Who is Your Neighbour?

Reports & Accounts

Financial Year Ending 31/03/2026

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Legal & Administrative Details

Charity Name:	Who is Your Neighbour?
Charity Number:	1196667
Charity Address:	D Hub Atlas 4 Balby Carr Bank Doncaster South Yorkshire DN4 5JT whoisyourneighbour.org.uk team@whoisyourneighbour.org.uk
Trustees:	J P Bateman-Champain Dr M J Fitter W E Freeman Mrs T Gibson N A Harland (Appointed 12/06/2025) Mrs M B Shah J E Speyer
Independent Examiner:	Tom Wilcox Counterculture Partnership LLP 23 St Leonards Road Bexhill East Sussex TN40 1HH

Trustees Report

Charity Information

The trustees present their report with the financial statements of the charity for the year ended 31 March 2026. The trustees have adopted the provisions of 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).

Objects of the charity

The charity's objects are to:

- Promote racial and/or religious harmony by, in particular but not exclusively:
    - Promoting knowledge and mutual understanding between different racial and/or religious groups
    - Advancing education and raising awareness about different racial and/or religious groups to promote good relations between persons of different racial and/or religious groups
    - Working towards the elimination of discrimination on the grounds of race and/or religion
- Promote equality and diversity by, in particular but not exclusively:
    - eliminating discrimination on the grounds of race, gender, disability, sexual orientation or religion
    - advancing education and raising awareness in equality and diversity
    - promoting activities to foster understanding between people from diverse backgrounds

Our Board of Trustees

Trustees all have regard to guidance issued by the Charity Commission on public benefit. The charity's governing document is a Constitution of a Charitable Incorporated Organisation. The charity is constituted as a Charitable Incorporated Organisation whose only voting members are its charity trustees ('Foundation' model constitution). Trustees are recruited in several ways, including through advertising vacancies and through our networks and partnerships. We audit skills and knowledge gaps within the Board and seek to meet those needs.

We are currently looking for Trustees with expertise in marketing, evaluation (learning capture, dissemination and research in related fields) and managing organisational growth. Potential Trustees are sent an information pack, required to complete an application form, and interviewed by existing Trustees and the Director. If selected, references are sought. Candidates may be asked to complete an induction of three to six months and work with the board and staff to get to know the organisation before beginning their appointment.

Summary of the charity's main activities and achievements

Introductory Comments

Who is Your Neighbour? is a charity that delivers development, intra-community facilitated dialogues (working within communities) and story work, primarily in historically white communities in South Yorkshire communities that are dealing with change or challenges that could weaken their capacity to live together peacefully.

WiYN? invites people to share their experiences, welcoming subjects like race, immigration and culture respectfully and with empathy. This can inspire curiosity and reciprocal empathy, which can disrupt divisive influences and discourses and help people get along better. The charity also delivers training and consultancy for individuals and organisations around the UK.

A message from our Chair

Thank you for your continued interest in our work over the past year. It has again been a very busy time. Over the past year we have been working on growing our training offering, including the '1-day Introductory Training' for individuals, and the development of a training package for organisations. We worked closely with the Jesuit Refugee Service on the organisation package, which enabled us to receive quality feedback to assist with its further development. The training this year has been an integral part of supporting the work we do, both in the community and with partner organisations. We increased engagement work and held group dialogues in South Yorkshire, and expanded our national work and profile.

We have also had an excellent Away Day in Rotherham with trustees and staff, which included our pool of facilitators and individuals working with and supporting *WiYN?* It was a brilliant day with many contributions from all, and of course there was food!

Our Vice-Chair Mike Fitter wrote an article for The Psychologist, which attracted interest in our work from academics. This helps to spread the word about our organisation and the work we do.
We have had new arrivals and some departures over the year; Our Comms Worker left us and moved on to a new venture and we wish her well. Neil Harland became our new treasurer, and we have had academic input in developing our evaluation work, which is ongoing.

Thank you to all these people for all their hard work, and also a big thank-you to all our staff and supporters for all the hard work over the past year. Where would we be without the support of all our funders, which includes new funding from Sigrid Rausing Trust, Allan and Babette Sainsbury, Evan Cornish Foundation and WF Southall Trust. We also continued to benefit from Gina Clayton's legacy. We were fortunate to be invited to be a beneficiary of The Guardian Charity Appeal 2025, another indication that word is spreading about our work.

We look to the future with excitement and confidence as we forge ahead with our work and further development.

South Yorkshire delivery

Work in the region where we began has progressed. We held 72 engagements, eight facilitated group conversations in community spaces, seven pop ups engaging with local communities including at summer galas, fairs, libraries and high streets, four networking events and 10 meetings with professional organisations and potential support/partners. A *WiYN?* engagement worker noted “a shift in the speed at which the public engages in open conversation and the confidence with which some individuals have displayed when voicing controversial opinion”.

Engagement workers have observed that "small table" conversations at the initial stage, before the main facilitated conversation, are a key feature in building a faster momentum and are an important part of the background information needed for a successful conversation.

Noticeable themes emerging from local engagement include concerns about how communities are changing, misinformation and the complexity of issues in local areas, strong differences in family viewpoints, diversity, unrest, isolation and the need to get to know other people in the community beyond differences.

We began local training in South Yorkshire for frontline workers which has continued to roll out and develop, including training for regional teams of national organisations.

We also began a process to train more trainers. One new trainer said it was “refreshing and inspiring to be with others talking about such important and timely topics and learning how to support others to do so, too.”

Training and development

We delivered our '1-day Introductory Training' with external organisations in locations across the UK including Stoke, Wigan, Knowsley, and South Yorkshire.

WiYN? has trained approximately 90 people trained in person so far, with more training dates in place. Quotes from participants:

“I learned a lot about my responses, how they create barriers and judgement.”

“Valuable and eye-opening training. I learnt a lot about myself and how I respond to situations, which has made me more open to understanding and being curious about others.”

“Insightful and delivered brilliantly.”

We have worked closely with one national organisation through this time period, accompanying them in their work and meeting for regular reflective practice/ community of practice.

One key participant said: “The time spent with the team has been invaluable for my own work. It has given me clarity on the distinct role that my organisation and my role as a practitioner in my organisation has to play in wider peace-building, community cohesion, and countering hatred. It has undoubtedly given me more skills and confidence to begin and proactively reach out to residents and communities and open difficult conversations about the places and communities where people live, changes that have happened, and how they feel towards newer arrivals.”

We adapted our 1-day training to pilot an online version delivered with a national network. Feedback afterwards offered “massive thanks to you both for the training last night! We thought it went really

well – engaged group and great conversations. Despite it being online, I think it was an effective and engaging intro session."

National work and influence

WiYN? has grown in national work including workshops, panels, conferences, sharing work and learnings.

We were included in British Futures' 'The State of Us' report, published in July 2025, which helped raise *WiYN?*'s national profile, noting that we are an organisation "undertaking capacity building on conflict resolution." The case study highlighting our work noted that *WiYN?* provides a "platform for voices that often go unheard. Through these conversations, participants can confront discomfort, explore differences, and discover shared experiences. Beyond local dialogues, Who is Your Neighbour? offers training and advice to organisations across the UK, helping them navigate complex community tensions. Evaluations show its work contributes to building resilient and inclusive communities."

We have seen increased national profile and connected with new audiences through being invited to be part of The Guardian Charity Appeal 2025 which promoted and raised funds for five "grassroots charities at the heart of local neighbourhoods that bring hope through practical initiatives to change communities for the better. They nurture pride, empathy and hope, making positive human connections and establishing common values".

The Guardian appeal provided a platform for *WiYN?* to become a national resource through its coverage, including articles ('Better out than in': why a South Yorkshire charity wants people to speak their mind': "What *Who Is Your Neighbour?* does is simple – and yet rare. "We give people a voice," says Brad, one of the facilitators. "We give people the chance to speak on subjects many of them feel like they can't discuss".) and short film for social media focused on difficult conversations with family members.

Three new funder relationships have been established: Alan & Babette Sainsbury Charitable Fund, A B Charitable Trust (ABCT), and Sigrid Rausing Trust.

We have seen geographic growth. Growth in interest has highlighted both the timeliness of our work and its relevance far beyond our South Yorkshire roots. Since then, we have heard from organisations, groups and individuals across the UK, from Scotland to the south coast of England, who want to learn more about our work and draw on our knowledge.

We have also noticed an increased breadth of invitations. Increased visibility has led to invitations to participate in roundtable discussions, contribute to expert panels, and deliver workshops at institutions including the London School of Economics, and the Universities of Sanctuary UK network, hosted by the University of Exeter.

We have shared our learning at specialist sector conferences working in frontline services, contributing to wider sector learning and national conversations on dialogue practice.We have also been invited to work with academic researchers who are interested in our practises.

Learning and reflection

Among the lessons we've taken from the last year are:

Simple, accessible engagement methods work
Low-barrier tools and informal approaches (e.g. pop-ups with conversational prompts) successfully draw people into dialogue and create opportunities for deeper discussion.

Depth comes through sustained, relational engagement
Regular presence in groups we have visited builds trust. This has enabled more honest, reflective, and complex conversations over time, which have included shifts in attitudes and willingness to engage with us.

Place is critical to success
Engagement must be rooted in local contexts and requires thought. The nature of the setting, its demographics, history, stability, and existing relationships, shapes both participation and the quality of conversations we have had.

Trusted community spaces enable meaningful dialogue
Libraries, cafés, and existing groups have provided us with safe, familiar environments where people are more open to discussing sensitive or challenging issues.

Flexibility and adaptability are essential
Levels of engagement differ. Our work must adapt to the group dynamics, readiness, and feedback, including changing our formats and approaches where needed.

Communities share common themes, but express them locally.
Issues such as isolation, loss of community, and fear of change are consistent across all areas we have worked, but are shaped by local experience and identity.

Engagement creates pathways and wider networks
Being present in places leads to new relationships, partnerships, and opportunities, extending our relationships and connections in the wider community.

Interest grows from initial contact
Initial investment in training from organisations has led to greater engagement and returns, with requests for bespoke training and on-going relationship.

Greater profile brings diverse opportunities
Increased visibility has led to wide ranging invitations reaching into new sectors and geographic regions, with opportunities to share our work and learnings and enter into conversations.

Overall learning: Effective conversation work requires a combination of accessible entry points, sustained relational engagement, and a deep understanding of the place, with flexibility to adapt as trust and opportunities develop.

Financial Review

Income

During the twelve months ended 31st March 2026, *WiYN?* received income totalling £239,193 (2025: £108,374). Within this figure, grant income increased to £143,500 (2025: £101,851), and donation income increased to £89,541 (2025:1,133) which were the main reasons for the increase in income this year.

Expenditure

In the year to 31 March 2026, *WiYN?* incurred expenditure totalling £165,288 (2025: £137,977). The increase in expenditure in the year was mainly due to increases in activity reflected in administration, facilitation, training delivery, wages and room rent costs.

Surplus/Deficit

Given the above figures, the overall financial position of WiYN? for the year to 31 March 2026 was a surplus of £73,904 (2025: deficit of £29.603) which increased the total fund balances from £73,120 at 31st March 2025 to £147,025 at 31st March 2026.

As at 31 March 2026 the balance within restricted funds totalled £2,794 (2025: £31,094) and the balance within unrestricted funds totalled £144,231 (2024 £25,168.)

Reserves Policy

Who is Your Neighbour?'s reserves policy is to maintain a contingency reserve, in order to provide for closing down costs and unbudgeted staffing costs, as well as to fill gaps between grants, grasp new opportunities and pilot innovative work. We manage contingencies both by setting aside reserves and by building flexibility into our costs.

As a going concern, there are a number of staffing-related events that could occur during a year that are generally not budgeted for and would be typically funded from reserves. The main one would be backfilling a staff role because of sickness.

Our fixed costs are staff salaries and some overheads, such as phone costs, IT support, web subscriptions, finance. These currently amount to just over £160,000 and we expect them to rise roughly in line with inflation each year.

We have considerable flexibility in our other costs that helps us to respond to variations in income. These include a range of freelance roles, and project costs such as comms costs, IT development, evaluation, fundraising. We have some activity we have to deliver to meet funder requirements, and we have to meet costs to deliver activity to generate earned income. We have a number of variable overheads such as room hire, travel expenses, office costs etc.

Our unrestricted resources include:

Earned income from training and consultancy
Accumulated cash built up in past years
Donations
Unrestricted grants

We aim to maintain unrestricted reserves of at least six months of expected expenditure, taking account of fluctuations as we spend unrestricted grants and adjust variable costs. Unrestricted reserves at 31 March 2026 amounted to seven months (2025: three months) of expected expenditure. Whilst this position was boosted by grants and donations received shortly before the year end and due to be used in the following year, the trustees anticipate maintaining reserves at or close to our target.

Strategic Priorities:

Aim:
To undermine and reduce support for divisive and dehumanising narratives about migration, race and cultural difference, which can lead to violence.

Strategic priorities:

- Continuing and developing local South Yorkshire work
- Being a national resource for communities facing divisive and dehumanising narratives about migration, race, and cultural difference
- Claim the space - being known as a leader in holding humanising conversations

Cross cutting approaches

- Working via partnerships
- Capturing and disseminating learning

Acknowledgements:

Huge thanks to all our funders and supporters, including:

- Paul Hamlyn Foundation
- The Wharfedale Foundation
- Gina Clayton Legacy Fund
- Allan and Babette Sainsbury
- WF Southall Trust
- Sigrid Rausing Trust
- Evan Cornish Foundation
- The Guardian Charity Appeal 2025

Signature

This report was approved by the trustees, and is signed on their behalf by:

Name: Teresa Gibson, Chair

Signature:



Date: 22.9.2026

Independent Examiners Report

I report to the trustees on my examination of the accounts of Who is Your Neighbour? ('the charity') for the year ended 31/03/2026.

Responsibilities and Basis of Report

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

Independent Examiner's Statement

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

1. accounting records were not kept in accordance with section 130 of the 2011 Act; or
2. the accounts do not accord with the accounting records.

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

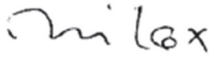
Independent Examiner's Details

Name: Tom Wilcox

Address: Counterculture Partnership LLP
23 St Leonards Road, Bexhill,
East Sussex, TN40 1HH

Name **Tom Wilcox**

Signature



Date: 22/09/2026

Receipts & Payments Statement

	Unrestricted	Restricted	Total	Prior Year
Receipts				
Donations & Legacies				
Donations	89,541	0	89,541	1,133
Charitable Activities				
Fee income	6,152	0	6,152	5,390
Grants	140,000	3,500	143,500	101,851
Total receipts	235,693	3,500	239,193	108,374
Payments				
Charitable Activities				
Admin costs	12,612	842	13,454	2,521
Communication costs	868	0	868	4,701
Facilitation	8,956	14,536	23,493	14,014
Office costs	448	0	448	2,008
Partner payments	440	0	440	1,800
Phone, rent and IT costs	9,746	2,929	12,675	5,026
Staff and volunteer training	252	0	252	0
Training delivery	4,880	2,283	7,162	4,835
Travel and subsistence	3,694	367	4,061	2,515
Wages	89,344	10,845	100,189	92,755
Raising Funds				
Fundraising costs	2,000	0	2,000	7,764
Governance Costs				
Governance costs	247	0	247	38
Total payments	133,487	31,801	165,288	137,977
Net Receipts / Payments (before transfers)	102,206	-28,301	73,905	-29,603
Fund Transfers In	0	0	0	20,951
Fund Transfers Out	0	0	0	-20,951
Net Movement of Cash Funds	102,205	-28,301	73,905	-29,603
Total Cash Funds Brought Forward	42,025	31,095	73,120	102,723
Total Cash Funds Carried Forward	144,231	2,794	147,025	73,120

Cash funds

	Unrestricted	Restricted	Total	Prior Year
Cash at bank	144,231	2,794	147,025	73,120

Notes to the Accounts

Accounting Policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

Movement of Funds

Fund Name	Opening Balance	Income	Expenditure	Fund Transfers	Closing Balance
Unrestricted Funds Total	42,025	235,693	133,487	0	144,231
Gina Clayton Legacy (Restricted)	15,310	0	13,301	0	2,009
Paul Hamlyn Foundation Shared Ground (Restricted)	15,000	0	15,000	0	0
PHF 3500 (Restricted)	0	3,500	3,500	0	0
Wharfedale (Restricted)	785	0	0	0	785
Restricted Total	31,095	3,500	31,801	0	2,794
TOTAL	73,120	239,193	165,288	0	147,025

Transactions to Related Parties

There were no trustees' remuneration or other benefits for the year ended 31 March 2026 (2025: £nil).

In the year to 31 March 2026 expenses totalling (2025: £606) were paid to two trustees (2025: one) for reimbursement of travel costs.

During a previous financial year, a restricted grant was received from the Gina Clayton Legacy Fund. One of the trustees of this fund is Dr M J Fitter, who is also a trustee of Who is Your Neighbour?

There were no other related party transactions for the year ended 31 March 2026 (2025: none).

Restricted fund details

Paul Hamlyn Foundation Shared Ground grant was awarded for developing and delivering national training and consultancy.

The Wharfedale Foundation was awarded to deliver story work.

Gina Clayton's Legacy Fund grant was awarded for South Yorkshire-based work not including management costs or overheads.

PHF 3500 was a grant from Paul Hamlyn Foundation for communications advice.

Signature

These accounts have been approved by the trustees, and are signed on their behalf by:

Name: Teresa Gibson, Chair

Signature:



Date: 22.9.2026