

ANNUAL REPORT 2019

WHITE RIBBON
ORG.UK
END MALE VIOLENCE AGAINST WOMEN

WHITE RIBBON
ORG.UK
REGISTERED CHARITY NO.: 1123874
END MALE VIOLENCE AGAINST WOMEN

INTRODUCTION

We write the report for 2019, as we are experiencing the impact of the global Coronavirus pandemic. With the rise on violence against women during lockdown our mission of working with people, especially men and boys, to individually and collectively take action and change behaviour is more important than ever.

We are able to reach many thousands of people through our work. This is achieved very effectively by working in partnership with others and through a network of supporters, White Ribbon Ambassadors, and Champions. Our partners are working with us right across England and Wales to change the cultures that lead to violence against women and girls. By working together we can prevent violence happening in the first place.

In 2019, our long-established accreditation programme for organisations was reviewed and the revised programme introduced. By the end of 2019 there were nearly 90 White Ribbon Accredited organisations, across many sectors, and this number is expected to increase in 2020.

We now have a new programme for young people, White Ribbon Youth Advocates. This was developed after requests

from our partners for something akin to the White Ribbon Ambassador role, especially for young men. In June our Annual White Ribbon Conference took place in London with the theme, "Violence Against Women: It's Everyone's Issue". White Ribbon Day on 25th November, and the following days of action, saw awareness raising activities across the country.

We have continued to campaign throughout the year, engaging with Westminster through the White Ribbon APPG, and by working alongside other organisations in the sector. We were pleased to see the 'Upskirting' Bill become law, something we had campaigned for. Ahead of the General Election in December, we called on all candidates to make reforming the law on domestic abuse a priority. The long needed Domestic Abuse Bill had been making its journey through the house as the election was called.

None of this would be possible without the commitment of the many people who support us and fundraise for us. We know that many people support us because their lives, or the lives of those people close to them, have been affected by male violence. We take the responsibility of your support very seriously. Thank you for helping us to work towards a world without male violence against women.

Anthea Sully *Chief Executive*

Peter Lassey *Chair of Trustees*

We are able to reach many thousands of people through our work



YOUTH ADVOCATES

One of our major projects during 2019 was developing and launching the White Ribbon Youth Advocates Programme. We responded to an approach from Deke Williams, Next Generation Officer from White Ribbon Accredited Gwent Police, enquiring about a youth version of the White Ribbon Ambassador Programme.

We brought our expertise and experience of working with men and boys and worked closely in partnership with the Gwent Youth Cadets themselves, who contributed their lived experience and expertise to the project.

Deke Williams – Gwent Police Next Generation Officer

“A ‘Youth Advocate’ is not only a vital role in the youth arena; it also means we have young people reaching out to young people of similar ages, delivering messages between peers. As part of their Youth Advocate role, the Cadet take part in roadshows, community events, hosting information days and promotional videos to reach out to wider communities.”

The Youth Advocate Programme is now available to schools, colleges and youth groups.



Gwent Youth Cadets at White Ribbon Day Event at the Senned

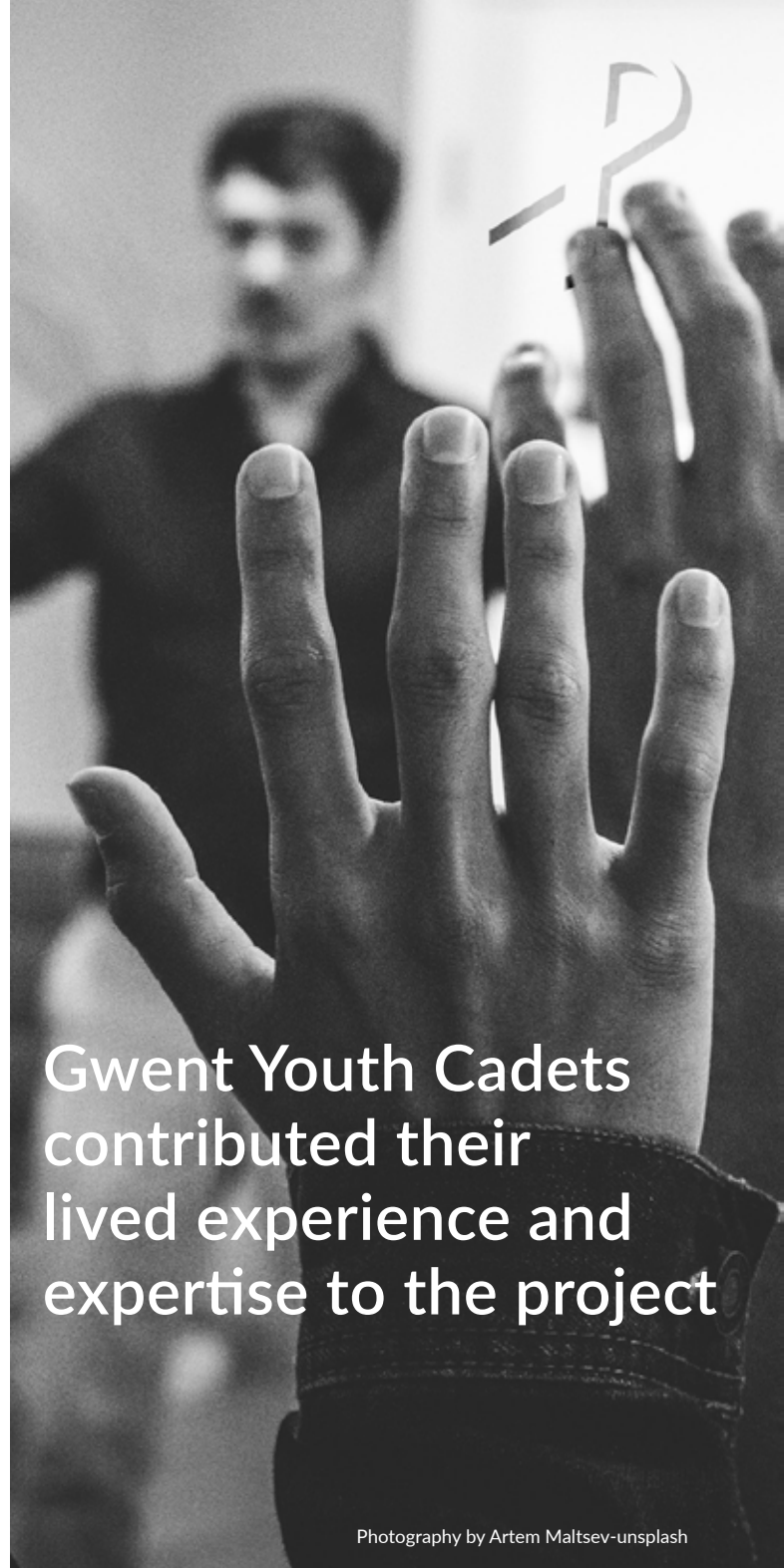
The testimony from White Ribbon ambassador, John Clough, who started the Justice for Jane campaign after his daughter was murdered by her ex-partner are shared at March4Women.

Former Dr Who and Broadchurch actor, David Tennant, spoke at Care International's March4Women on International Women's Day. Wearing a white ribbon, Tennant read.



“Since Jane’s death, I have actively campaigned for change in the Criminal Justice System... Together we have continued to be a voice for victims. For victims like my daughter, Jane. My daughter had so much love to give. Not just to us as her family, and her own child, my granddaughter. But to someone who would treat her with respect, and allow her to shine in her own right. Every girl, every woman deserves that respect.”

John Clough



Gwent Youth Cadets contributed their lived experience and expertise to the project

Photography by Artem Maltsev-unsplash

WHITE RIBBON ACCREDITATION PROGRAMME

The White Ribbon Accreditation programme for organisations was reviewed and revised during the year. To support this work we introduced the role of partnerships officer and welcomed Jo Wood to White Ribbon.

There are now nearly 100 organisations who are accredited. To achieve White Ribbon Accreditation organisations will develop, and commit to, a three-year action plan that meets core criteria in strategic leadership, engaging with men and boys, raising awareness and changing culture. Action plans give scope for innovation and creativity, ensuring that key messages are being shared in a way that is appropriate for each organisation, what it does and who is involved. All organisations are expected to reach out to their local communities, for example by having stalls at local events, and by working with partners.



The Metropolitan Police receive their White Ribbon Accreditation award

White Ribbon Annual Conference

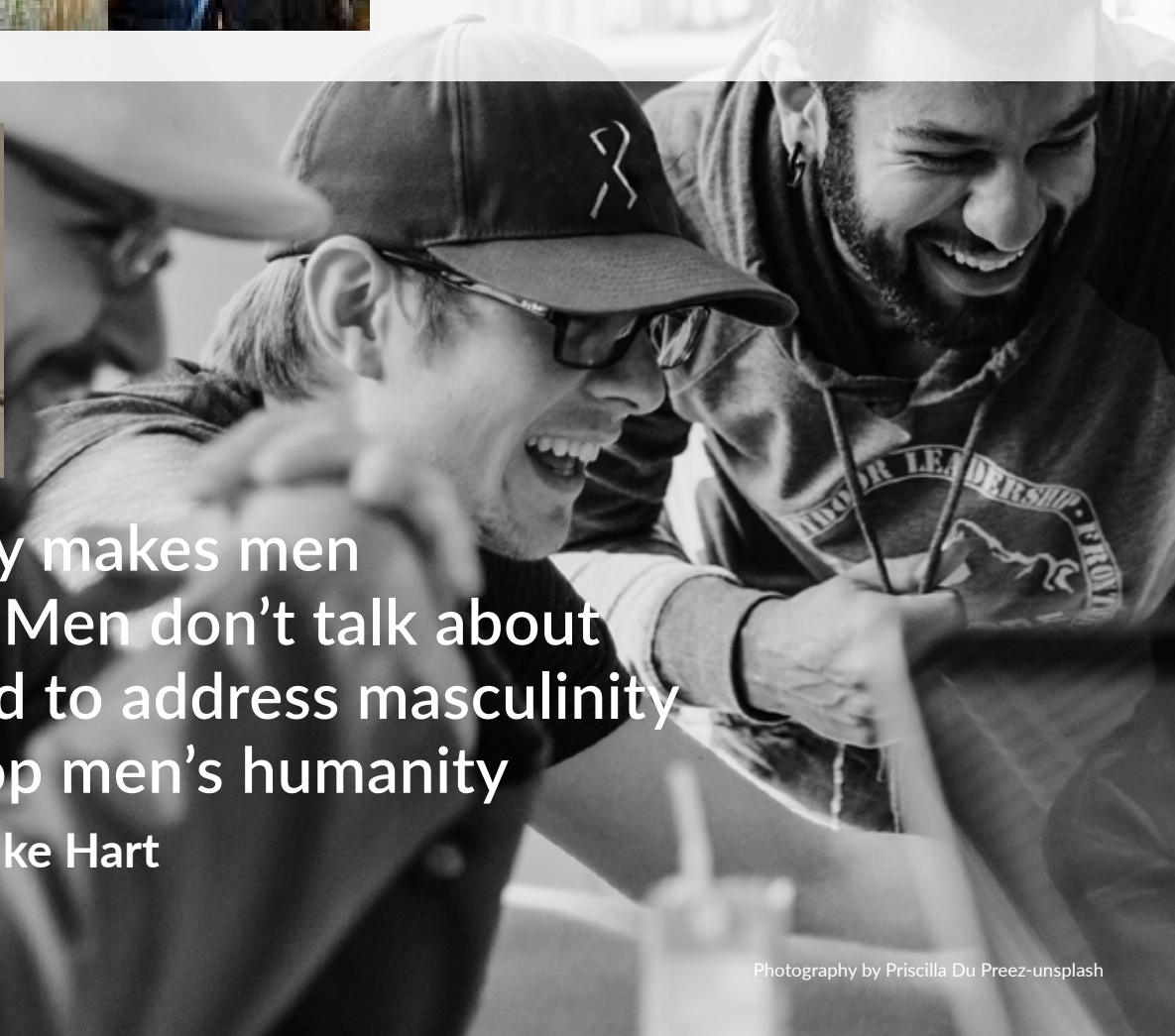


The White Ribbon Conference in June brought together more than 120 change makers, including representatives from the public and voluntary sector, businesses and our volunteer White Ribbon ambassadors and champions, to address the theme, 'Male Violence Against Women It's Everyone's Issue'.

Keynote speaker was White Ribbon Ambassador and Refuge Champion, Luke Hart who summed up the necessity to change the way men see themselves before we can hope to end violent behaviour:



“Masculinity makes men miserable. Men don't talk about it...we need to address masculinity and develop men's humanity instead”. Luke Hart





The team spoke
from the heart
about why it is
important for
men to take
a stand.

'Leeds United and White Ribbon Accredited Leeds City Council worked together in November to raise awareness about domestic abuse.

In the warm-up for their match against Middlesbrough at Elland Road on 30th November, the West Yorkshire team wore white Ribbon t-shirts with slogan, 'Show domestic abuse the red card'. Information about White Ribbon UK was included in their match-day programme, and a video was produced in collaboration with Safer Leeds, the council's community safety partnership. The team spoke from the heart about why it is important for men to take a stand. This was relayed on the the big screen before and after the match.



WHITE RIBBON DAY ON 25TH

November and the subsequent 16 days of action saw thousands of people making the White Ribbon Promise, wearing a White Ribbon and raising awareness over the two and a half weeks. Many organisations organised events and made sure that the importance of coming together to end violence against women was high profile and widely shared.



Gwent Police Cadets at Cardiff Senedd



Leeway Domestic Abuse Service



Councillors Daniel Cowan and Matt Dent



Broxtowe refuse Team Mark White Ribbon Day



Safer Rother (Community Safety Partnership)



Candlelit vigil in Cardiff



Swansea Woman's Aid



Camden Town Council



Chester Womans Aid



Chester Womans Aid



Hampton Trust - Aldershot Football Club



ADAPT practitioner training day



Aldershot Football Team



Hart Gables



Lancashire Victim Service



Leeway Awareness-raising



Newcastle Cathedral



Newcastle Cathedral



Newcastle Cathedral



Parkstone Primary School

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END MALE VIOLENCE AGAINST WOMEN

WEST YORKSHIRE AMBASSADORS

We were supported by the West Yorkshire Safer Communities Fund to work with White Ribbon ambassadors in West Yorkshire.

This enabled us to connect and liaise with our ambassadors in the region and identify ways in which we could develop better support and training.

Participants at a networking session described their own 'journey' and how they interpret their role as a White Ribbon Ambassador to raise awareness in their own communities.

There are “...conflicting messages – emotion – resilience – need to show and treat everyone with respect”

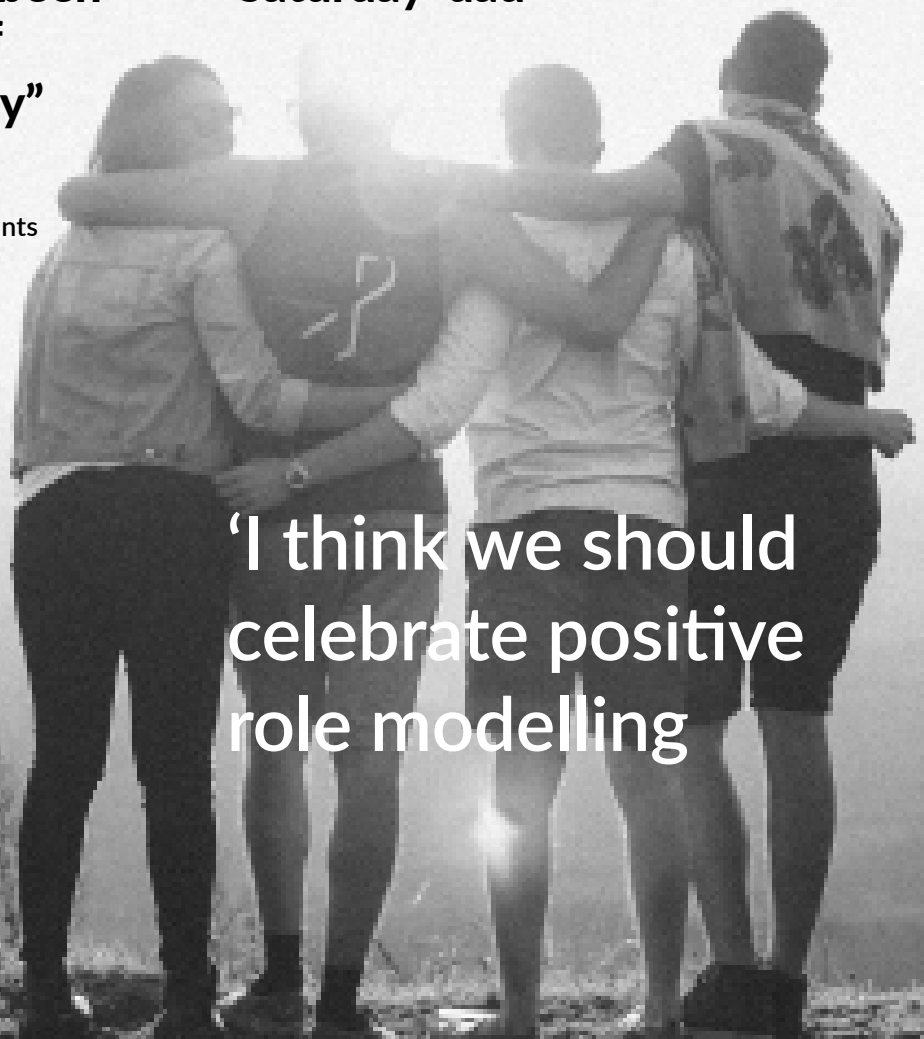
“Since I grew up there’s been a shift and transition of identity – men’s identity”

A clear message for us was how participants thought that White Ribbon ambassadors should engage with other men.

“Men find it hard to think where they fit in society”

It’s “... unusual to have 50% care of children – I’m not ‘just ‘a ‘Saturday’ dad”

‘I think we should celebrate positive role modelling



THANK YOU

Our voice is strengthened by working together with our supporters, ambassadors, champions, organisations and policy makers, to raise awareness, educate and campaign to bring about change. These partners are working with us right across England and Wales engaging with many thousands of people to change the cultures that lead to violence against women and girls. Together we can prevent violence happening in the first place.

IN MEMORY

We are truly grateful for the support that comes to us from the family and friends of women who had lost their lives because of male violence. We take very seriously our duty to build a legacy for every woman whom we have come to know by name, and for all women affected by male violence, by continuing and developing our work to change the male cultures that lead to such abuse.

We can't do this important work on our own

Grace Millane

Grace Millane was an independent, strong and brave woman who was taken from her friends and family at the end of 2018. Together they wanted to do something in her memory and raise as much money as possible for White Ribbon Campaign UK.



51 people took part in a Nuclear Charity Race in memory of Grace. All of the 51 people who took part were either family/friends/family friends of Grace's, including Grace's mum Gillian, and together raised £11,872.

Grace's Ribbon

In April LL Loves launched 'Grace's Ribbon' Bracelets in Memory of Grace with a donation made to White Ribbon UK for each one sold.

Sarah Henshaw

Sarah was a bright, caring and beautiful friend, she cared about everyone, she worked as a social worker and was exceptional in all she did. Sarah worked tirelessly to improve the lives of the children she worked with. Outside of social work, Sarah set up and ran her own charity in Africa. She opened a unit in Tanzania supporting youngsters aged 12-18 years, who were orphaned street children.

The young people who lived in the unit learnt carpentry and their lives were changed from meeting Sarah. She was truly inspirational.



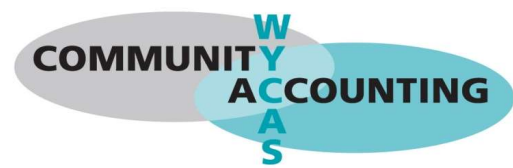
Julia Mckee running her first half marathon in memory of her closest friend Sarah Henshaw.

White Ribbon Campaign Ltd

Charity number 1123874

A company limited by guarantee number 05617302

Annual Report and Financial Statements **for the year ended 31 December 2019**



West Yorkshire Community Accounting Service

White Ribbon Campaign Ltd

Annual Report and Financial Statements for the year ended 31 December 2019

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Prepared by West Yorkshire Community Accounting Service

White Ribbon Campaign Ltd

Trustees' report for the year ended 31 December 2019

Reference and administrative details of the charity, its trustees and advisors

The trustees during the financial year and up to and including the date the report was approved were:

Name	Position	Dates
Peter Lassey	Chair	
Christopher Green	Secretary	Resigned July 2019
Sophie Rymer	Secretary	Appointed June 2019
Stephen Sweeney	Vice-chair to June 2019	Resigned June 2020
Anthony Duerden	Vice-chair	Appointed June 2019
John Gilfillan	Treasurer	
Maura Wilson		Resigned October 2019
Marcus Thompson		Resigned June 2019
Steve Barwick		Resigned June 2019
Nouhsin Aslam		Resigned December 2019
Steven Barnbrook		
Dr Rosemary Hill		Appointed July 2019

Charity number	1123874	Registered in England and Wales
Company number	05617302	Registered in England and Wales

Registered and principal address

White Ribbon House
New Road
Mytholmroyd
Hebden Bridge
HX7 5DZ

Bankers

The Co-operative Bank plc
PO Box 101
Balloon Street
Manchester
M60 4EP

Independent examiner

Helen Galvin FCCA

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Structure, governance and management

The charity is a company limited by guarantee and was formed on 9 November 2005. It is governed by a memorandum and articles of association which were amended by special resolution on 23 April 2008. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purposes of company law and are appointed by the members at the AGM.

White Ribbon Campaign Ltd

Trustees' report (continued) for the year ended 31 December 2019

Objectives and activities

The charity's objects

The preservation and protection of life and good health by the prevention of violence, in particular against woman, by educating and raising awareness of the cause effect and methods of preventing violence.

The charity's main activities

The charity campaigns against violence against woman and girls particularly within the areas of sport, music, fundraising and education. White Ribbon status is available to various authorities and organisations within the UK.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of education.

Achievements and performance

In 2019, our long-established accreditation programme for organisations was reviewed, and the new programme was introduced. To become White Ribbon Accredited, organisations have to develop an action plan to demonstrate how they will achieve four core criteria; Strategic Leadership, Engaging Men and Boys, Changing Culture and Raising Awareness. At the end of 2019 there were nearly 90 White Ribbon Accredited organisations, across many sectors, and this number is expected to increase in 2020.

A White Ribbon Youth Advocates Programme was developed during the year. We had received requests for a White Ribbon Ambassador role that was suitable for younger people, especially for young men. The Programme was launched in the run up to White Ribbon Day and the first cohort of Youth Ambassadors were presented with their certificates at a White Ribbon Day event held by the Senedd in Wales.

The Annual White Ribbon Conference was held on June 5th in London with the theme, "Violence Against Women: It's Everyone's Issue". Speakers included, Gavin Newlands MP, White Ribbon Ambassador and Refuge Champion - Luke Hart, documentary filmmaker - Leslie Lee, Dr Rosemary Hill and Dr Stephen Burrell. We received funding from the West Yorkshire Safer Communities Fund to work with West Yorkshire White Ribbon Ambassadors. This project enabled us to engage directly with ambassadors in West Yorkshire, to listen to what they thought about their role and to learn what support they felt was most helpful to them in their own contexts. One outcome was the request for more online training and resources and we are looking to address this during 2020.

White Ribbon Day was on the 25th November, and the following days of action, saw awareness raising activities across the country. White Ribbon Accredited Leeds City Council worked with Leeds United, whose team wore White Ribbon T shirts during the warm-up for their match against Middlesbrough at Elland Road. The Diocese of Rochester in Kent held events, including A morning With Ryan Hart, church services and produced an awareness raising video. Newly White Ribbon Accredited, Tyne and Wear Fire and Rescue Service raised awareness with an online campaign and the White Ribbon symbol was printed across the fleet of fire engines. The organisation has continued to campaign throughout the year, engaging with Westminster through the White Ribbon APPG, and by working alongside other organisations in the sector. We were very pleased to see the 'Upskirting' Bill become law. Our chief executive, Anthea Sully, appeared on BBC News and News 24 talking about the knighthood awarded to Geoffrey Boycott. We called on all candidates to be challenged on whether their priorities, if elected, would include reforming the law on domestic abuse; as the long needed Domestic Abuse Bill had been making its journey through the House as the election was called.

White Ribbon Campaign Ltd

Trustees' report (continued) for the year ended 31 December 2019

Achievements and performance (continued)

White Ribbon UK is able to reach many thousands of people through its work. This is achieved in a very effective way by working in partnership with others and through a network of supporters, White Ribbon Ambassadors and Champions. Ensuring there is funding for what we want to do continues to be challenging. Revising the accreditation programme took time during 2019, which meant a delay in fee income and there has been a period of reflection following two major projects that closed in 2018. In 2020 White Ribbon will be addressing these issues and also looking at other sources of income, especially in the provision of training where there is a demonstrable need.

We would not be able to undertake our work without the support of the many people who fundraise for us. Many of the fundraising activities in 2019 were led by the family and friends of women who had lost their lives because of male violence. We take very seriously our duty to build a legacy for every woman whom we have come to know by name, and for all women affected by male violence, by continuing and developing our work to change the male cultures that lead to such abuse.

Financial review

The net expenditure for the year was £46,375, including net expenditure of £46,405 on unrestricted funds and net income of £30 on restricted funds.

The deficit has largely resulted from writing off £21,369 of obsolete stock items, incurring some necessary legal fees and costs incurred in undertaking a major review of the accreditation programme in the year.

Reserves policy

The charity's free reserves, excluding fixed assets, at the year end were £98,111.

The trustees aim to maintain sufficient reserve funds to cover a minimum of 6 months running costs which is calculated as £75,000.

Coronavirus impact statement

The Board held weekly meetings in the first stages of the crisis and have continued to meet regularly and assess cashflow forecasts.

Some staff have been furloughed for different periods of time.

All expenditure where possible has been reduced.

In terms of income generation – attention has been focused on:

Funding applications

Ways of driving online sales

Driving accreditations

Exploring ways of delivering online – such as training and an online conference.

Uncertainties identified:

Less fundraising activities taking place

Shop had to close from April to July – loss of income

Conference cancelled – planned to raise £8,000

Slow down in accreditations.

We cannot predict how Covid- 19 will affect income generation from September to December 2020.

Ongoing viability – We believe that ongoing tight oversight by the Board and measures put in place will mean organisation will continue, albeit there may need to be new ways of working and further reductions in expenditure including staff costs.

White Ribbon Campaign Ltd

Trustees' report (continued) for the year ended 31 December 2019

Statement of trustees' responsibilities

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees report and the financial statements in accordance with the applicable law and UK Accounting Standards.

Company law requires the trustees to prepare financial accounts for each financial year which 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 the year. In preparing these financial statements, the trustees are required to:

select suitable accounting policies and apply them consistently;

observe the methods and principles in the Charities SORP;

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 accounts on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS102)), and in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Signed: P. Lassey (Trustee)

Name: Peter Lassey

Date: 17 September 2020

White Ribbon Campaign Ltd

Independent examiner's report to the trustees of White Ribbon Campaign Ltd

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31 December 2019, which are set out on pages 7 to 14.

Responsibilities and basis of report

As the charity's trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act ('the 2011 Act'). In carrying out my examination I have followed the 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 respect of the company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Signed: H.R. Galvin Name: Helen Galvin

Relevant professional qualification or body: FCCA

Date: 17 September 2020

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

White Ribbon Campaign Ltd
Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 December 2019

	Notes	2019 Unrestricted funds £	2019 Restricted funds £	2019 Total funds £	2018 Total funds £
Income from:					
Grants and donations	(2)	69,763	4,375	74,138	86,855
Sales and fees		68,190	-	68,190	88,650
Events income		-	-	-	27
Sundry income		312	-	312	-
Total income		138,265	4,375	142,640	175,532
Expenditure on:					
Salaries and NIC	(3)	105,141	3,917	109,058	83,873
Casual staff		-	-	-	60
Staff training		128	-	128	36
Purchases		14,227	-	14,227	19,415
Obsolete stock write off		21,369	-	21,369	-
Rent and rates		4,755	245	5,000	4,370
Insurance		1,758	-	1,758	1,289
Heat, light and water rates		2,762	-	2,762	2,180
Telephone		1,352	-	1,352	1,365
Printing, postage and stationery		1,342	25	1,367	2,596
Computer expenses		510	-	510	3,489
Repairs and renewals		1,176	-	1,176	451
Depreciation		1,431	-	1,431	2,315
Travel and motor expenses		2,810	-	2,810	1,602
Exhibitions, award ceremonies and conferences		3,336	-	3,336	2,728
Accountancy and independent examination		960	-	960	1,320
Sundries		702	158	860	1,461
Volunteer training and expenses		-	-	-	2,030
Membership fees		670	-	670	815
Legal, consultancy and professional fees		15,705	-	15,705	25,468
Bank, paypal and currency charges		246	-	246	289
Office equipment		-	-	-	1,110
Advertising and communications		1,112	-	1,112	2,549
Project costs		-	-	-	29,620
Sales promotions		-	-	-	1,265
Website		2,440	-	2,440	802
Stripe fees		-	-	-	391
Bad debt write off		-	-	-	1,739
Recruitment expenses		67	-	67	-
Board expenses		671	-	671	-
Total expenditure		184,670	4,345	189,015	194,628
Net (expenditure) / income		(46,405)	30	(46,375)	(19,096)
Fund balances brought forward		145,947	-	145,947	165,043
Fund balances carried forward	(4)	99,542	30	99,572	145,947

All incoming resources and resources expended derive from continuing activities.

White Ribbon Campaign Ltd

Balance sheet

as at 31 December 2019

	2019	2019	2019	2018
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Fixed assets				
Tangible assets	(5) 1,431	-	1,431	2,861
Total fixed assets	<u>1,431</u>	<u>-</u>	<u>1,431</u>	<u>2,861</u>
Current assets				
Debtors and prepayments	(6) 16,997	-	16,997	24,429
Stock	17,914	-	17,914	39,283
Cash at bank and in hand	(7) 64,958	30	64,988	84,550
Total current assets	<u>99,869</u>	<u>30</u>	<u>99,899</u>	<u>148,262</u>
Current liabilities: amounts falling due within one year				
Creditors and accruals	(8) 1,758	-	1,758	5,176
Total current liabilities	<u>1,758</u>	<u>-</u>	<u>1,758</u>	<u>5,176</u>
Net current assets	<u>98,111</u>	<u>30</u>	<u>98,141</u>	<u>143,086</u>
Total assets less current liabilities	<u>99,542</u>	<u>30</u>	<u>99,572</u>	<u>145,947</u>
Net assets	<u>99,542</u>	<u>30</u>	<u>99,572</u>	<u>145,947</u>
Funds				
Unrestricted funds	99,542	-	99,542	145,947
Restricted funds	-	30	30	-
Total funds	<u>99,542</u>	<u>30</u>	<u>99,572</u>	<u>145,947</u>

For the year ending 31 December 2019 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476. The trustees (who also the directors for the purposes of company law) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with FRS 102 (effective January 2019).

The financial statements were approved by the board of trustees on

Date: 17 September 2020

Signed: P. Lassey (Trustee)

Name: Peter Lassey

White Ribbon Campaign Ltd

Notes to the accounts

for the year ended 31 December 2019

1 Accounting policies

Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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). The charity constitutes a public benefit entity as defined by FRS 102. There has been no change to the accounting policies since last year. No changes have been made to the accounts for previous years.

Going concern

The trustees are satisfied that there are no material uncertainties about the charity's ability to continue.

Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources and the monetary value can be measured with sufficient reliability.

Grants and donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance.

Donated goods for resale are valued at the amount actually realised upon their sale.

Donated assets, facilities or services are valued at their estimated value to the charity. This is the price that the charity estimates it would pay in the open market for equivalent items; or services and facilities of equivalent utility to the charity.

Expenditure and liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out the resources and the amount of the obligation can be measured with reasonable certainty.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses of acquisition. Gifted assets are shown at the value to the charity on receipt. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Equipment: over 3 years

Fixtures and fittings: over 3 years

White Ribbon Campaign Ltd

Notes to the accounts

for the year ended 31 December 2019

1 Accounting policies continued

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The costs of contributions are recognised in the year they are payable.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

White Ribbon Campaign Ltd
Notes to the accounts continued
for the year ended 31 December 2019

2 Grants and donations	2019 Unrestricted funds £	2019 Restricted funds £	2019 Total funds £	2018 Total funds £
Cabinet Office - Department of Culture, Media and Sport (DCMS)	-	-	-	75,714
West Yorkshire Police	-	4,375	4,375	-
Donations	69,763	-	69,763	11,141
	<u>69,763</u>	<u>4,375</u>	<u>74,138</u>	<u>86,855</u>

3 Staff costs and numbers	2019 £	2018 £
Gross salaries	100,672	78,838
Social security costs	9,185	7,688
Employment allowance	(3,000)	(3,732)
Pensions	2,201	1,079
	<u>109,058</u>	<u>83,873</u>

The average number employees during the year was 4.3 (2018: 2.8).
There were no employees with emoluments above £60,000.

Defined contribution pension scheme	2019 £	2018 £
Costs of the scheme to the charity for the year	2,201	1,079
Amount of any contributions outstanding at the year end	223	335
Amount of any contributions prepaid at the year end	-	-

4 Restricted funds	Balance b/f £	Incoming £	Outgoing £	Balance c/f £
West Yorkshire Safer Communities Fund	-	4,375	4,345	30

Fund name	Purpose of restriction
West Yorkshire Safer Communities Fund	For the engagement of ambassadors in West Yorkshire

White Ribbon Campaign Ltd
Notes to the accounts continued
for the year ended 31 December 2019

5 Tangible assets

	Fixtures & Fittings	Equipment	Total
	£	£	£
<u>Cost</u>			
At 1 January 2019	1,850	4,270	6,120
Additions	-	-	-
Disposals	-	-	-
At 31 December 2019	<u>1,850</u>	<u>4,270</u>	<u>6,120</u>
<u>Depreciation</u>			
At 1 January 2019	1,850	1,409	3,259
Charge for year	-	1,430	1,430
At 31 December 2019	<u>1,850</u>	<u>2,839</u>	<u>4,689</u>
<u>Net book value</u>			
At 31 December 2019	<u>-</u>	<u>1,431</u>	<u>1,431</u>
At 31 December 2018	<u>-</u>	<u>2,861</u>	<u>2,861</u>

6 Debtors and prepayments

	2019	2018
	£	£
Debtors	15,152	24,429
Prepayments	1,845	-
	<u>16,997</u>	<u>24,429</u>

7 Cash at bank and in hand

	2019	2018
	£	£
Current accounts	64,870	83,907
PayPal account	-	473
Petty cash	118	170
	<u>64,988</u>	<u>84,550</u>

8 Creditors and accruals

	2019	2018
	£	£
Creditors	395	3,856
Accruals	1,363	1,320
	<u>1,758</u>	<u>5,176</u>

9 Trustee expenses

During the year 1 trustee was paid a total of £440 in respect of travel (previous year: 3 trustees and £595).

10 Trustee remuneration and benefits

No trustee received any remuneration or benefit during this or the previous year.

White Ribbon Campaign Ltd
Notes to the accounts continued
for the year ended 31 December 2019

11 Remuneration and benefits received by key management personnel

The key management personnel of the charity include the trustees and Chief Officer. The total employee benefits received by the Chief Officer were £45,536 (previous year: £38,375).

No trustee received any remuneration or benefit in this capacity during this or the previous year.

12 Other related party transactions

			2019 £	2018 £
Name of trustee or related party	Relationship to charity	Description of transaction		
Chris Green	Trustee	Rent of office space	<u>2,500</u>	<u>5,000</u>

White Ribbon Campaign Ltd

Statement of Financial Activities including comparatives for all funds (including summary income and expenditure account) for the year ended 31 December 2019

	2019 Unrestricted funds £	2018 Unrestricted funds £	2019 Restricted funds £	2018 Restricted funds £	2019 Total funds £	2018 Total funds £
Income						
Grants and donations	69,763	11,141	4,375	75,714	74,138	86,855
Sales and fees	68,190	88,650	-	-	68,190	88,650
Events income	-	27	-	-	-	27
Sundry income	312	-	-	-	312	-
Total income	138,265	99,818	4,375	75,714	142,640	175,532
Expenditure						
Salaries and NIC	105,141	43,977	3,917	39,896	109,058	83,873
Casual staff	-	60	-	-	-	60
Staff training	128	36	-	-	128	36
Purchases	14,227	17,915	-	1,500	14,227	19,415
Obsolete stock write off	21,369	-	-	-	21,369	-
Rent and rates	4,755	1,871	245	2,499	5,000	4,370
Insurance	1,758	1,289	-	-	1,758	1,289
Heat, light and water rates	2,762	1,276	-	904	2,762	2,180
Telephone	1,352	865	-	500	1,352	1,365
Printing, postage and stationery	1,342	1,614	25	982	1,367	2,596
Computer expenses	510	3,489	-	-	510	3,489
Repairs and renewals	1,176	451	-	-	1,176	451
Depreciation	1,431	2,315	-	-	1,431	2,315
Travel and motor expenses	2,810	1,602	-	-	2,810	1,602
Exhibitions,ceremonies and conferences	3,336	228	-	2,500	3,336	2,728
Accountancy and independent exam	960	1,320	-	-	960	1,320
Sundries	702	1,461	158	-	860	1,461
Volunteer training and expenses	-	-	-	2,030	-	2,030
Membership fees	670	815	-	-	670	815
Legal, consultancy and professional fees	15,705	25,468	-	-	15,705	25,468
Bank, paypal and currency charges	246	289	-	-	246	289
Office equipment	-	362	-	748	-	1,110
Advertising and communications	1,112	2,549	-	-	1,112	2,549
Project costs	-	5,465	-	24,155	-	29,620
Sales promotions	-	1,265	-	-	-	1,265
Website	2,440	802	-	-	2,440	802
Stripe fees	-	391	-	-	-	391
Bad debt write off	-	1,739	-	-	-	1,739
Recruitment expenses	67	-	-	-	67	-
Board expenses	671	-	-	-	671	-
Total expenditure	184,670	118,914	4,345	75,714	189,015	194,628
Net (expenditure) / income	(46,405)	(19,096)	30	-	(46,375)	(19,096)
Fund balances brought forward	145,947	165,043	-	-	145,947	165,043
Fund balances carried forward	99,542	145,947	30	-	99,572	145,947