HOPE NOT HATE CHARITABLE TRUST

Report of the directors and financial statements for the year ended 31 December 2017

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Company number 2738367
Charity registration number 1013880

Hope Not Hate Charitable Trust
(A company limited by guarantee and a charity)

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Legal and administrative information

Directors present	Ms N Thiranagama (Resigned 1.3.2017) Mr D Middleburgh Mr G Josan Mr P Adams Rev P D Butler Dr C K Hollingsworth Ms T Kazi Mr S Tuttle Rabbi Dr H Belovski
Registered office	Suite 1, 3rd Floor 11-12 St James's Square London SW1Y 4LB
Registered number	02738367
Charity registration number	1013880
Bankers	Metro Bank One Southampton Row London WC1B 5HA

Hope Not Hate Charitable Trust
(A company limited by guarantee and a charity)

Report of the directors for the year ended 31 December 2017

The trustees, who are also directors of the charity for the purposes of the Companies Acts, present their report and the accounts of the company for the year ended 31 December 2017.

Constitution and objects

Hope Not Hate Charitable Trust is constituted as a company limited by guarantee and is a registered charity number 1013880. Its objects and powers and other constitutional matters are set out in its Memorandum and Articles of Association dated 1 July 1992 and updated 9th December 2014.

The directors confirm they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

The objects of the charity in the year under review were the provision of education and training in relation to racial and religious prejudice, research into the causes and effects of racial and religious prejudice and disharmony and the dissemination of the results of such research.

Organisation

Directors are appointed by the board of directors and they serve for three years. After such period they may put themselves forward for reappointment. The directors, who are responsible for setting the strategic direction of the organisation, meet approximately quarterly but there are some groups, which include specialist co-optees, who meet more often to assess the work of the charity and its fundraising activities. These sub-groups report to the full board of directors.

Report of the charity's work in furtherance of its objectives

Research

Research successes include

- DEFENDEUROPE HOPE not hate led an international campaign to stop far-right extremists from impeding humanitarian rescue ships in the Mediterranean (see p4 for full story).
- EXPELLED HOPE not hate repeated exposes contributed to the expulsion of former BNP leader Nick Griffin and Britain First founder Jim Dowson from Hungary, where they were trying to create a far right village..
- SOCIAL MEDIA MANIPULATION HOPE not hate produced a report revealing how anti-Muslim activists in the US, including Pam Gellar, were manipulating social media through the use of bots and coordinated attacks.GIG STOPPED
- NO SHOW Two overseas nazi skinhead bands failed to appear at the annual Ian Stuart Donaldson gig, the biggest event in the white power music calendar, after the intended presence was revealed by HOPE not hate.PEGIDA UNMASKED
- SURVIVALISTCAMPS Working with ITN News, HOPE not hate exposed the far-right survivalist training camps, where supporters were taught in armed and unarmed combat.
- BANGEDUP Several far-right activists were arrested by police for threats to violence, including two men who made videos of themselves brandishing weapons and threatening to kill Muslims.

National Action

Despite being proscribed as an illegal terrorist organisation by the Home Secretary in December 2016, the nazi group National Action continued to operate illegally. For some this merely meant going underground and communicating secretly. For others it meant changing the name of the organisation so they could continue to operate openly. HOPE not hate was fast on their trial and began monitoring their operations.

In July, we reported to the police a plot to kill a Labour MP and a policewoman. In August, we revealed, for the first time, that despite the Government ban, which carries a maximum 10-year prison sentence, National Action had a gym in Warrington where leading members would meet regularly to train and talk. We have also revealed links between National Action members and Ukrainian extremists linked to the Azov battalion.

Largely as a result of HOPE not hate's investigations, police have now arrested 22 people for allegedly being members of National Action. Fifteen have now been charged and will be tried in three separate trials during 2018.

Defend Europe

One of HOPE not hate's highlights of 2017 was our campaign to prevent European far right activists from impeding NGO rescue ships in the Mediterranean. Last May HOPE not hate broke the story that three members of Generation Identitaire, accompanied by the Canadian alt-light journalist Lauren Southern, were detained by the Italian coast guard after they used a small boat and tried to block an NGO ship from leaving the port of Catania. Undeterred, these far-right activists began crowdfunding to charter their own ship with the stated intention of blocking NGO ships from leaving port. Working with campaign groups like Sleeping Giants, we managed to persuade PayPal to freeze their account, forcing them to launch a new crowdfunding effort. In late June HOPE not hate identified and tracked their ship, the C Star (then called the Suunta), down to the East African port of Djibouti. HOPE not hate produced its first full briefing for the press and NGOs on Defend Europe, the campaign name the far right adopted, including details of their plans, their ship and their key activists. Two legal briefings for NGOs were also produced. Defend Europe caught the imagination of the international far right and support and donations poured in from around the world. David Duke, former Grand Wizard of the Ku Klux Klan and white supremacist veteran, urged people to fund them, tweeting to his 40,000 twitter followers: "Defend Europe Identitarian SAR has a ship, now needs money to get to the Mediterranean. Donate now! #DefendEurope". The world's leading Nazi website, The Daily Stormer, which published an article stating: "This is a great initiative... These parasites need to be inculcated with a deep fear of making the trip across the Mediterranean sea. Right now, the Negroes believe that Europeans will come and pick them up to bring them to our countries... Godspeed, men. Your ancestors are proud." Support also came from more moderate right-wing alternative media sites like Breitbart. In mid-July HOPE not hate exposed that the owner of the C Star, a Mr Sven Tomas Egerstrom, was a convicted fraudster who was sentenced to two-and-a-half years in jail.

Fear & Hope 2017

In the aftermath of the terrorist attacks, the snap General Election and the beginning of the Brexit negotiations, HOPE not hate produced another Fear and HOPE report. As with our previous Fear and HOPE surveys, we divide the nation into six identities "tribes": two positive about immigration, two strongly opposed and two – the middle tribes – anxious economically and culturally. As a whole, there is much to be positive about. A sense of cautious optimism has survived the Referendum. Sixty-one (61%) percent of people feel that things are better in their own lives now compared with 10 years ago. England is also becoming an increasingly tolerant and more open society. 55% believe that immigration has been good for the country, up from 40% in 2011, and 88% of Britons believe immigration is essential but that economic need should determine its future level.

Race, faith, belonging

Attitudes towards race, faith and belonging have become increasingly polarised. Our two more 'liberal' tribes have grown in size (up from 22% in 2011 to 39% now), becoming increasingly confident as Remain voters disassociate themselves from "Brexit Britain". They are champions of multiculturalism and diversity. This liberal shift has resulted in a reduced middle space, leaving behind a persistent hostile section of society (23%).

Brexit

Brexit will dominate politics over the next few years and is set to trigger feelings of betrayal and resentment if expectations are not met. Only 6% of people are very confident that Theresa May will secure a good deal for Britain and the poll reveals little prospect that a deal can be secured without angering and further alienating either side of this "identity divide". The more hostile groups feel relief at the prospect of a hard Brexit while this angers those on the liberal side of the spectrum. Conversely, Brexiteers will feel betrayed by a soft Brexit.

Terror, Security and Islam

The vast majority of people (77%) stand firmly against the conflation of extremists' actions with an entire religion and 80% are encouraged by the way British people came together in unity following the attacks. There has clearly been a hardening of Islamophobic attitudes among those more sceptical about modern society. 42% of English people say their suspicion of Muslims has increased following the 2017 terror attacks. Meanwhile, a quarter of the English believe that Islam is "a dangerous religion that incites violence".

Nationalism, Integration
Integration has also risen up the political agenda and our poll shows the issue has become a greater public concern. There are some clear concerns that multiculturalism is not working well in Britain. Political events of the last years have dramatically split the country. While in many ways we are more hopeful, fears have become more ingrained and tensions are high. Faith, integration and terrorism will all be important challenges for the coming years, while Brexit will determine the country's future.

National Conversation on Immigration
We are working alongside the Home Affairs Select Committee, feeding into their own investigation on the best pro-Brexit immigration policy. Crucially, we want to see if we can find common ground. Immigration has been a hugely divisive subject over recent years and there has been little public trust in the way that immigration is managed. Over the last five years, it has consistently been one of the top five issues of public concern and was a factor in how many people voted in the EU referendum.

At the same time, many employers have struggled to recruit enough workers or been hindered by growing bureaucracy around migrant workers. Leaving the EU will mean significant changes to the UK's immigration policy, but this offers a window of opportunity to build a system that can work for everyone: a system that is fair to migrants, meets economic need, and has the support of receiving communities.

To get to a consensus we travelled the country, holding over 50 focus groups and stakeholder meetings.

Our interim report, published in early 2018, found the public sees immigration on the national scale through a 'local lens' that reflects their everyday experiences. Getting immigration and integration right at a local level is key to building public support for the handling of immigration policy.

Specifically, we found the Government needed to consider three issues if it is to build a consensus:
1 Deal effectively, and be seen to deal effectively, with the local impacts of immigration on public services, housing, neighbourhoods and residents' quality of life.
2 Encourage social integration between newcomers and longer settled residents through social contact, as this helps build trust and understanding between different groups of people.
3 Look at how Government might institutionalise further public engagement and dialogue, as faceto-face debate enables people to air their concerns and listen to different opinions.

The final report, which will make policy recommendations, will be published in autumn 2018.

HOPE not hate in the community
HOPE not hate continued to work in local communities across the country. Among the highlights were:

Highlights of the year include:

- Birmingham We built our network across Birmingham, working with over 30 different partners. In February we joined 16 organisations across the city to celebrate the role migration has played in Birmingham. Partnered with Mind for a community walk and picnic. Organised 'Gift of Hope' event with Near Neighbours at Birmingham Cathedral, where people donated gifts to wrap for those in need over a cuppa of tea, biscuits and samosas We have been building links between Sunni and Shia communities.
- Great Get Together HOPE not hate organisers hosted dozens of Great Get Together events across the UK. We especially focused on the communities most susceptible to anti-immigrant and anti-muslim narratives. These included Dudley and Rotherham, were we held very successful and well-attended events.
- Bradford Over 1,500 people attended a HOPE not hate festival in central Bradford, designed to highlight and celebrate the different communities living in the city. This event had the support of the city council and West Yorkshire Police.
- Responding to terrorism HOPE not hate reacted quickly to the wave of terrorist attacks in the UK last year. We produced several videos to highlight the coming together of communities and provide people with a positive way of showing their opposition to extremism. In London, we ran a highly visible campaign at train and tube stations.
- Difficult Conversations training Our recent Fear & HOPE reports highlighted the growing cultural and political gap between social liberals and those hostile to immigration and multiculturalism, a chasm that has widened since the EU Referendum vote. As a result, we have developed a 'Difficult Conversation'

training to help social progressives talk to people who have very different outlooks to their own in a constructive and non-lecturing way. During 2017 we trained over 800 people in this training, drawn from political parties, trade unions, NGOs and community groups. We plan to expand this vital work in 2018.

HOPE not hate provides training and briefings for a wide range of statutory and non-statutory organisations. Our organising team ran community training sessions in Cardiff, Cambridge, Merthyr, Blackwood, Islwyn, Caerphilly, Reading, Cardiff, Swindon, Pontypridd, Falmouth, Liverpool, Bristol, Plymouth, Abergavenny, Newport, London, Barnet, Birmingham, Macclesfield, Salford, Rotherham, Sheffield, Newcastle and Leeds.

We also undertook training for Global Justice Now, the Labour Party, Unison, USDAW, the Quakers, NUS, Positive Messengers, Labour International, Nisa Nashim and the Equality and Diversity Team at University of Cambridge.

Representatives of HOPE not hate sit on the MOPAC Hate Crime Community Advisory Group, the Anti Muslim Hatred Working Group, the Holocaust Memorial Day Trust, and the EU Radicalisation Awareness Network, Working Group Meeting on Right-Wing Terrorism. HOPE not hate team members spoke at the House of Commons Speakers scheme, at the British Islam Conference, Faith in Leadership's SFLP programme, Cumberland Lodge A Generation without Hate Conference, Link Up UK Cohesion Network Event, London's Frontline Club, Bristol festival of ideas- festival of the future city.

Internationally, we have spoken at the Norwegian Confederation of Trade Unions Conference in Gol, Norway; Projektledare Integrationsforum event, Stockholm; Dangerous Speech Project Conference, Berlin; University of Georgia, USA; OSF Islamophobia conference, Barcelona the Human Rights Film Festival in Zagreb and the Rosa Luxemburg Foundation, Berlin.

Education Unit
In 2017 the HOPE not hate Education Unit educated 12,779 pupils, created 216 HOPE not hate School Ambassadors and visited 63 schools. The HNH Education Unit (HNHEU) offers students a holistic understanding of how discrimination manifests itself and is maintained through prejudice and inequality. Our aim is not just to educate students on racism, but also to be a catalyst towards positive behavioural change in schools across England and Wales, which acts as a springboard towards a more inclusive society. The overarching aim of the Unit is to increase students' understanding of discrimination and to challenge them on how they can play a role in breaking it. We offer students a holistic understanding of how discrimination manifests itself and is maintained through prejudice and inequality. Each workshop aims to provoke an emotional response, through storytelling or activity (often rigged so that they can experience the feeling of injustice before discussing it). In addition to teaching students, we train teachers to tackle these subjects themselves and to spot and teach about fake news. Teacherfocused workshops cover the British far right, how to approach students who might have been in contact with the far right online, and recognising signs of radicalisation. Our Fear & HOPE research and our heat mapping identifies communities with the most negative attitudes towards immigration and Muslims across England and Wales. We use this to direct our Education Unit to these areas.

Our education programme has a very high score of 80% satisfaction on the Net Promoter Index and our evaluation process shows that of the students attending our workshops who initially have no understanding of prejudice, 84% come away with a strong understanding of the subject. Furthermore, of those who attend our workshops who believe that prejudice does not cause any harm, 83% come away with a good understanding of the harm it causes.

Voter Registration and GOTV Drives
In 2017 HOPE not hate ran a Voter Registration drive ahead of the General Election to encourage marginalised communities and young people to both register and vote on Election Day. We commissioned an opinion poll of young people and their attitudes towards the forthcoming General Election which gave us an important insight into the attitudes and motivations of young people towards the election, the political parties and leaders and on the issues themselves.

HOPE not hate produced a two minute film to encourage 18-24 year olds to register to vote. The video was watched over 130,000 times and over 9,000 people in target marginal constituencies registered to vote as a direct result of our Facebook advert. We ran door-to-door Voter Registration Drives and Get Out The Vote drives in key student communities.

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In Barking & Dagenham, Havering and Thurrock we ran a Souls to the Polls drive at churches attended by high numbers of voters of West African origin ahead of the registration deadline. This was followed up by 10,500 individually addressed GOTV letters and cards delivered over the final weekend of the election. We produced a video aimed encouraging Muslims to vote, those in the 100 seats where their vote could have decided the outcome of the election. The video was watched 105,803 times in the 48 hours before polling.

In the immediate aftermath of the London and Manchester terrorist attacks, HOPE not hate produced four short videos in order to urge a display of unity and prevent far right and anti-Muslim activists and politicians from capitalising on this awful incident. One of these videos was watched 809,000 times and another 364,000 times. We also hand-delivered and posted a total of 62,000 individually addressed letters to Muslim voters and identified 'social liberals' in 18 key marginal constituencies. Youth Marginal Seats Campaign Building on the polling that showed young people were more likely to vote if they realised they lived in a marginal seat, we created an eve of poll campaign that targeted 45 key marginal seats. Different versions of the advert were created for different constituencies to localise our message. 584,741 young people saw our adverts in our target areas. Facebook analytics showed that 28% of all young people saw our adverts, rising to 45% in some marginal constituencies.

Financial review

HNH Charitable Trust continued to attract unrestricted and restricted grant funding, which enabled the charity to continue and expand its work, which is carried out by its employees and by engaging consultants where necessary. The successful fundraising in 2017, the effectiveness and efficiency of its staff and its strong financial management enabled HNH Charitable Trust to end the year with a surplus of cash. 2018 fundraising started well.

The main financial risk faced by the company is that the continuation of grant income is uncertain.

Policy on reserves

Although most of the company's income flow consists of short-term grants, the directors made the decision in 2015 to gradually build up the company's reserves, until a steady £100,000 is available as a reserve.

Risk management

The directors have examined the major strategic business and operational risks that the charity faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen the risk.

Grant-making policies

The company does not make any grants.

Volunteers

A few volunteers worked for the charity from time to time during 2017. Their contributions included management and administration, fundraising, working in the office and carrying out the objects and principal activities of the charity.

By order of the Board

C.K. Hollingsworth

Cormac Hollingsworth
Director

Date: 16/7/18

Hope Not Hate Charitable Trust

(A company limited by guarantee and a charity)

Independent examiner's report to the trustees of Hope Not Hate Charitable Trust

I report on the accounts of the company for the year ended 31 December 2017, which are set out on pages 10 to 17.

Respective responsibilities of trustee and examiner

The charity's trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

It is my responsibility:

- To examine the accounts under section 43 of the Act;
- To follow the procedures laid down in the general Directions given by the Charity Commission under Section 43(7)(b) of the 1993 Act: and
- To state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the companies Act 2006, and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met.

(2) to which, in my opinion, attention should be drawn in order to enable a proper undertaking of the accounts to be reached.

Michael Bailey

Michael Bailey FCA
14 Ellerby Street
London
SW6 6EY

Date: 16/7/18

Hope Not Hate Charitable Trust

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Statement of financial activities for the year ended 31 December 2017

(also incorporating an income and expenditure account)

	Notes	Unrestricted	Restricted	2017 £	2016 £
Net Income (expenditure) for the year					
Incoming resources from generated funds					
Grants and donations received		802,702	111,388	914,090	990,243
Interest		-	-	-	833
Other income		-	-	-	-
		802,702	111,388	914,090	991,076
Resources expended					
Costs of generating funds	(2)	-	-	-	-
Charitable expenditure					
Charitable activities	(3)	867,764	111,388	979,152	948,312
Governance costs		5,500	-	5,500	3,000
		873,264	111,388	984,652	951,312
Net income/(expenditure) for the year	(5)	(70,562)	-	(70,562)	39,764
Funds at 1 January 2017		190,526	-	190,526	150,762
Funds at 31 December 2017		119,964	-	119,964	190,526

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

Hope Not Hate Charitable Trust
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Balance sheet as at 31 December 2017

			2017		2016
		£	£	£	£
Fixed assets					
Tangible assets		-	-	-	-
Current assets					
Rent Deposit		6,873	-	3,915	-
Debtors	(7)	11,610	-	-	-
Cash at bank and in hand		254,383	-	490,594	-
		272,866	-	494,509	-
Creditors: amounts falling due Within one year	(8)	152,902	-	303,983	-
			119,964		190,526
Total net assets			119,964		190,526
Funds					
Restricted funds	(9)		-		-
Unrestricted funds			119,964		190,526
	(10)		119,964		190,526

For the year ended 31 December 2017 the company was entitled to exemption under section 477 of the Companies Act 2006 and no members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for:

i) ensuring that the company keeps accounting records which comply with sections 386 and 387; and

ii) preparing accounts which give a true and fair view of the state of affairs of the company as at 31 December 2017 and of its loss for the year then ended, in accordance with the sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions applicable to the companies subject to the small company regime.

The financial statements were approved by the Board on 16/7/18 2018 and signed on its behalf.

Cormac Hollingsworth
Director

C. K. Hollingsworth.

Hope Not Hate Charitable Trust

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Cashflow Statement – year ended 31 December 2017

	Notes	£	2017 £	£	2016 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations			(236,211)		207,606
Investing activities					
Interest received		-		833	
Net cash generated from investing activities			-		833
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalent			(236,211)		208,439
Cash and cash equivalents at beginning of year			490,594		282,155
Cash and cash equivalents at end of year			254,383		490,594

Cash generated from operations

	2017 £	2016 £
Surplus/(deficit) for the year	(70,562)	39,764
Adjustments for:		
Interest	-	(833)
Movements in working capital:		
Increase in rent deposit	(2,958)	-
Decrease in creditors	(151,081)	168,675
Increase in debtors	(11,610)	-
Cash generated from/(absorbed by) operations	(236,211)	(207,606)

1. Accounting policies

1.1 Basis of accounting

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice. The company is a Public Benefit Entity as defined by FRS 102.

1.2 Assessment of Going Concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the Fund has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees' continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income and expenditure

Income and expenditure is accounted for under an accruals basis.

Grant income is recognised in full in the year of receipt unless the project has not commenced.

No income is stated net of expenditure and no income has been deferred.

Costs of generating funds are the direct costs associated with attracting grant income and donations.

Charitable activity expenditure comprises the costs incurred by the charity in pursuing its objectives. It includes the direct costs of such activities and indirect costs that are necessary to support them.

Governance costs represents the costs arising through the charity existing as a legal entity and the statutory requirements and management costs that arise from being such.

1.4 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Fixed assets with a cost value below £150 are not capitalised. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Office equipment	25% reducing balance basis

1.5 Transfer between funds

Transfers from surplus unrestricted funds to funds designated for specific purposes are made when the Trustees consider necessary.

1.6 Fund accounting

The Funds held by the Charitable Company are either:

- Unrestricted general funds: these are funds which can be used in accordance with the Charitable Company's objectives at the discretion of the Trustees;
- Designated funds: these are funds set aside by the Trustees out of the unrestricted general funds or specific future purposes or projects;
- Restricted funds: these are funds that can only be used for specific purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

1.7 Liabilities

Liabilities are recognised when it is probable that an outflow of economic benefit will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

1.8 Financial Instruments

The Fund has elected to apply the provisions of Section 11 'Basic Financial Instruments' to all of its financial instruments.

Financial instruments are recognised in the Fund's balance sheet when the Fund becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2. Critical accounting estimates and judgements

In the application of the Fund's accounting policies, the Trustees are required to make judgements, 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 ongoing 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.

3. Cost of generating funds

Cost of generating funds consists of the following.

	2017	2016
	£	£
Other fundraising costs	-	-

4. Furtherance of the objects of the charity

Unrestricted funds – Charitable activities

Direct charitable costs

	2017	2016
	£	£
Staff and volunteer costs	504,205	393,531
Telephone, post, stationery, printing, computer maintenance	77,195	155,643
Rent and rates	31,057	12,430
Research and project costs	172,245	83,490
Other costs	88,562	27,067
	873,264	672,161

Restricted funds – Charitable activities

Direct charitable costs

	2017	2016
	£	£
Staff and volunteer costs	88,253	184,304
Telephone, post, stationery, printing, computer maintenance	4,184	54,537
Other costs	18,951	40,310
	111,388	279,151

5. Employee costs

Staff costs (excluding freelance consultants) consist of the following:

	2017	2016
	£	£
Gross salaries	439,655	485,868
Employer's national insurance	58,097	45,194
Pension costs	3,374	3,774
	501,126	534,836
The average weekly number of employees during the year, calculated on a full-time equivalent basis was:	12	16

No employee received remuneration amounting to more than £60,000 in the year.

Trustees received no remuneration (2016 £nil). There was no reimbursement of their expenses in the year (2016 £nil).

6. Net outgoing resources

	2017	2016
	£	£
This is stated after charging:		
Staff costs	501,126	534,836
Independent examiner's remuneration – governance cost	5,500	3,000

7. Debtors

	2017	2016
	£	£
Amounts falling due within one year		
Trade debtors	11,610	-
Other debtors	-	-
	11,610	-

8. Creditors: Amounts falling due within one year

	2017	2016
	£	£
Taxation and social security	13,781	11,113
Other creditors	139,121	292,870
	152,902	303,983

9. Restricted funds

Funds were received from the following donors during the year and utilised in accordance with their restricted terms:

Barrow Cadbury Trust £15,000 – Hope Academy
Barrow Cadbury Trust £15,000 – Building New Communities
Joseph Rowntree Charitable Trust £30,000 – Organising
The Big Give £31,388 – More In Common, Wales
Paul Hamlyn Foundation £20,000 Migrant Communities

	Balance at beginning of the year	Funds received	Expenditure incurred	Balance at end of the year
	£	£	£	£
Hope Academy	-	15,000	15,000	-
Building New Communities	-	15,000	15,000	-
Organising	-	30,000	30,000	-
More In Common, Wales	-	31,388	31,388	-
Migrant Communities	-	20,000	20,000	-
-	-	111,388	111,388	-

10. Total funds

Total funds are invested as follows:

	Unrestricted funds	Restricted funds	2017
	£	£	£
Tangible fixed assets	-	–	-
Current assets	272,866	–	272,866
Current liabilities	(152,902)	–	(152,902)
	119,964	-	119,964