** or health condition.

59%

identify as **female**.

32%

have a **caring** responsibility for a child or disabled person.

89%

are from black or minority ethnic (**BAME**) background.

Strategic Report (continued)

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

Experts by Experience (EbyE) played a central role in the development of our new 5-year strategy this year. Our strategy was co-produced with staff, trustees and experts by experience. We held a series of workshops, facilitated by the Co-Production Collective at University College London (UCL), in which experts by experience used their insights to reflect on how we were best placed to effect change. We brought all of our insights together in a series of joint sessions for staff, trustees and experts by experience and together, we shaped our vision, mission, values, aims and objectives.

Experts by Experience have been supported to play a pivotal role in shaping and delivering our social security campaigning. We established a steering group composed of former clients with personal experience of the disability benefits system. This group has guided and informed our work, often taking the lead in critical activities. Our Security Not Sanctions report's policy recommendations were co-produced with around 30 former clients. The steering group has also been integral in shaping the framing, language, and tactics of our Security not Sanctions campaign. We have actively supported EbyEs to participate in media appearances, including organising a meeting in which several EbyEs discussed what they would like their future media contributions to look like and how we could support this through future media

Strategic Report (continued)

opportunities. Several EbyE attended our petition hand-in event, with one of our core group members serving as the main speaker. Another was featured in the Big Issue's coverage of the event. Additionally, we have supported EbyE in writing to their MPs and featured their statements and perspectives in our communications to supporters.

EbyE have also been at the centre of our local housing work, as outlined above. The peer researchers working on our temporary accommodation project received research training and support to develop research tools and strategies. We then worked with them to identify seven key research areas and co-design the research methods and questions for the project. Peer researchers worked to identify research participants within their communities, including reaching out to local community hubs and advice settings. With our support, the researchers conducted 22 detailed interviews with people living in temporary accommodation. We are now working with the group to influence change on the back of their findings.

For our private rented sector project, we recruited and supported a core steering group of renters living in the private sector in Westminster who have been meeting regularly to steer and plan the research and next steps of our influencing work. Participants in both projects will continue working with us to identify and create influencing opportunities and directly influence our targets.

Volunteers

We are extremely grateful to our volunteers who gave up their time and lent us their expertise across 2024. This includes our Trustees, our longstanding volunteers within our Advice & Casework team, and the many pro bono representatives within our Pro Bono Project who support us to represent clients appealing incorrect benefits decisions.

Partnerships & Memberships

We continued to work with Westminster Citizens Advice Bureau (CAB), attending the 'Advice Shop' outreach clinics throughout 2024. We are active members of the LLST London Specialist Advice Forum Steering Group, the Westminster Advice Forum and were part of the HMCTS Determination of Means Working Group until it completed its work. 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 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.

We hold the Advice Quality Standard and in September we passed our biennial audit and were awarded accreditation at the advice and casework level in both Housing and Welfare Benefits for a further two years.

Strategic Report (continued)

Our ongoing partnerships with nine corporate law firms and two university legal clinics provide vital additional capacity for benefit appeals. These include A&O Shearman LLP; Charles Russell Speechlys LLP; Freshfields Bruckhaus Deringer LLP; Kingsley Napley LLP; Kirkland & Ellis International LLP; Mayer Brown International LLP; Morrison & Foerster (UK) LLP; Osborne Clarke 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 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 social security 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 private rented sector 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 Private Rented Sector Strategy Group.



Strategic Report (continued)

THANK YOU TO OUR SUPPORTERS

We sincerely thank the organisations, trusts, foundations, corporate partners, and individuals who supported our work in 2024. Your generosity has been instrumental in advancing our vision of a UK where no one lives in poverty.

In a challenging and competitive fundraising environment, we secured £777,972 in grant income (2023: £724,856) and £157,296 in donations (2023: £149,115), and almost £4,000 from our fundraising campaigns. These vital contributions enabled us to continue our work, and we are deeply grateful for the commitment of our funders and donors.

We were also grateful to receive a Nationwide Community Grant from the Nationwide Building Society, with additional support from their Strand branch in Central London. As part of their community initiative to support local charities, they helped raise vital funds for Z2K throughout 2024.

We are grateful for the funding received from the Community Organisations Cost of Living Fund delivered by the National Lottery Community Fund, the National Lottery Community Fund, Westminster City Council, and the London Legal Support Trust. This funding has made a vital contribution towards the costs of our advice services.

Our work is further strengthened by the pro bono contributions of law firms that provide expert representation at First-Tier Social Security Tribunals. We are grateful for the ongoing support of A&O Shearman LLP, Charles Russell Speechlys LLP, Freshfields Bruckhaus Deringer LLP, Hogan Lovells, Kingsley Napley LLP, Kirkland & Ellis International LLP, Mayer Brown International LLP, Morrison & Foerster (UK) LLP, and Osborne Clarke LLP. We also thank Bryan Cave Leighton Paisner LLP, Dentons UK LLP, Meyts Structural Consulting Ltd, and George Cadbury Fund Limited for their generous donations.



Z2K staff receive a cheque from the Nationwide Building Society at their branch on The Strand, London.

Strategic Report (continued)

We are especially grateful to Morrison & Foerster LLP, whose London office selected Z2K as their Charity of the Year. Their support included fundraising efforts through the London Legal Walk and initiatives over Christmas, with further activities planned for 2025.

Individual donors remain essential to our work, and we are incredibly grateful to Richard Curtis CBE and Emma Freud for their generous donations. We also extend our heartfelt thanks to everyone who supports us through regular giving or one-off contributions. A special mention goes to those who took part in our fundraising events. Walkers in the annual London Legal Walk raised an impressive £5,393, while our five London 10K runners collectively raised £2,097. We are truly grateful for the dedication and generosity of all those who participated and supported these efforts.



Morrison & Foerster fundraise for Z2K at Leadenhall Market in the lead up to Christmas.

Z2K is proud to be registered with the Fundraising Regulator, ensuring that we maintain the highest standards of integrity and transparency in our fundraising efforts.



Z2K staff & volunteers take on London Legal Walk



Our Chair, Emeka, taking on 10k for Z2K



Financial Review

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 36 with a more detailed analysis of income and expenditure within the notes to the financial statements.

The total income for the year was £956,425 (2023: £891,592). 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 report an increase in income, this modest 7% increase from the previous year reflects an ongoing challenging fundraising environment. Income from donations increased reflecting our ongoing efforts to diversify income streams. 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 £937,165 (2023: £921,208). This slight increase in expenditure reflects the impact of inflation and higher costs on the charity. Staff costs remain our largest single cost, comprising 77% of costs at £740,667 (2023: £696,805) in total. Our average headcount in the year was 18 (2023: 18).

Our total expenditure on charitable activities for the year was £850,686 (2024: £839,044). 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 charitable expenditure is divided across four activities. Casework and Support Services incurred the largest expenditure of £542,097 (64%), followed by Policy & Campaigns at £260,768 (31%), Core Activities expenditure of £45,486 (5%) and £2,335 (less than 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 £719,935 (85%) constituted direct costs and £130,751 (15%) 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.

Financial Review (continued)

Balance sheet

Overall, the charity recorded a surplus of £19,260 (2023: deficit of £29,616) which has resulted in a combined fund balance of £432,146 (2023: £412,886) at the year-end. Of these, £50,083 are restricted to specific ongoing projects and will be spent in future years. The Charity's free-reserves figure is £382,063, which equates to the unrestricted reserves fund balance of £382,063 less the charity's fixed assets (the charity has £Nil fixed assets as set out in note 20, page 50).

Reserves have increased slightly this year due to the recorded year-end surplus.

Current assets this year have increased to £892,451 (2023: £784,924) due to increased cash at bank figure of £865,015 (2023: £705,384) and decreased debtors at £27,436 (2023: £79,540). An analysis of the net assets of the funds can be found in note 24, page 51, with the movements with each fund detailed in note 25 page 52.

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 pages 42-44 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 also impacting giving from individuals and corporate bodies.

However, the charity maintains a steady financial position with cash at bank year-end of £865,015 (2023: £705,384), a combined fund balance of £432,146 (2023: £412,886), and free reserves of £382,063 (2023: £374,232) which is roughly equivalent to 4 months of total budgeted expenditure for 2025.

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 within the trusts and foundations stream and also as we seek to increase donations from corporate bodies and individuals. We develop a refreshed fundraising strategy in 2024 following the approval of a revised five-year organisational strategy.

Financial Review (continued)

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 2025 budget, the charity expects to generate income of £1,138,363 and spend £1,138,363.

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 and another of £87,234 were maintained in an interest-bearing notice account and £85,000 each in two instant access account as at 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 2024, the charity held approximately 4 months (2023: 4 months) of total projected annual expenditure in unrestricted free reserves figure of £382,063. 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.



Principle Risks

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:

01.

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. We regularly review our pay & benefits package and implement further improvements if affordable. We will also continue to invest in staff wellbeing, training and ensure development opportunities.

02.

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 2025 and continue to deliver our vital work.

03.

Dependency on income sources

We recognise that the majority of our income comes from trusts and foundations. We have developed a new fundraising strategy and plan which sets out in detail our ambitions and delivery plans for the next three years. This includes 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.

Plans For The Future

Our fight continues - against inadequate incomes, against rising costs, for a benefits system that truly supports people, for safe and affordable homes. We will not stop until everyone lives a life free from poverty.

This is an exciting time for Z2K as we launch a bold new strategy and embark on a re-brand that will strengthen our voice and impact. Building on our successes in 2024 and driven by a clear and urgent mission to end poverty for the more than 1 in 5 people in the UK who experience it, we will work towards our new strategic aims. Through frontline advice and representation, we will work to secure **adequate incomes** and **freedom from high costs**, while campaigning for systemic change. And we will do this in partnership with those who have lived experience of poverty, ensuring their voices are at the centre of everything we do.

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 expand our Pro bono Project increasing the number of partners and volunteers who are engaged in the project. Having increased our housing capacity, we will continue to increase our impact for those in the private rented sector. 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 influencing activities. And we will continue to inform Government and opposition parties on the key changes needed to prevent and alleviate poverty in the UK.

We also focus resources on our internal objectives which seek to ensure Z2K is a charity fit for the future by improving our financial sustainability, employee satisfaction, involvement of experts by experience, impact evaluation, and brand.

Our values—**power sharing, fearless, curious, inclusive, and caring**—define who we are and how we work. We believe in challenging injustice fearlessly, sharing power with those most affected, remaining curious and open to new ideas, fostering inclusivity in all that we do, and we care deeply about the people we support and work alongside. These principles are embedded in our strategy, our culture, and the way we engage with the world.

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.

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.

Structure, Governance and management (continued)

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 XX in the accounts. The Trustees serving during the year, and to the date of this report, are as follows: -

Emeka Forbes	Chair
Carol Huggins	Vice Chair
Professor Robin Jarvis	Treasurer and Company Secretary
Siobhan Mary Garibaldi	
Alexander Tulloch Macqueen	
Helen Goodman	
Lindsay Judge	
Elizabeth Cain	
Juliana Proskourina-Barnett	Resigned 8 November 2024

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.

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 multi-skilled staff team who are passionate about 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

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. All other SMT members sit on the organisations pay scale devised for Z2K after benchmarking against salaries in the sector. 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.

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.

Statement of Trustees Responsibilities (continued)

Auditors

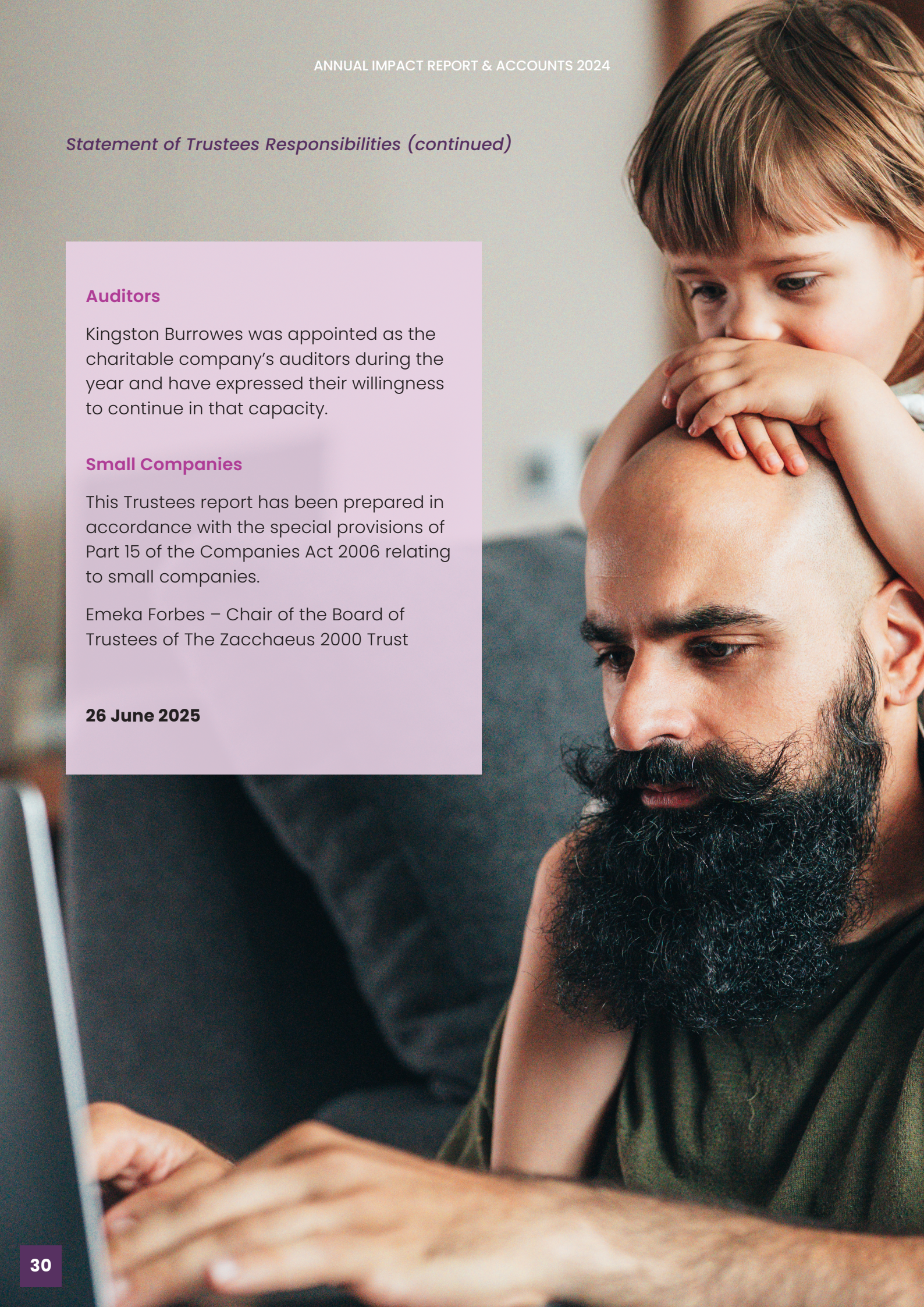
Kingston Burrowes was appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

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

26 June 2025



Independent Auditor's Report

Opinion

We have audited the financial statements of The Zacchaeus 2000 Trust (the 'charitable company') for the year ended 31 December 2024, 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 2024, 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 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.

Independent Auditor's Report (continued)

Conclusions relating to going concern

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

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

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

Other information

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

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Independent Auditor's Report (continued)

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.

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.

*Independent Auditor's Report (continued)***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.

Independent Auditor's Report (continued)

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.

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 Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton
Surrey
KT6 7AL

26th June 2025

Statement of Financial Activities Incorporating Income and Expenditure Account

	Notes	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
INCOME FROM					
Donations and legacies	2	157,296	-	157,296	149,115
Charitable activities					
Grants	4	289,500	488,472	777,972	724,856
Other trading activities	5	9,288	-	9,288	13,480
Investments	6	11,869	-	11,869	4,141
Total		<u>467,953</u>	<u>488,472</u>	<u>956,425</u>	<u>891,592</u>
EXPENDITURE ON					
Raising funds:	7	86,479	-	86,479	82,164
Charitable activities					
Activities	8	<u>45,486</u>	<u>805,200</u>	<u>850,686</u>	<u>839,044</u>
Total		<u>131,965</u>	<u>805,200</u>	<u>937,165</u>	<u>921,208</u>
NET INCOME/(EXPENDITURE)		335,988	(316,728)	19,260	(29,616)
Transfers between funds	25	(328,157)	328,157	-	-
NET MOVEMENT IN FUNDS		<u>7,831</u>	<u>11,429</u>	<u>19,260</u>	<u>(29,616)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward	25	<u>374,232</u>	<u>38,654</u>	<u>412,886</u>	<u>442,502</u>
TOTAL FUNDS CARRIED FORWARD		<u>382,063</u>	<u>50,083</u>	<u>432,146</u>	<u>412,886</u>

All activities relate to continuing operations.

The notes on pages 39 to 55 form part of these financial statements.

Balance Sheet

	Notes	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
FIXED ASSETS					
Tangible assets	20	-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors	21	26,466	970	27,436	79,540
Cash at bank and in hand		587,206	277,809	865,015	705,384
		613,672	278,779	892,451	784,924
CREDITORS					
Amounts falling due within one year	22	(231,609)	(228,696)	(460,305)	(372,038)
NET CURRENT ASSETS		382,063	50,083	432,146	412,886
TOTAL ASSETS LESS CURRENT LIABILITIES		382,063	50,083	432,146	412,886
NET ASSETS		382,063	50,083	432,146	412,886
TOTAL FUND OF THE CHARITY	24				
Unrestricted funds				382,063	374,232
Restricted funds				50,083	38,654
TOTAL FUNDS	25			432,146	412,886

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 **26 June 2025** and signed on its behalf by:



Emeka Forbes (Chair) – Trustee



Robin Jarvis (Treasurer) – Trustee

All activities relate to continuing operations.

The notes on pages 39 to 55 form part of these financial statements

Statement of Cash Flows

	2024 Total £	2023 Total £
Cash flows from operating activities:		
Net cash provided by operating activities	159,631	<i>51,920</i>
	159,631	<i>51,920</i>
Change in cash and cash equivalents in the year	159,631	<i>51,920</i>
Cash and cash equivalents at the start of the year	705,384	<i>653,464</i>
Cash and cash equivalents at the end of the year	865,015	<i>705,384</i>

CASH FLOW NOTES

	2024 Total £	2023 Total £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net income/(expense) for the reporting period (as per the statement of financial activities)	19,260	<i>(29,616)</i>
Adjustments for:		
Decrease/(Increase) in debtors	52,104	<i>(37,874)</i>
Increase in creditors	88,267	<i>119,410</i>
Net cash provided by operating activities	159,631	<i>51,920</i>

	2024 Total £	2023 Total £
Analysis of cash and cash equivalents		
Bank and cash in hand	865,015	<i>705,384</i>
Total cash and cash equivalents	865,015	<i>705,384</i>

The notes on pages 39 to 55 form part of these financial statements

Notes to the Financial Statements

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 56.

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.

Notes to the Financial Statements (continued)

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 51).

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 45-47).

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.

Notes to the Financial Statements (continued)

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.

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.

*Notes to the Financial Statements (continued)***2. INCOME FROM DONATIONS AND LEGACIES**

	2024	2023
	£	£
Corporate Donations	96,800	88,000
Individual Donations	51,437	13,646
Other - unrestricted	9,059	47,469
	157,296	149,115

3. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Core Activities	289,500	336,334
Casework and Support Services	317,791	280,943
Policy and Campaigning	169,681	105,479
Relief of Poverty	1,000	2,100
	777,972	724,856

4. GRANTS RECEIVED

	2024	2023
	£	£
Restricted	488,472	388,522
Unrestricted	289,500	336,334
	777,972	724,856

*Notes to the Financial Statements (continued)***4. GRANTS RECEIVED (continued)****Restricted**

	2024	2023
	£	£
CAF Keystone Fund	10,393	-
City Bridge Trust Foundation	-	30,000
Edward Harvist Trust	2,000	-
The Henry Smith Charity	55,000	60,000
Hyde Park Place Estate Charity	6,000	-
Landsec Futures Community Grants	1,500	-
LHA London LTD	-	25,000
Lloyds Bank Foundation for England & Wales	78,306	28,326
London Catalyst	1,000	1,800
London Legal Support Trust	86,162	75,937
National Lottery Awards for All England	3,313	-
National Lottery Community Fund	32,570	42,006
Nationwide Community Grants	57,996	-
Nationwide Foundation	34,982	26,236
Relief of Poverty – other grants	-	300
Strand Parishes Trust	6,000	5,000
The Access to Justice Foundation	6,250	-
The City of London Solicitors' Company Charitable Fund	2,000	-
The Drapers' Charitable Fund	-	10,000
The Worshipful Company of Basketmakers' 2011 Charitable Trust	1,000	-
Trust for London	46,000	50,917
Westminster Amalgamated Charity	8,000	8,000
Westminster City Council	50,000	25,000
	488,472	388,522

*Notes to the Financial Statements (continued)***4. GRANTS RECEIVED (continued)****Unrestricted**

	2024	2023
	£	£
AB Charitable Trust	22,000	22,000
The Charles Russell Speechlys Foundation	37,500	25,000
The Inman Charity	-	5,000
John Ellerman Foundation	50,000	50,000
London Legal Support Trust	10,000	10,000
Oak Foundation	120,000	160,000
A Foundation advised by Porticus UK	-	20,000
The Legal Education Foundation	50,000	-
Westminster Foundation	-	44,334
	289,500	336,334

5. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events and activities	3,738	3,312
Training and workshops	-	2,760
Other	5,550	7,408
	9,288	13,480

Income earned from other activities was £9,288 (2023: £13,480) of which £9,288 related to unrestricted funds (2023: £13,480) and £nil related to restricted funds (2023: £nil).

6. INVESTMENT INCOME

	2024	2023
	£	£
Bank Interest - unrestricted	11,869	4,141
	11,869	4,141

*Notes to the Financial Statements (continued)***7. COST OF RAISING FUNDS**

	2024	2023
	£	£
Fundraising costs	1,119	4,586
Wages and salaries	81,946	74,620
Pension costs	3,414	2,958
	86,479	82,164

Of the £86,479 expenditure recognised in the year (2023: £82,164), £86,479 (2023: £82,164) was charged to unrestricted funds and £Nil (2023: £Nil) was charged to restricted funds.

8. EXPENDITURE BY CHARITABLE ACTIVITIES**Cost directly allocated**

	2024	2023
	£	£
Core Activities	19,963	40,630
Casework and Support Services	467,373	465,109
Policy and Campaigning	230,264	167,946
Relief of Poverty	2,335	5,324
	719,935	679,009

Support costs allocated

	2024	2023
	£	£
Core Activities	25,523	43,642
Casework and Support Services	74,724	87,299
Policy and Campaigning	30,504	29,094
	130,751	160,035
	850,686	839,044

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 57.15% (2023: 54.55%); Policy and Campaigning 23.33% (2023: 18.18%); and Core Activities 19.52% (2023: 27.27%).

*Notes to the Financial Statements (continued)***9. DIRECT CHARITABLE EXPENDITURE**

	2024	2023
	£	£
Staff and related costs	660,002	625,178
Direct Project costs	51,293	44,810
Premises costs	-	100
Office admin costs	4,963	7,005
Professional fees and other costs	3,677	1,916
	719,935	679,009

10. SUPPORT COSTS

	2024	2023
	£	£
Staff and related costs	12,209	6,600
Premises costs	59,743	84,740
Office admin costs	32,416	37,687
Professional fees and other costs	20,100	24,902
Governance costs	6,283	6,106
	130,751	160,035

11. PROFESSIONAL FEES AND OTHER COSTS

	2024	2023
	£	£
Accountancy and Bookkeeping	13,619	15,914
AQS Monitoring Audit costs	1,842	-
Bank Charges	273	146
Consultancy	-	225
HR costs	3,726	6,104
Legal costs	69	13
Subscriptions	4,248	4,417
	23,777	26,819

*Notes to the Financial Statements (continued)***12. GOVERNANCE COSTS**

	2024	2023
	£	£
Accounts Preparation	1,350	1,350
Audit fee	3,810	3,600
Trustees Expenses	1,123	1,155
	6,283	6,105

13. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2024	2023
	£	£
Audit fee	3,810	3,600
Operating lease rentals	47,536	76,000

14. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	654,397	617,520
Social security costs	58,368	54,818
Pension costs	27,902	24,467
	740,667	696,805

One employee had employee benefits in excess of £60,000 in the £70,001- £80,000 band (2023: One in the £70,001-£80,000 band).

One trustee (2023: one trustee) received re-imburement of £30 (2023: £53) for expenses during the year.

The key management personnel of the charity comprise of the trustees and senior managers (as detailed on pages 27-28 of the trustees' report). The total employee benefits of the key management personnel of the charity were £210,689 (2023: £218,712).

*Notes to the Financial Statements (continued)***15. STAFF NUMBERS**

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

	2024	2023
Number	Number	
Senior Management Team	3	4
Direct Charitable	12	11
Administrative and Support	3	3
	18	18

16. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £Nil) During the year, one trustee was reimbursed £30 for disbursements (2023: £53) in respect of other related expenses.

No charity trustee received payment for professional or other services supplied to the charity (2023: £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 2024 the charity's total contributions amounted to £27,902 (2023: £24,467).

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.

*Notes to the Financial Statements (continued)***18. TRANSACTIONS AND RELATED PARTIES**

There were no material related party transactions during the year.

19. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

The key components from the prior year figures (2023) are analysed below by fund:

	Unrestricted £	Restricted £	Total £
INCOME FROM			
Donations and legacies	149,115	-	149,115
Charitable activities			
Grants	336,334	388,522	724,856
Other trading activities	13,480	-	13,480
Investments	4,141	-	4,141
Total Income	<u>503,070</u>	<u>388,522</u>	<u>891,592</u>
EXPENDITURE ON			
Raising funds:	82,164	-	82,164
Charitable activities			
Core Activities	<u>84,272</u>	<u>754,772</u>	<u>839,044</u>
Total	<u>166,436</u>	<u>754,772</u>	<u>921,208</u>
EXPENDITURE			
NET INCOME/(EXPENDITURE)	<u>336,634</u>	<u>(366,250)</u>	<u>(29,616)</u>
Transfers between funds	<u>(398,574)</u>	<u>398,574</u>	<u>-</u>
NET MOVEMENT IN FUNDS	<u>(61,940)</u>	<u>32,324</u>	<u>(29,616)</u>

*Notes to the Financial Statements (continued)***20. TANGIBLE FIXED ASSETS**

	IT Office Equipment £	Furniture & fittings £	Totals £
COST OR VALUATION			
At 1 January 2024	28,069	1,077	29,146
Additions	-	-	-
At 31 December 2024	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
DEPRECIATION			
At 1 January 2024	28,069	1,077	29,146
Charge for year	-	-	-
At 31 December 2024	<u>28,069</u>	<u>1,077</u>	<u>29,146</u>
NET BOOK VALUE			
At 31 December 2024	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>-</u>	<u>-</u>	<u>-</u>

21. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	11,367	54,057
Prepaid expenses	16,069	25,483
	<u>27,436</u>	<u>79,540</u>

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	7,295	13,561
Social security and other taxation	15,648	15,821
Other creditors	4,616	4,765
Deferred income	426,672	330,624
Accrued expenses and deferred income	6,074	7,267
	<u>460,305</u>	<u>372,038</u>

*Notes to the Financial Statements (continued)***23. DEFERRED INCOME**

	2024 £	2023 £
Opening deferred income	330,624	214,667
Amounts deferred in the year	838,520	638,202
Released to income	(742,472)	(522,245)
Closing deferred income	426,672	330,624

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year information for the net assets between funds:

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds	2023 Total Funds £
Fixed assets	-	-	-	-
Current assets	613,672	278,779	892,451	784,924
Current liabilities	(231,609)	(228,696)	(460,305)	(372,038)
	<u>382,063</u>	<u>50,083</u>	<u>432,146</u>	<u>412,886</u>

Comparative year information for the net assets between funds:

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

*Notes to the Financial Statements (continued)***25. MOVEMENT IN FUNDS – current year**

	At 1/1/24	Net movement in funds	Transfers between funds	At 31/12/24
	£	£	£	£
Unrestricted funds:				
General Fund	374,232	335,988	(328,157)	382,063
	<u>374,232</u>	<u>335,988</u>	<u>(328,157)</u>	<u>382,063</u>
Restricted funds				
Relief of Poverty Fund	1,718	(1,335)	417	800
Casework and Support Services	8,000	(224,306)	224,306	8,000
Policy and Campaigning	28,936	(91,087)	103,434	41,283
	<u>38,654</u>	<u>(316,728)</u>	<u>328,157</u>	<u>50,083</u>
TOTAL FUNDS	<u>412,886</u>	<u>19,260</u>	<u>-</u>	<u>432,146</u>
	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds:				
General Fund	467,953	(131,965)	-	335,988
	<u>467,953</u>	<u>(131,965)</u>	<u>-</u>	<u>335,988</u>
Restricted funds				
Relief of Poverty Fund	1,000	(2,335)	-	(1,335)
Casework and Support Services	317,791	(542,097)	-	(224,306)
Policy and Campaigning	169,681	(260,768)	-	(91,087)
	<u>488,472</u>	<u>(805,200)</u>	<u>-</u>	<u>(316,728)</u>
TOTAL FUNDS	<u>956,425</u>	<u>(937,165)</u>	<u>-</u>	<u>19,260</u>

*Notes to the Financial Statements (continued)***25. MOVEMENT IN FUNDS – prior year**

	At 1/1/23	Net movement in funds	Transfers between funds	At 31/12/23
Unrestricted funds:				
General Fund	436,172	336,634	(398,574)	374,232
	<u>436,172</u>	<u>336,634</u>	<u>(398,574)</u>	<u>374,232</u>
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	3,701	(91,561)	116,796	28,936
	<u>6,330</u>	<u>(366,250)</u>	<u>398,574</u>	<u>38,654</u>
TOTAL FUNDS	<u>442,502</u>	<u>(29,616)</u>	<u>-</u>	<u>412,886</u>
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General Fund	503,070	(166,436)	-	336,634
	<u>503,070</u>	<u>(166,436)</u>	<u>-</u>	<u>336,634</u>
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	105,479	(197,040)	-	(91,561)
	<u>388,522</u>	<u>(754,772)</u>	<u>-</u>	<u>(366,250)</u>
TOTAL FUNDS	<u>891,592</u>	<u>(921,208)</u>	<u>-</u>	<u>(29,616)</u>

*Notes to the Financial Statements (continued)***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 £328,574 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 John Ellerman Foundation, the Legal Education Foundation, the London Legal Support Trust, and the Oak Foundation.

Restricted funds

The Relief of Poverty fund comprises donations received from individuals and organisations, along with grant funding from London Catalyst, Edward Harvist, , 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 on page 42) 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.

*Notes to the Financial Statements (continued)***27. OPERATING LEASE COMMITMENTS**

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

	2024	2023
	£	£
Expiring:		
Within one year	1,902	26,307
Between one and five years	-	2,517
More than five years	-	-
	<u>1,902</u>	<u>28,824</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 2024 but not yet received and recognised as income due to the recognition criteria not being met amounts to £1,104,587 (2023: £760,279).

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 56.

Legal and Administrative Information

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

Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton
Surrey
KT6 7AL

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





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