

Company Registration No. 127909 (Jersey)

LIBERATE LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2021

LIBERATE LIMITED

COMPANY INFORMATION

President	Ms R L French
Directors	Ms R L French Mr C R May Mr V T Davy Reverend N K Hilmy-Jones
Registered Jersey company no.	127909
Registered Jersey charity no.	98
Correspondence address	P O Box 567 St Helier Jersey JE4 5WN
Registered office	Office 137, Regus Liberation Station The Esplanade St Helier Jersey JE2 3AS
Accountants	I C N Toole & Co Limited 12 Dumaresq Street St Helier Jersey JE2 3RL
Bankers	Lloyds Bank International 9 Broad Street St Helier Jersey JE4 8NG NatWest plc P O Box 11 16 Library Place St Helier Jersey JE4 8NH

LIBERATE LIMITED

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LIBERATE LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 JULY 2021

The directors present their annual report and financial statements for the year ended 31 July 2021.

Principal activities

The mission of the charity is to support those who identify as part of a minority and/or historically excluded group, their families, friends and associates living in the Channel Islands.

The charity is a company limited by guarantee, which means that it is a non-profit making entity that does not have a share capital or shareholders, but instead has members who act as guarantors.

Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Ms R L French

Mr C R May

Mr V T Davy

Mr A J Lewis

(Resigned 17 June 2021)

Reverend N K Hilmy-Jones

Ms A J MacLellan

(Resigned 28 September 2021)

Statement of directors' responsibilities

The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Jersey Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies (Jersey) Law 1991. They are also responsible for safeguarding the assets of the company 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 provisions applicable to companies entitled to the small companies exemption.

On behalf of the board

14 October 2021

Mr C R May

Director

LIBERATE LIMITED

PRESIDENT'S REPORT

FOR THE YEAR ENDED 31 JULY 2021

This financial year has seen Liberate grow its services significantly, and as a result the number of people employed by the Charity has increased from seven employees in the last financial year to nineteen employees this financial year. All Liberate's employees work on a zero hours basis and receive the same hourly rate of pay.

Liberate works with the Jersey Employment Trust to create opportunities for people with disabilities to work as auditors on the Accès accreditation scheme and offers opportunities for counsellors in their final year of qualification to gain their 100 hours of practical experience. For these two groups the ability to work flexibly via a zero hours arrangement enables them to gain experience without having to commit to part or full time hours.

Liberate's CEO, Vic Tanner Davy, is remunerated for the work he undertakes that generates an income for the Charity. Vic continues to undertake the majority of his hours voluntarily for the Charity, and this year has seen Vic contribute more hours to Liberate overall due to the increase in income-generating work.

In February 2021, Liberate took on its first premises – an office in Regus, Liberation Station, on a two year agreement. This was made possible by a two year grant to cover the service charges from the Association of Jersey Charities.

As our counselling service has expanded and we started to be permitted to see more clients face-to-face due to COVID restrictions easing, the practicalities of using office space that was shared with other charities began to be difficult to manage. It became clear that our counsellors needed a space in which to see clients and our accessibility auditors needed a space in which to write the audit reports. We chose Regus because it was one of the few small offices we viewed that offered accessible options, having a lift and disabled sanitary facilities. The split usage between counselling and administration works well as the times at which our two user groups need the office are complementary.

Liberate continued to offer counselling to anyone in Jersey whose mental health had been affected by the changes imposed by the coronavirus until 31 March 2021, when the emergency grant we had received from the Association of Jersey Charities with its award from the National Emergencies Trust ceased. At this point we took advice from colleagues in the Mental Health Network as to the state of the island's services and felt confident that we could return our counselling service to its original design of supporting people from minority communities in Jersey.

As a charity that works to ensure minority groups have equal access to and equal quality of services, such as healthcare, we know that this is not always the case and people from minority groups can feel anxious about approaching certain healthcare providers because of poor past experiences, concerns about discrimination and/or anxiety that their particular issues will not be understood by someone who does not share their minority identity. We make an extra effort to employ counsellors who all have experience of being a member of a minority group in Jersey.

During the financial year, the counselling service generated £4,932 of income for Liberate and cost the Charity £9,251.

Liberate's counsellors delivered 411 hours of free one-to-one counselling sessions this financial year. I should like to thank counsellors Martin Shotbolt, James Videgrain, Sam Bourgeois-Clarke, Ann Marie Barrett, Steve Ricou, Sue Fernandes, Graça Ramos, Barbara Czaja and Jonathan Pugsley for their work this year. The counsellors continue to receive excellent feedback from the service users who appreciate the flexibility of Liberate's offering that allows them to elect to have more than the initial six free sessions.

Liberate continued to be part of the government-charity partnership looking at the redesign of Jersey Talking Therapies. The work to reduce JTT's waiting list completed at the end of August 2020 with waiting times reduced from two years to three months. The initiative distributed cases with lower levels of mental health issues to partner organisations, such as Mind Jersey, Listening Lounge and Liberate, leaving JTT to deal with cases of level three severity and above, and enabled easier referrals between agencies through standardising data collection and measurement. The resulting network of partners was named the Mental Health Network of which Liberate is a founding member.

Liberate has been working on the transgender pathway to healthcare for over seven years with very little traction within health services and numerous false starts around the reforms that are needed. In December 2020, the

LIBERATE LIMITED

PRESIDENT'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2021

Bell v Tavistock judgement in the UK pushed reform of the pathway up the health agenda, as young transgender and gender non-conforming islanders were placed under the same restricted access to treatment as their UK counterparts. Liberate are now part of a cross-disciplinary working group looking at improving how the island's transgender population should be supported to transition medically. Liberate would like to thank Dr Zainab Kadhim for her support in our ongoing discussions and her commitment to reforming the process.

In the meantime, Liberate continues to support transgender and gender non-conforming Islanders through Trans* Jersey. The group, led by Hugo Forrester, continued providing valued social support this year. I would like to thank Hugo for the voluntary hours he has given to support islanders during a year where meeting face-to-face has not always been easy.

Liberate's Accès scheme launched in December 2019 with the aim of raising public awareness of the need to ensure premises were accessible by 1 September 2020, but interest in the scheme only really started to pick up after the final piece of the Discrimination (Jersey) Law 2013 came into force.

In the last year, Liberate has undertaken 60 accessibility audits of premises for clients including the Channel Islands Co-Operative Society, Romerils, Standard Bank, Mind Jersey, SoJ Police and the Government of Jersey. Our auditors have visited buildings as varied as the Library, household recycling centre, the Opera House, the Royal Court, the States Chamber, the Central Market, Highlands College, Victoria College, numerous primary schools, shops, car parks and office blocks.

The disability awareness training for employees that is an essential part of the Accès accreditation has now been digitised and is available online for clients, making it much easier to deliver during the ups and downs of the current environment.

We have also partnered with Eyecan to jointly badge the accreditation. Clients who are awarded with the Accès accreditation also receive Eyecan's accreditation that gives people with sight impairment the confidence to use a business or service in the knowledge that their additional needs will be catered for. I would like to thank Jane Vincent, Chris Frost and Agnetta Nerac of Eyecan for their help and support with our audits and for sharing their knowledge with our auditors.

There are now 60 buildings in Jersey that are making reasonable adjustments to their physical premises to welcome people with disabilities and have employees trained in how to work better with clients/colleagues with disabilities. This provides independence for people with disabilities in accessing employment, goods and services as these organisations are committed to making the adjustments needed by people who interact with them, demonstrated by the Accès badge.

During the financial year, Accès generated £26,750 of income for Liberate and cost the Charity £12,966.

I would like to thank our auditors Helen Toole, Maxine Marles, Beth Marles, Joshua Rawlins, James Thompson, Tania dos Santos, Pierre Begley, Angela Goddard and Marta Pugsley for all their hard work on auditing the premises during what has been a difficult year for arranging (and re-arranging) visits.

As a result of Liberate's work on the Accès scheme, we have also been invited to comment from an accessibility perspective on submissions being made by developers seeking building permission, and we are engaging with the Our Hospital initiative to ensure accessibility and inclusion for all remains on the agenda of the new hospital development.

Liberate has also been invited to chair the 'Access the Island' strand of the Government's disability strategy. This working group acts in an advisory capacity involving people with lived experience in shaping the priorities of the disability strategy.

Liberate's partnership with Terrence Higgins Trust has enabled us to develop an hour's training course that aims to bust the myths surrounding HIV and to educate people about the current position with regards to living with HIV. We supported a number of clients living with HIV through our counselling service this year. We continue to offer free home testing kits.

The DIFERA accreditation scheme had a slow start to the financial year due to the problems caused by

LIBERATE LIMITED

PRESIDENT'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2021

COVID-19. However, in the spring of 2021 we had a number of new enquiries from organisations wanting to start the scheme, which are progressing well. We also saw our first adopters from 2017 finally able to start their second DIFERA journey (delayed by a year), involving an all-new employee survey and newly developed training material for their DIFERA champions.

During the financial year, DIFERA generated £3,656 of income for Liberate and cost the Charity £461.

We also developed three new courses for our general training offering this year – a full day of training for leaders on 'Managing Diversity in the Workplace', an hour of education entitled 'Race in the Workplace' and an hour's talk for Pride week about the history of Pride.

Liberate continued to work with members of the BLM Jersey group to support their efforts to get the statue of George Carteret removed from its position in St Peter and into an educational setting where his involvement in the slave trade can be fully explained, explored and understood. We were invited to be part of Jersey Heritage's diversity panel that ensures the stories of minority groups in the island are not forgotten in the research and sharing of island history.

Liberate continues to support equality, diversity and inclusion initiatives by other organisations. We continued to be part of three of the Government's cluster groups, bringing together government departments and charities working in similar areas to look at solving social problems by working smarter together. We are a member of ITV's diversity panel, and we sit on the SoJ Police's Community Advisory Group. We are regular attendees at the Government's Closer to Home roadshows, and were also asked to be part of the first diversity roadshow encouraging people from minority groups to get involved in government and/or stand for election in 2022.

Progress on law reform around the issues on which Liberate is campaigning has been disappointing during the four years of the current council of ministers. We are hopeful, with the change in electoral processes, the emergence of political parties and new faces standing for election in 2022, that the priority given to social legislation will shift and the new council of ministers will move in a more inclusive direction that puts the needs of the island's vulnerable groups first.

COVID-19 has impacted members of minority groups disproportionately. Women have carried the burden of home-schooling, low income and non-white communities have been hit hardest by the virus, people from the LGBTQ+ community have been locked down in unsupportive or hostile home environments, the old have been isolated and the young have missed out on schooling, critical exams and university experience, and people with disabilities have been (and continue to be) shielding. We must learn the lessons of the pandemic, acknowledge the vulnerability of those people on the margins of society and ensure these groups do not get left behind when we build back better.

The statistics for this financial year demonstrate the continued impact of COVID-19 with the number of hours of talks/training delivered down (2021:14; 2020: 34). The number of mentions in the media/press was also down (2021:38; 2020: 47) as they focused their airtime on the pandemic. The mentions for the year across social media were down (2021:359; 2020:918), as was the reach across social media (2021:524.5k; 2020:1.6m) – this is to be expected as we have spent less time on social media posting this year to use our time elsewhere. However, followers on both Twitter and Facebook increased in the year.

During the COVID-19 crisis last year, the Charity was eligible and applied for government support to pay 80% of the CEO's wages, which were reduced by about 50% per month as income-generating work slowed at the start of the pandemic. However, due to the improvement in Liberate's finances by the year end, we were in a position to repay in full the payroll co-funding we had received in the last financial year.

The end of this financial year was marked by the disappointing news that Channel Islands Pride would not be able to take place physically in Jersey due to safety concerns over rising cases of coronavirus. The Pride committee worked extremely hard throughout their planning, liaising with Jersey's Government as the first test event and ensuring that participants' safety was maintained. However, like so many other summer events in 2020 and 2021, it became clear in July 2021 that it was impossible to continue safely.

Jersey's Pride celebrations will now be online with a small physical gathering taking place in Guernsey. I would like to thank the CI Pride Committee, led by our Pride Director Christian May for the voluntary hours that they

LIBERATE LIMITED

PRESIDENT'S REPORT (CONTINUED) ***FOR THE YEAR ENDED 31 JULY 2021***

have given and continue to give to ensure that Pride is marked across the Channel Islands annually.

This year Ant Lewis stepped down as a member of Liberate's board. The committee would like to thank Ant for the time he gave to help Liberate as a committee member and accessibility auditor.

Finally, on behalf of the committee, I want to extend our sincere thanks to Vic, Paddy and everyone who supported Liberate during this financial year, our sponsors, volunteers, workshop attendees, partner organisations and committee members who continue to work tirelessly for Liberate whether in education, accessibility auditing, counselling, advice and support, fundraising, events or campaigning.

Ms R L French
President

LIBERATE LIMITED

REPORT TO THE DIRECTORS ON THE PREPARATION OF THE UNAUDITED STATUTORY ACCOUNTS OF LIBERATE LIMITED

In order to assist you to fulfil your duties under the Companies (Jersey) Law 1991, we have prepared for your approval the financial statements of Liberate Limited for the year ended 31 July 2021 which comprise the income and expenditure account, the balance sheet, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed in the ACCA Rulebook.

This report is made solely to the Board of Directors of Liberate Limited, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Liberate Limited and state those matters that we have agreed to state to the Board of Directors of Liberate Limited, as a body, in this report in accordance with the requirements of the Association of Chartered Certified Accountants as detailed in Technical Factsheet 163. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Liberate Limited and its Board of Directors as a body, for our work or for this report.

It is your duty to ensure that Liberate Limited has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and deficit of Liberate Limited. You consider that Liberate Limited is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the financial statements of Liberate Limited. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory financial statements.

I C N Toole & Co Limited

25 October 2021

Chartered Certified Accountants

12 Dumaresq Street
St Helier
Jersey
JE2 3RL

LIBERATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2021

	2021	2020
	£	£
Income	47,875	41,616
Administrative expenses	(44,460)	(44,594)
Other operating (expenses)/income	(1,285)	1,285
	<hr/>	<hr/>
Surplus/(deficit) before taxation	2,130	(1,693)
Tax on surplus/(deficit)	-	-
	<hr/>	<hr/>
Surplus/(deficit) for the financial year	<u>2,130</u>	<u>(1,693)</u>

LIBERATE LIMITED

BALANCE SHEET

AS AT 31 JULY 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	3		592		-
Current assets					
Debtors	4	45,883		3,041	
Cash at bank and in hand		150,584		134,942	
		<u>196,467</u>		<u>137,983</u>	
Creditors: amounts falling due within one year	5	<u>(62,425)</u>		<u>(2,800)</u>	
Net current assets			134,042		135,183
Total assets less current liabilities			<u>134,634</u>		<u>135,183</u>
Reserves					
Restricted funds			129,820		132,499
Unrestricted reserves			4,814		2,684
Members' funds			<u>134,634</u>		<u>135,183</u>

The directors acknowledge their responsibilities for complying with the requirements of the Companies (Jersey) Law 1991 with respect to accounting records and the preparation of financial statements.

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

The financial statements were approved by the board of directors and authorised for issue on 14 October 2021 and are signed on its behalf by:

Ms R L French
Director

Mr C R May
Director

Company Registration No. 127909

LIBERATE LIMITED

STATEMENT OF CHANGES IN RESERVES FOR THE YEAR ENDED 31 JULY 2021

	Restricted reserves £	Unrestricted reserves £	Total £
Balance at 1 August 2019	-	-	-
Year ended 31 July 2020:			
Transfer from Liberate	135,363	4,377	139,740
Deficit for the year	-	(1,693)	(1,693)
Restricted income increase	4,118	-	4,118
Movement in restricted reserve	(6,982)	-	(6,982)
Balance at 31 July 2020	<u>132,499</u>	<u>2,684</u>	<u>135,183</u>
Year ended 31 July 2021:			
Surplus for the year	-	2,130	2,130
Restricted income increase	12,000	-	12,000
Movement in restricted reserve	(14,679)	-	(14,679)
Balance at 31 July 2021	<u><u>129,820</u></u>	<u><u>4,814</u></u>	<u><u>134,634</u></u>

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2021

1 Accounting policies

Company information

Liberate Limited is a private company limited by guarantee incorporated in Jersey. The registered office is Office 137, Regus, Liberation Station, The Esplanade, St Helier, Jersey, JE2 3AS.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies (Jersey) Law 1991 as applicable to companies subject to the small companies regime. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	33.33% per annum
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.3 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2021

1 Accounting policies

(Continued)

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.4 Financial instruments

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.5 Taxation

The company is exempt from corporation tax, it being a company not carrying on a business for the purposes of making a profit.

2 Employees

The average monthly number of persons (including directors) employed by the company on a zero hours basis during the year was:

	2021 Number	2020 Number
Total	9	1

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2021

3 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 August 2020	474
Additions	888
	<hr/>
At 31 July 2021	1,362
	<hr/>
Depreciation and impairment	
At 1 August 2020	474
Depreciation charged in the year	296
	<hr/>
At 31 July 2021	770
	<hr/>
Carrying amount	
At 31 July 2021	592
	<hr/> <hr/>
At 31 July 2020	-
	<hr/> <hr/>

4 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Debtors	32,388	2,995
Other debtors	824	-
Social security and GST refunds	760	46
Prepayments	11,911	-
	<hr/>	<hr/>
	45,883	3,041
	<hr/> <hr/>	<hr/> <hr/>

5 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	2,324	-
Accruals	941	750
Monies received in advance	59,160	2,050
	<hr/>	<hr/>
	62,425	2,800
	<hr/> <hr/>	<hr/> <hr/>

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2021

6 Restricted funds

	2021 £	2020 £
Opening funds	132,499	135,363
HIV support work	(1,205)	(4,958)
MHN campaign	2,120	-
DIFERA Jnr development	-	(1,500)
COVID-19 counselling	(3,594)	3,594
	<u>129,820</u>	<u>132,499</u>

7 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding £1.

8 Related party transactions

The charity employs Vic Tanner Davy as its Chief Executive Officer (CEO). It is a requirement of the charity's governing documents that the CEO is also a member of the board of directors and a guarantor of the company. The charity does not make any payments by way of remuneration to any other of its directors and guarantors.

During the financial year, the charity employed the following connected persons (a connected person is someone connected to a director, such as a spouse, sibling, parent, in-law or business partner): Paddy Haversham-Quaid as its Chief Experience Officer, and Helen Toole as a Training Officer.

The CEO and connected persons are employed under written terms and conditions of employment that state their hourly rates.

The directors are satisfied it was in the interest of the charity for Vic Tanner Davy, Paddy Haversham-Quaid and Helen Toole to be employed by the charity during the financial year.

The charity's governing documents give clear guidance on the requirement for the directors, including the CEO, to declare their interest in any decisions by the directors regarding their own remuneration or that of any connected person, and not to be involved in any such decisions.

LIBERATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 JULY 2021

		2021		2020
	£	£	£	£
Income				
Fundraising events		2,419		3,565
Pride income		-		24,267
DIFERA income		3,656		9,587
Training income		1,900		300
Counselling income		4,932		200
Accès income		26,750		-
HIV income		718		3,697
Other income		7,500		-
		<hr/>		<hr/>
		47,875		41,616
Government grants receivable and released		(1,285)		1,285
Administrative expenses				
Wages and salaries	29,548		10,046	
Social security costs	832		517	
Staff training	1,720		-	
Service charge payable	2,917		-	
Property repairs and maintenance	484		-	
Computer running costs	478		-	
Travelling and entertaining expenses	17		158	
Postage, courier and delivery charges	95		64	
Subscriptions and resources	111		679	
Accountancy	850		1,425	
Bank charges	76		65	
Insurances	1,585		1,052	
Printing and stationery	120		7	
Advertising and marketing	-		94	
Campaign expenses	-		1,880	
Website costs	497		190	
Telecommunications	160		108	
Sundry expenses	52		-	
Depreciation	296		-	
Fundraising expenses	50		141	
Pride expenses	-		25,761	
DIFERA expenses	461		777	
Counselling expenses	1,263		21	
Accès expenses	2,848		1,609	
		<hr/>		<hr/>
		(44,460)		(44,594)
Operating surplus/(deficit)		<hr/> <hr/>		<hr/> <hr/>
		2,130		(1,693)

LIBERATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2021

		2021		2020
	£	£	£	£
DIFERA Jnr development				
Income	-		-	
Expenses	-		(1,500)	
Surplus/(deficit) for the year		-		(1,500)
Balance brought forward		-		1,500
Balance carried forward		-		-
MHN campaign				
Income	12,000		-	
Expenses	(9,880)		-	
Surplus for the year		2,120		-
Balance brought forward		-		-
Balance carried forward		2,120		-
HIV support work				
Income	13		13	
Expenses	(1,218)		(4,971)	
Deficit for the year		(1,205)		(4,958)
Balance brought forward		128,905		133,863
Balance carried forward		127,700		128,905
COVID-19 counselling support				
Income	-		4,118	
Expenses	(3,594)		(524)	
(Deficit)/surplus for the year		(3,594)		3,594
Balance brought forward		3,594		-
Balance carried forward		-		3,594
Restricted funds at 31 July 2021		129,820		132,499
