

Company Registration No. 127909 (Jersey)

LIBERATE LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

LIBERATE LIMITED

COMPANY INFORMATION

President	Ms R L French
Directors	Ms R L French Mr C R May Mr V T Davy MBE Mr J A Thompson (Appointed 16 January 2022) Mr R P Nel (Appointed 18 July 2022)
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

CONTENTS

	Page
Directors' report	1
President's report	2 - 5
Accountants' report	6
Income and expenditure account	7
Balance sheet	8
Statement of changes in reserves	9
Notes to the financial statements	10 - 13

LIBERATE LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 JULY 2022

The directors present their annual report and financial statements for the year ended 31 July 2022.

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 MBE	
Reverend N K Hilmy-Jones	(Resigned 30 May 2022)
Ms A J MacLellan	(Resigned 28 September 2021)
Mr J A Thompson	(Appointed 16 January 2022)
Mr R P Nel	(Appointed 18 July 2022)

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

2 December 2022

Mr C R May
Director

LIBERATE LIMITED

PRESIDENT'S REPORT

FOR THE YEAR ENDED 31 JULY 2022

This financial year has seen Liberate begin to benefit from the work streams the Charity has been growing over the last few years and, as a result, income from activities excluding extraordinary events, such as Pride and workshops, has increased 2.5 times. Expenses excluding extraordinary events have also increased, but only by 1.9 times.

This year's financial results are a testament to the strategic choices made in opting for a sustainable trading model over a fundraising model, and the hard work of the Charity's employees in delivering that strategy. The surplus derived from trading subsidises the other work that Liberate does, such as providing free help and advice to Islanders and organisations, campaigning for law and policy reform, running support groups, raising awareness of issues and delivering free training sessions.

The beginning 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 concerns over rising cases of the coronavirus. Never ones to shy away from a challenge, the CI Pride Committee determined that they would deliver the Channel Islands first live-streamed, pan-island concert in the space of a month. Pride celebrations therefore went online with a small physical gathering taking place in the Princess Royal Centre for Performing Arts, Guernsey and a closed concert happening in St James Centre, Jersey. The live-stream would cut between the two venues making a truly 'Channel Islands' Pride.

Wanting people to be able to party at home for online Pride the Committee quickly put together a printed programme and pack of Pride goodies. Thank you to the volunteers who packed 2,000 Pride bags, which were distributed free in the Channel Islands Co-Operative stores.

At 3pm the afternoon kicked off with a message from Liberate's long-time friend, Gary Burgess. All was going well, then suddenly the connection was lost. After a 20 minute delay, where the technical team were working flat-out to understand what had happened, they discovered that broadcasting from inside an old granite church has its drawbacks. Moving the router to the porch of the church put Pride back online!

The live-stream had 7,000 individual social media logins across the globe, from California to New Zealand and everywhere in between, making it the biggest Channel Islands Pride ever.

I would like to thank the CI Pride Committee, led by Christian May, our Pride Director, for the way in which they rose to the challenge and pivoted to deliver online in order to ensure that Pride was marked across the Channel Islands in 2021. Thank you to Stage2 for designing and supplying the set, lighting and sound. Thank you to 3CI for the wizardry that streamed CI Pride live to the world. Thank you to Christophe and Julie Chateau for organising the line up of amazing acts. And thank you to all our performers.

Thank you also to the sponsors. 2021 was particularly difficult, but the sponsors stuck with us as plans changed. Thank you to the Channel Islands Co-Operative Society, the lead sponsor for the sixth year running. Thank you to Mourant, Ogier, HSBC, Citi, Jersey Electricity, RBC, IQEQ, HLG Associates and Vistra.

Liberate has been working on the transgender pathway to healthcare since 2014 with very little engagement from health services and numerous false starts around the reforms that are needed to bring waiting times down. This year, working with psychiatrist, Dr Zainab Kadhim, Liberate identified a charity-NHS partnership model - the Indigo Clinic in Manchester - that was having success in the UK and that would work in Jersey. This model has been piloted in Manchester since 2020.

The model uses a charity to provide the 'front door' of the clinic and the social services needed to transition, such as coming out, discrimination claims, ID documents, advice on clothing/hair/makeup, gender recognition certificates. It then refers clients into the NHS for medical services, such as gender therapy, hormone therapy, speech therapy, hair removal, assisted reproduction, surgery.

In October 2021, Liberate and Dr Kadhim were invited to present a business case for the clinic to the directors of Jersey's Health Service. The meeting did not approve the business case because the directors required more financial information. Despite numerous meetings with a variety of departments and civil service personnel it proved impossible to ascertain from Government the financial information required to complete the business case.

With the basic services in place, and only the funding missing, Liberate decided to go ahead and make the long-awaited improvements that would help Islanders wishing to transition. So, in February 2022, Liberate launched the

LIBERATE LIMITED

PRESIDENT'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2022

Trans* Jersey Gender Clinic. This represents the first step towards a single service for transgender and gender non-binary Islanders of all ages. It has already brought the waiting times down from 5 years to 3 months for a first appointment.

To announce the new pathway, Liberate arranged two days of Gendered Intelligence training for its counsellors and the Jersey Youth Service, and a second session for Jersey Health Service personnel at a total cost of £8,500. This was funded by a grant from the Association of Jersey Charities 50th anniversary scheme.

Liberate is funding the Clinic currently with no Government support. The Charity offers the social services described above as well as counselling and peer-to-peer support groups. Liberate continues to work on finding a way to gather the financial information needed to get the approval of Jersey's Health Service and the funding to complete the pathway.

I would like to thank Hugo Forrester for the work he did to support transgender and gender non-conforming Islanders through the Trans* Jersey social group, and Sue Fernandes for her work in creating the new peer-to-peer support group.

Liberate continued to offer counselling to anyone in Jersey who identifies as being from a minority community. During the financial year, the counselling service generated £1,200 of income for Liberate and cost the Charity £2,677 in expenses (excluding wage costs). Liberate's counsellors delivered fewer hours of free one-to-one counselling sessions this financial year (2022:324, 2021:411), which was expected due to the reduction in COVID-19 pressures and the streamlining of mental health support in Jersey that happened in 2020/2021. I should like to thank counsellors James Videgrain, Sam Bourgeois-Clarke, Steve Ricou, Sue Fernandes, Graça Ramos and Barbara Czaja, and supervisors Martin Shotbolt and Caroline Capon for their work this year.

The counselling service continues to receive excellent feedback from the service users. One service user, Una Durham-Waite, was so grateful for the support she received that she organised a fundraiser for Liberate. Una asked her friends Hayley Routier and Pete Le Boustouller of 'Lindy Hop Jersey' and 'Dancing in Jersey' to help her to arrange a Liberation Day 'Jump Jive n Wail' on 8 May at the Royal Hotel, David Place. The event raised £2,782 and saw 80 people take to the dance floor. I would like to thank Una, Hayley and Pete for their support and hard work in organising this fun fundraiser.

Liberate's Accès scheme was extremely busy this year with 71 accessibility audits of premises for the Government of Jersey, Jersey Child Care Trust and Jersey Electricity. Our auditors have visited Secondary schools, Primary schools, all the polling stations for the General Election, the General Hospital, the Crematorium, Sandybrook Hospital and Day Centre, and other health-related buildings.

During the financial year, Accès generated £93,500 of income for Liberate and cost the Charity £1,722 in expenses (excluding wage costs).

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. I would also like to thank our auditors Maxine Marles, Joshua Rawlins, James Thompson, Tania dos Santos, Pierre Begley, Angela Goddard, Marta Pugsley, Grace Nolan, Joe Dunne, Joanna Maindonald, Tye Nicholson and Louise O'Toole-Duff for all their hard work.

Liberate continues to respond to Government consultations that touch on issues related to minority groups in Jersey. When the consultations for the new hospital took place, the Accès team were involved in the online meetings to ensure that various minority groups' needs would be met by the development. When the plans were finally published, Liberate submitted a detailed report on the accessibility of the proposed building to the planning enquiry. The enquiry requested that the architects work with Liberate on any new iteration of the plans.

Liberate also audited the plans for the new Cyril le Marquand House. The proposed designs were extremely good from an accessibility and inclusion point of view. However, as we have discovered in our work, architects' drawings may be compliant, but much can be lost if the fit out is not up to British Standards.

The DIFERA accreditation scheme continues to produce an income for the Charity, and it has started to pick up again after being impacted significantly by the coronavirus. Systematica, Saltgate and Canaccord have commenced the scheme this year, and Standard Bank and BCR Law commenced their second three-year term as part of the scheme.

LIBERATE LIMITED

PRESIDENT'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2022

During the financial year, DIFERA generated £5,588 of income for Liberate and cost the Charity £388.

Liberate's work with the BLM Jersey group continued with a focus on the problems faced by the Island's migrant workforce. The partnership has dealt with several cases this financial year where Black African employees have experienced illegal employment practices, discrimination and/or unfair treatment. The lack of rights for migrant workers in this position is a stain on Jersey's International reputation and needs urgent attention. I would like to thank members of the BLM Jersey group, in particular Lesley Katsande, for their diligence and commitment to trying to resolve these cases in an extremely difficult legislative environment.

On 22 June 2022, Jersey held its General Election using a new electoral system that abolished the role of Senators and re-drew the electoral map into nine districts. Concerns over candidate diversity had been growing for a number of years, so from the start of 2022 the States Greffe worked with a number of different groups including Liberate to encourage a greater diversity of candidates to stand for election.

The Government's Disability Inclusion team were keen to ensure that there were no barriers to people being able to vote in person. Liberate were commissioned to audit all the polling stations for accessibility. This resulted in some significant adaptations, such as improved signage and wayfinding, the creation of temporary ramps over existing steps, voting booths with adjustable height counters, additional task lighting. In visiting all the polling stations again on Election Day it was clear that Liberate's recommendations had been actioned, and the volunteers and Honorary Police were prepared and ready to assist anyone with a disability who needed additional help accessing the poll.

Despite the low voter turnout, the Election resulted in the most diverse Assembly in history with 43% women (more than the proportion of MPs in Westminster), a decrease in the average age and racial diversity increased by two politicians to include the Romanian community and Black community. Jersey also appointed its first female Chief Minister, Kristina Moore.

Having experienced slow progress on law reform during the last Government, Liberate hopes that the new Assembly will be keen to move forward with the issues on which it is campaigning.

On 1 June 2022, it was announced that Liberate's CEO, Vic Tanner Davy, had been honoured in the Queen's Platinum Jubilee Birthday Honours with an MBE for his services to diversity and inclusion in the Channel Islands. Members and employees celebrated Vic's award by attending the annual levee at Government House for the Queen's Official Birthday, where the Lieutenant Governor announced all those being honoured, and taking part in the Jubilee parade through St Helier. On behalf of all the Members of Liberate I wish to congratulate Vic for this most deserving of awards. We were delighted that his tireless dedication to inclusion and diversity has been recognised in this way.

Liberate continues to contribute to the Island's equality, diversity and inclusion initiatives through its membership of: the States of Jersey Police's Community Advisory Group (CAG); the Equality, Diversity and Inclusion Cluster; the Adult Mental Health Cluster; the Children's Mental Health Cluster; the Mental Health Network; the ITV Diversity Panel; the Jersey Heritage Diversity Panel; and, the Disability Strategy Leadership Team.

The statistics for this financial year showed an improvement following the impact last year of COVID-19 with the number of hours of talks/training delivered up (2022: 113; 2021: 14). The number of mentions in the media/press was up (2022: 45; 2021: 38), the mentions for the year across social media were down (2022: 170; 2021: 359), as was the reach across social media (2022: 343.7k, 2021: 524.5k). However, Twitter followers (1,093) and Facebook followers (1,305) were up. The downturn in social media numbers is unsurprising because CI Pride social media was separated from Liberate's streams in 2021 and the decision was taken to spend less time curating Liberate's social media in favour of other activities.

In February 2022, the Charity was able to offer its CEO, Vic Tanner Davy, a part-time contract for 25 hours per week. Vic continues to undertake additional hours per week voluntarily for the Charity that amount to approximately 10 hours per week.

This year Liberate has employed six counsellors, ten auditors and two senior leaders (the CEO and CXO). All employees (except the CEO) are employed on a zero hours basis and everyone is paid at the same hourly rate.

Nico Hilmy-Jones and Angharad MacLellan stepped down as members of Liberate this year. The committee would

LIBERATE LIMITED

PRESIDENT'S REPORT (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2022

like to thank Nico and Angharad for the time they gave to help Liberate as committee members. And the Charity welcomed James Thompson and Russell Nel as members of Liberate this year. We look forward to working with them.

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, 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 2022 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 surplus 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

6 December 2022

Chartered Certified Accountants

12 Dumaresq Street
St Helier
Jersey
JE2 3RL

LIBERATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2022

	2022	2021
	£	£
Income	168,248	47,875
Administrative expenses	(126,333)	(44,460)
Other operating expenses	-	(1,285)
	<hr/>	<hr/>
Surplus before taxation	41,915	2,130
Tax on surplus	-	-
	<hr/>	<hr/>
Surplus for the financial year	<u>41,915</u>	<u>2,130</u>

LIBERATE LIMITED

BALANCE SHEET

AS AT 31 JULY 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	3		296		592
Current assets					
Debtors	4	46,795		45,883	
Cash at bank and in hand		182,779		150,584	
		<u>229,574</u>		<u>196,467</u>	
Creditors: amounts falling due within one year	5	<u>(41,386)</u>		<u>(62,425)</u>	
Net current assets			<u>188,188</u>		<u>134,042</u>
Total assets less current liabilities			<u><u>188,484</u></u>		<u><u>134,634</u></u>
Reserves					
Restricted funds			141,754		129,820
Unrestricted reserves			<u>46,730</u>		<u>4,814</u>
Members' funds			<u><u>188,484</u></u>		<u><u>134,634</u></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 2 December 2022 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 2022

	Restricted reserves	Unrestricted reserves	Total
	£	£	£
Balance at 1 August 2020	-	-	-
Year ended 31 July 2021:			
Transfer from Liberate	132,499	2,671	135,170
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	129,820	4,814	134,634
Year ended 31 July 2022:			
Surplus for the year	-	41,915	41,915
Restricted income increase	12,000	-	12,000
Movement in restricted reserve	(66)	-	(66)
Balance at 31 July 2022	141,754	46,730	188,484

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2022

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
-----------------------	------------------

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 2022

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.

1.6 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

2 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

	2022	2021
	Number	Number
Zero hours contracts	11	9
Part-time contracts	1	-
	<hr/>	<hr/>
Total	12	9
	<hr/> <hr/>	<hr/> <hr/>

3 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 August 2021 and 31 July 2022	1,362
	<hr/>
Depreciation and impairment	
At 1 August 2021	770
Depreciation charged in the year	296
	<hr/>
At 31 July 2022	1,066
	<hr/>
Carrying amount	
At 31 July 2022	296
	<hr/> <hr/>
At 31 July 2021	592
	<hr/> <hr/>

4 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Debtors	36,685	32,388
Other debtors	824	824
Social security and GST refunds	222	760
Prepayments	9,064	11,911
	<hr/>	<hr/>
	46,795	45,883
	<hr/> <hr/>	<hr/> <hr/>

LIBERATE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

5 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Bank loans and overdrafts		1	-
Trade creditors		-	2,324
Accruals		950	941
Monies received in advance		40,435	59,160
		<u>41,386</u>	<u>62,425</u>

6 Restricted funds

		2022 £	2021 £
Opening funds		129,820	132,499
HIV support work		(66)	(1,205)
MHN campaign		-	2,120
Disability strategy		12,000	-
COVID-19 counselling		-	(3,594)
		<u>141,754</u>	<u>129,820</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.

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 and Paddy Haversham-Quaid 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 2022

	£	2022 £	£	2021 £
Income				
Fundraising events		6,273		2,419
Pride income		37,318		-
Workshop income		10,711		-
DIFERA income		5,588		3,656
Training income		5,908		1,900
Counselling income		1,200		4,932
Accès income		93,500		26,750
HIV income		-		718
Other income		7,750		7,500
		<u>168,248</u>		<u>47,875</u>
Other operating income				
Government grants receivable and released		-		(1,285)
Administrative expenses				
Wages and salaries	62,231		29,548	
Social security costs	3,092		832	
Staff training	-		1,720	
Service charge payable	5,042		2,917	
Property repairs and maintenance	164		484	
Computer running costs	673		478	
Travelling and entertaining expenses	501		17	
Postage, courier and delivery charges	68		95	
Subscriptions and resources	88		111	
Accountancy	975		850	
Bank charges	73		76	
Insurances	1,688		1,585	
Printing and stationery	199		120	
Website costs	661		497	
Telecommunications	163		160	
Sundry expenses	122		52	
Depreciation	296		296	
Fundraising expenses	1,887		50	
Pride expenses	33,752		-	
DIFERA expenses	388		461	
Counselling expenses	2,677		1,263	
Accès expenses	1,772		2,848	
Trans* Jersey expenses	9,821		-	
		<u>(126,333)</u>		<u>(44,460)</u>
Operating surplus/(deficit)		<u>41,915</u>		<u>2,130</u>

LIBERATE LIMITED

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

	£	2022 £	£	2021 £
Disability strategy				
Income	12,000		-	
Expenses	-		-	
Surplus for the year		12,000		-
Balance brought forward		-		-
Balance carried forward		12,000		-
MHN campaign				
Income	-		12,000	
Expenses	-		(9,880)	
Surplus for the year		-		2,120
Balance brought forward		2,120		-
Balance carried forward		2,120		2,120
HIV support work				
Income	13		13	
Expenses	(79)		(1,218)	
Deficit for the year		(66)		(1,205)
Balance brought forward		127,700		128,905
Balance carried forward		127,634		127,700
COVID-19 counselling support				
Income	-		-	
Expenses	-		(3,594)	
Surplus/(deficit) for the year		-		(3,594)
Balance brought forward		-		3,594
Balance carried forward		-		-
Restricted funds at 31 July 2022		141,754		129,820