



Company Number: 04978121  
Charity Number: 1101575

Trustees' Report and  
Financial Statements  
for the year ended 31 December 2019

For  
The British Institute of Human Rights

**(A company limited by guarantee not having a share capital  
and a registered charity)**

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The British Institute of Human Rights  
(A company limited by guarantee)



Reference and Administrative Details for the year ended 31 December 2019

<b>STATUS:</b>	The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.	
<b>REGISTERED CHARITY NUMBER:</b>	1101575	
<b>REGISTERED COMPANY NUMBER:</b>	04978121	
<b>COUNTRY OF INCORPORATION:</b>	England and Wales	
<b>REGISTERED OFFICE:</b>	The School of Law Queen Mary University of London Mile End Road, London E1 4NS	
<b>DIRECTORS AND TRUSTEES</b>	Sir Nicolas Bratza (Chair) Mark Hilton (Treasurer) The Baroness Tanni Grey-Thompson DBE Imran Khan Stephen Pittam Edith Prak	
<b>KEY MANAGEMENT:</b> <b>DIRECTOR/CEO:</b>	Sanchita Hosali	
<b>INDEPENDENT EXAMINER</b>	Francis Corbishley FCA Independent Examiner Nicholas House, River Front Enfield, Middlesex, EN1 3FG	
<b>BANKERS:</b>	CafBank Limited PO Box 289 West Malling ME19 4TA	Barclays Bank PLC Leicestershire LE87 2BB
<b>SOLICITORS:</b>	Bates, Wells & Braithwaite 10 Queen Street Place London EC4R 1BE	
<b>WEBSITE ADDRESS:</b>	<a href="http://www.bihhr.org.uk">www.bihhr.org.uk</a>	

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

## REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 DECEMBER 2019

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 December 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## ABOUT THE BRITISH INSTITUTE OF HUMAN RIGHTS

Founded in 1970, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Having, in its early years been a powerful voice calling for the human rights in the European Convention to be incorporated into U.K. law, BIHR has, since those rights were embodied in the Human Rights Act, been a strong defender of the Act and has worked to ensure that those rights have meaning in policy, practice and people's everyday experiences.

## OUR MISSION AND VISION

Our vision is of a society in which every one of us can live free from fear and free from want, safe in the knowledge that our human rights are valued, respected and protected by the rule of law. We envision a society in which the equal dignity of every person is valued, and built on the foundation of respect for human rights.

Our mission is to bring human rights to life in the UK by supporting and empowering organisations and people to know what human rights are, to use them in everyday life, and to protect and advance human rights here at home.

## HOW WE DO THIS: OUR STRATEGIC AIMS AND ACTIVITIES

Ensuring people are treated with dignity and respect by those with public power underpins our commitment to putting universal human rights at the heart of people's everyday experiences across the UK. As a minimum, we seek to ensure that the rights and freedoms contained in the European Convention on Human Rights remain directly applicable in UK law through the Human Rights Act.

We believe that prevention is better than cure. By ensuring that people and organisations understand how universal human rights are protected by the law here at home, we can reduce the risk of human rights being compromised, thereby benefitting everyone.



## Trustees Report and Financial Statements for the year ended 31 December 2019

Our role is to support voluntary organisations, public services, and the wider public in ensuring people are treated fairly and with dignity, by understanding and using human rights laws in everyday life in the UK. We do this through:

- ✓ education, outreach and the provision of practical information and resources;
- ✓ partnership programmes and consultancies to develop human rights approaches;
- ✓ research and national advocacy, including by supporting the wider social justice and equalities sectors to participate and be heard in debates about the protection of human rights here at home.

Throughout 2019 BIHR's activities were guided by the final year of our Strategic Plan's Aims:

1. **KNOW:** support organisations and people to know what human rights are;
2. **USE:** work in partnership with others to use human rights approaches to achieve positive social change; and
3. **PROTECT:** protect and progress human rights law and policy in the UK

## PUBLIC BENEFIT

BIHR's core charitable objectives, set out in our governing documents, are to promote and advance human rights throughout the UK, in line with the Charity Commission guidance.

The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans.

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

## BIHR'S PEOPLE

### Board of Trustees

BIHR is governed by a Board of Trustees, who bring a range of experience and expertise to the charity:

**Sir Nicolas Bratza (Chair of the Board)** is the former President of the European Court of Human Rights, where he was the Judge of the Court for over 14 years, elected in respect of the UK. Sir Nicolas' incomparable experience and expertise is an invaluable source of advice, guidance and inspiration for BIHR.

**Mark Hilton (Treasurer)** is Director of Operations at The Elders, bringing key operational, human and resource management to BIHR's Board. He was previously with the International Planned Parenthood Federation, and prior to this Mark spent 23 years in the Royal Air Force in human resources roles

**Baroness Tanni Grey-Thompson** is a celebrated Paralympian, broadcaster and sits as a Crossbench Peer in the House of Lords. Her passion and experience of advocating for equality within parliament and in her wider work brings important insights to BIHR.

## Trustees Report and Financial Statements for the year ended 31 December 2019

**Imran Khan** is the founding member of Imran Khan & Partners Solicitors. He is known for his representation of Stephen Lawrence's family, and legal challenges which hold state officials to account for human rights abuses. He brings important legal expertise to BIHR.

**Stephen Pittam** is former Trust Secretary of the Joseph Rowntree Charitable Trust, a key foundation supporting human rights work in the UK. Before this he worked in local government with an emphasis on voluntary sector and community development support.

**Edith Prak** is Director of Advancement at The University of Nottingham, with a background in international economics and politics, teaching, advisory roles and fundraising. She was previously Director of Development at The Elders and The Open University.

### Staff Team

**Sanchita Hosali, Director** is an experienced human rights and equality law, policy and practice expert, with over twenty years' experience in the UK and internationally. She has worked in academic research, consulting roles and led policy and strategy development including at Nottingham University, SOAS and Rights of Women, as well as within the United Nations system. Sanchita holds an LLM Human Rights Law and an LLB in Law.

**Patrick Stoakes, Policy and Programmes Manager** (until Jan 2020): managed a range of projects at BIHR working with both public services and advocacy and community groups to support human rights practice in communities across the UK.

**Carlyn Miller, Senior Human Rights Officer** (Policy & Programmes Manager, March 2020): is an experienced policy and educational professional, with expertise in human rights in health and care. She previously worked with the Scottish Government and Scottish Care.

**Katrin McEntee, Human Rights Officer** (from Jan 2019): is an experienced advocate with a background working with both older people and disabled people. She has completed studies in Dance Movement Psychotherapy and works with women fleeing domestic abuse.

**Eilidh Turnbull, Research & Communications Officer** (from March 2019): Eilidh has a range of legal research and casework experiences (including in asylum support). She previously worked at the European Council on Refugees and Exiles and Council of Europe.

**Rephael Akpan, Administration & Finance Assistant** (to April 2020): provided financial and administrative support to BIHR's core support. Rephael holds a Certificate in Finance Accounting and Business. She has previously worked in accounts in the private sector.

**Leonard Lewis, Human Rights Officer** (until February 2019): is an experienced policy and research worker, with a particular expertise on the Human Rights Act and Bills of Rights. Prior to joining BIHR he was a caseworker with a range of groups in the legal sector.

## BIHR's RELATIONSHIP WITH QMUL LAW SCHOOL

The British Institute of Human Rights has partnered with the School of Law at Queen Mary, University of London since 2011. BIHR is housed within the School, where we provide unique opportunities for students wishing to specialise in human rights law and practice.





## Trustees Report and Financial Statements for the year ended 31 December 2019

**Academic teaching:** BIHR has convened and taught on both the undergraduate and postgraduate programmes, including UK Human Rights and International Human Rights. During 2019 we delivered our innovative new clinical module "Securing Human Rights Compliance: A Case Study on the UK". Our unique module provides students with key knowledge and skills to advocate for human rights outside of the courtroom. The module has one semester of teaching based on a variety of non-court-based mechanisms for human rights advocacy, and a semester of placements within BIHR learning key skills around research, policy, communications, fundraising and events management.

**Student internship programme:** Each summer BIHR runs an [internship open to QMUL law students](#), appointed through a competitive application process. Our internships are paid at the London Living Wage. Our 2019 intern, Hussain Syed, supported our Know Your Human Rights project, and researched and wrote on various topics, including artificial intelligence. Former interns have gone on to successful careers in the legal and charity sectors.

**Wider engagement:** We supported a range of student activities including careers talks on traditional legal routes. We also sought opportunities to engage QMUL Law School academics in BIHR's work. This has included promoting the work of academic research and using this in our funded projects to benefit individuals, including on domestic abuse.

## ACHIEVEMENTS AND PERFORMANCE IN 2019

This report sets out the progress we have made on our strategic plan in 2019.

### STRATEGIC OBJECTIVE: Know human rights

This strategic objective focuses on ensuring people KNOW and realise their human rights by promoting better awareness of, and respect for, human rights. We do this through face to face outreach and education services, the provision of practical information resources, and via our online platforms.

#### Outreach and education services



Our educational activities include full day training sessions, workshops, conference and event speeches, leadership and board sessions, and more. Our educational and outreach work supports a broad mix of organisations ranging from "household name" charities to small local community groups, and a range of public services and statutory agencies.

During 2019 the five groups of people we supported the most via outreach were:

- ✓ Bringing together public service staff and people receiving services in local communities
- ✓ Local frontline care services (voluntary sector providers)
- ✓ Bringing together public bodies/decision-makers, service providers and voluntary/community groups, primarily in policy influencing contexts
- ✓ Local advocacy groups supporting people in vulnerable situations to have their voice heard when accessing local services
- ✓ Community groups working on local issues

## Trustees Report and Financial Statements for the year ended 31 December 2019

BIHR is a truly UK-wide organisation, working directly with people, groups and authorities in their communities. BIHR worked in a range of localities during 2019; the five regions we supported the most during the year were:

- ✓ London (but only 25% overall);
- ✓ North West;
- ✓ West Midlands;
- ✓ Yorkshire and Humberside;
- ✓ North East.

BIHR works with people, organisations and authorities to use human rights as a means for achieving positive social change in a range of areas. The five main broad issues or interests we supported people to address through human rights during 2019 were:

- ✓ Health and care combined
- ✓ Refugee and asylum issues
- ✓ Learning disability and autism
- ✓ Mental Health
- ✓ General public services and people's access or challenge to these

### Digital diversification: Know Your Human Rights



KYHR, funded by the Legal Education Foundation, Know Your Human Rights is an interactive human rights self-advocacy website. It has been coproduced with advocates, self-advocates, people with mental health and/or mental capacity issues (including learning disabilities) and staff in services. The content and design reflect their experiences of the health and care sector. KYHR gives people:

- ✓ Information about 5 key human rights
- ✓ How these are protected in UK law and who has duties to uphold rights
- ✓ An interactive tool to identify human rights issues in a person's situation, with a downloadable PDF
- ✓ An interactive tool to support people to raise their concerns, with top tips, including worked through examples, a letter writing guide and a template letter
- ✓ Accessible mini guides on relevant human rights which can be downloaded
- ✓ A range of videos to support people to use KYHR and self-advocate

**“This inclusive approach of listening to and involving experts, practitioners and service users has resulted in a tool that both reflects and benefits those that will use it”**

(Independent Evaluation by Chris Tully)

**“The resources have made a difference in terms of being able to see human rights as a useable piece of legislation”**

(Advocate)



## Trustees Report and Financial Statements for the year ended 31 December 2019

Between launch in August to December KYHR had 4,595 unique users, who made 5,551 visits to the website. During this time the top three most visited sections of the website were (1) What human rights do I have; (2) Identifying my human rights tool; and (3) What are human rights.

### Digital reach and engagement

In 2019 there were 79,284 unique users of BIHR's website [www.bihr.org.uk](http://www.bihr.org.uk), an increase of 11.5% from 2018, with 99,564 website views (up 9% from 2018). We have gained almost 1,000 new Twitter followers, taking our audience to 18.9K, achieving a digital reach of over 820,000 during 2019.

### BIHR's practical human rights change resources

Almost 2,500 practical human rights change resources were downloaded from BIHR's website (and double that ordered in hardcopy). The top 5 digital resources in 2019 were:



### STRATEGIC OBJECTIVE: Use human rights

This strategic objective focuses on ensuring voluntary sector groups and public services (including regulators) are equipped to use human rights in everyday practice.

We enable those with human rights responsibilities to live up to their legal duties. We also enable people and their advocates to ensure they are treated with dignity and respect when interacting with public services, often at the most vulnerable moments in their lives. This work is supported by a combination of project funding and paid for consultancy services.

### Freedom From Torture: human rights and service user involvement



In 2019 we continued our partnership work with FFT, working with people involved in the asylum system and staff to explore a human rights approach to service user engagement. This used our Traffic Light Benchmarking systems. Based on human rights capacity-building and participative research with service users and staff, this model uses a Red-Amber-Green system to assist organisations with baselining their human rights practice, and recommendations for how to progress. Both service users and staff at all levels, across FFT's centres reported on the benefits of this programme.

**"Today we have learned about our rights in the UK, it has been very helpful for me."**

(Service user)

**"This process has allowed us to stop and reflect. We want to ensure we are a human rights-based organisation but sometimes it gets lost in daily practice."**

(Staff member)



## Trustees Report and Financial Statements for the year ended 31 December 2019

### Sue Ryder: Human rights and end of life training programme

Following on from the co-development of our Human Rights and End of Life Care practitioner handbook, BIHR has been collaborating with Sue Ryder to develop a UK wide training package. This supports care workers to developing greater understanding of how human rights provide a practical route for ensuring and promoting compassion and dignity in end of life care. The programme has been very successful; their 2019 evaluation shows:

- 79% felt more able to balance risk in decision-making
- 74% felt more able to deliver better person-centred care
- 76% felt they had improved their approach to involving service users, their families and carers in decision-making
- 64% felt more able to resolve conflicts between the needs of different service users.

**"I wish I had this training years ago. It has made me more aware of the links between legislation and has given me more confidence to challenge poor practice that doesn't take human rights into account."** (End of Life Care Worker)

### Human rights, well-being and advocacy

With the support of the Law Society, and combined with our Know Your Human Rights project funded by The Legal Education Foundation, we were able to work with a range of advocacy and community groups across England and Wales. This successful work showed a continued pattern of knowing that human rights are relevant, but the need to support advocates to improve knowledge and confidence to advocate for human rights. Community advocates attending our sessions fed back:

**"This was a really interesting session and has given me a starting point to understanding human rights"**

**"This was helpful. I am going to share the resources with my colleagues and use them in my role"**

**"It is starting to make sense. I can see how I could use this"**

### Tees, Esk and Wear Valley NHS Trust: A human rights approach to Mental Health Recovery

With the support of funding from the Health Foundation, we began a new programme with TEWV NHS Trust exploring the development of a holistic human rights approach to mental health recovery. Through this we are working directly with staff in a number of mental health teams/services, people receiving services, families and carers, and leadership. This is building their knowledge and skills to use human rights within services, and co-producing human rights resources to be integrated across mental recovery services.

**"Today I've been able to share my views about caring for my husband and what information could support me."**  
(Carer and family member)

**"Before today I thought that the Mental Health Act trumped everything. Now I understand how to apply it alongside the Human Rights Act."**  
(NHS frontline staff member)

**"Working with BIHR has ensured that my team feel able and supported to make difficult decisions in a rights respecting way."**  
(NHS Manager)



## Human rights and commissioning

During 2019 we began a new programme looking at human rights in the commissioning of local services. Working with a large commissioning group, we trained over 100 frontline, leadership, clinical, policy and monitoring staff members during 2019. Our analysis showed that whilst most saw human rights as relevant to commissioning, 63% were not able to apply a human rights approach without support. Following our intervention, over 98% of staff reported an increase in (1) knowledge of UK human rights law; (2) ability to map human rights to their work; and (3) confidence in applying human rights to their practice

**"The training session was excellent. I've worked in commissioning for 30 years and this is the first time I'm learning about human rights law. This could really change things."**

(Commissioning Manager)

## NDTi: integrating human rights in public sector leadership

We supported a range of public sector leadership programmes run by NDTi with new managers and Directors in Special Educational Needs services, adult social care, children's services, and NHS services. Human rights leadership sessions remain highly popular, consistently revealing that senior staff in public services rarely receive training and support on integrating human rights into services, but when they do, they are open to this approach, and calling out for further support.

## New partnership work: Supporting women who have fled domestic abuse to advocate for their human rights

At the end of 2019 we were awarded new funding from Comic Relief's Tech vs Abuse programme, enabling us to work with women survivors of domestic abuse and their support groups, to develop a pathway on Know Your Human Rights. This will focus specifically on how women who have experienced abuse can advocate for their human rights when interacting with public services to rebuild their lives. This will include using human rights language to advocate for good decisions from housing, education, social work, health and similar services important in women's lives. This project will form a significant part of BIHR's work in 2020, working with services in London and Nottingham.

## SHORTLISTED FOR THE NATIONAL ADVOCACY AWARDS 2019

In 2019 we were again shortlisted for the Outstanding Supporter category for the National Advocacy Awards, which recognises excellence within advocacy and celebrates exceptional contributions to the field of advocacy. We were nominated by n|compass advocacy in Northwest England, for our work to support them to use the Human Rights Act as a social change tool. Karen Blair, an advocacy manager who regularly works with BIHR said:

**"BIHR have contributed to and improved the standards of advocacy through their work for over 15 years ...they have worked alongside advocacy organisations and frontline advocates to help us make a real difference to the protection and promotion of people's human rights through our advocacy work...The amount of people they have helped to protect and promote their human rights when using public services through supporting advocacy and advocacy organisations is insurmountable. All of us here at n|compass Advocacy Service believe the work they do ... to make advocacy successful by providing support to our partners through the lens of human rights and that this is an intrinsic part of all our work."**



## STRATEGIC OBJECTIVE: Protect and progress human rights

BIHR's distinctive position of working to practically support voluntary sector and community groups, as well as public services, provides us with a unique evidence base on the role of human rights in policy and practice. Our position within the human rights world reflects this, bringing together traditional defenders with those whose voices are rarely heard in national human rights debates but whose everyday impact on social justice and change is vital to securing rights across the UK.

During 2019 we made a number of strategic policy interventions to either protect the human rights framework, or to demonstrate the value of integrating human rights into other policy areas. A significant theme in our policy work is to take the learning from direct work with people, voluntary sector groups and public services and to use this to call for policy change and development that better protects and progresses their human rights and duties.

### **Highlighting the rights of people with learning disabilities and/or Autistic people held in mental health detention**

The BBC's Panorama programme on Whorlton Hall exposed, yet again, the abuse that people face in closed institutions. We have actively supported work to not only name this harm as a human rights violation, but to also call for an explicit protection of human rights as part of the response, and the need for new ways of ensure people live independent, equal lives. For example, you can read our [response to Whorlton Hall, covering the Stripped of Human Rights Campaign](#), our [Explainer on the Report of parliament's Joint Committee on Human Rights](#), our [analysis of reports on the early deaths of people with learning disabilities and CQC findings](#). We have developed this work through:

- Human rights sessions directly with experts by experience who sit as members of Care and Treatment Reviews (an England-wide process used locally to determine what care every person with learning disabilities and/or autism should receive from public services).
- Working with NHS England to provide human rights content for the review and redevelopment of the materials that decision-makers involved in CTRs will be using, providing explicit human rights information and prompts.
- Providing practical human rights expert contributions to a number of working groups including community and inpatient services, including children's mental health services.
- Engaging with the Better Systems of Care work, including the Care Quality Commission's Review into restrictive practice, supporting people to make the case for a human rights approach.
- Continued work with the Reducing Restraint Network, with Training Standards published in April which call for the promotion and protection of human rights. In November we shared our insights into practical use of human rights over restraint at the RRN international conference.
- Meeting with the United Nations Sub-Committee on the Prevention of Torture during their UK visit, to share evidence on the abuse and ill-treatment of people in institutional settings, including people with learning disabilities, Autistic people, and people with mental health issues. [Read more about this work here.](#)



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### Sharing the impact of human rights

Throughout 2019 we continued to provide a number of strategic talks and speaking engagements to share our insights into the positive impact a human rights approach can make for delivering public policy, services and practices. These included:

- The North West Regional Forum is National Self-Advocacy Conference
- NHS Lambeth Clinical Commissioning Group Human Rights in Healthcare Conference
- NDTi Roundtable on Housing and Independent Living
- Cheshire West and Chester Council Adult Social Work Conference
- BIICL Annual Harry Weinrebe Memorial Lecture, "Do Human Rights Need Rescuing?"
- Humanists UK Convention
- Sue Ryder Human Rights and End of Life Conference
- Leigh Day: A Fair Hearing, improving justice for learning disabled and Autistic people
- Liberal Democrats Party Conference Future Rights Fringe Meeting
- National Advocacy Conference
- Shared Lives Conference
- NHS England Expert Reference Group on the Use of Force

### Ongoing work

**Liberty Protection Safeguards:** Our parliamentary work on the Mental Capacity Act (Amendment) Bill was completed in 2019. Reform of the existing Deprivation of Liberty Safeguards (DoLS) is long overdue. We achieved some notable successes, supporting others to call for a practical focus on protecting and respecting people's human rights. We remain engaged in work to develop the new Liberty Safeguard Protections to implement these changes. We are mindful though that this new system could easily replicate the risks to people's human rights that were present with the DoLS system. We therefore continue to advocate for an explicit human rights approach that places the voices of those who are subject to liberty deprivations at its heart, and which hears from the frontline staff who are charged with using these processes. [Read more about this work here.](#)

**Brexit Analysis and Networking:** We continued to support groups to raise concerns about the human rights implications around Brexit, with exit from the EU scheduled 2019, but halted several times (until 2020). This included developing a blog series with our civil society partners to highlight often over-looked aspects of rights protection in Brexit, including:

- ["Brexit and the rights of EU citizens in the UK"](#) from Maike Bohn, [the3million](#) Cofounder
- ["The impact of Brexit on human rights in Scotland"](#) Mhairi Snowden, [Human Rights Consortium Scotland](#) Coordinator
- ["Human rights, dignity and Brexit vulnerability"](#) Dr Donald Macaskill, [Scottish Care](#) CEO
- ["Brexit, immigration and human rights"](#) Colin Yeo, immigration and asylum barrister, blogger, writer and consultant at [Garden Court Chambers](#) and editor of [the Free Movement](#) immigration law website
- ["The impact of Brexit on human rights in Northern Ireland"](#) Kevin Hanratty, [Human Rights Consortium](#) Director

**Human Rights Day:** This year the 10 December fell within the General Election period, which saw parliaments in recess and places restrictions on charity activities, having an impact on our usual events. However, our joint [annual Human Rights Day letter](#) continues to provide an important



## Trustees Report and Financial Statements for the year ended 31 December 2019

positive rallying point in the year for civil society to show support for our human rights laws here at home. This year our letter was signed by over 100 organisations.

### EXAMPLE OF GOOD PRACTICE INFLUENCING

#### **Making an international impact: Ireland Health Information and Quality Authority:**

HIQA have developed [Guidance on a Human Rights-based Approach in Health and Social Care Services](#), with evidence drawn from BIHR's work, and adaptation of our human rights decision-making flowchart tool.

## STRATEGIC OBJECTIVE: To nurture BIHR

This objective focuses on nurturing BIHR as a sustainable, professional and well-respected human rights organisation.

In 2019 Trustees made the decision to invest a proportion of BIHR's surplus into two new positions to support BIHR's strategic growth and to bolster our internal knowledge base and outreach: (1) Full time Policy and Programmes Manager, and (2) Part time Research and Communications Assistant. We will seek support for these important positions, which strengthen our organisation's core.

### Our team

BIHR has a multidisciplinary team combining decades of experience of working on human rights and social change nationally and internationally. A full list of the staff team during 2019 is available on page 4. The staff bring a variety of experience and expertise including project management; teaching and training; research, policy and legal practice; health and care expertise; and voluntary sector support.

**Volunteers:** We did not engage office volunteers during the year under review. We do have a paid (London Living Wage) summer internship for QMUL law students.

### Our funding

The British Institute of Human Rights receives a number of grants from a range of Trusts and philanthropic Foundations, as well as grants from the public sector. During 2019 BIHR was supported by continued funding from Trusts and Foundations, including:

- The Joseph Rowntree Charitable Trust
- The Legal Education Foundation
- The Bromley Trust
- Matrix Chambers

## FINANCIAL REVIEW

The Statement of Financial Activities shows total net incoming resources in the year of £5,002 (2018: incoming resources of £44,576) and total funds being carried forward at year-end of £82,430 (2018: £77,428). The balance in the unrestricted funds increased by £13,212 (2018: increased by £15,814) from £40,350 at 1 January 2019 to £53,562 at 31 December 2019. The balance in the restricted funds decreased by £8,210 (2018: increased by £28,762) from £37,078 at 1 January 2019 to £28,868 at 31 December 2019.

## Trustees Report and Financial Statements for the year ended 31 December 2019

**Risk:** Trustees have identified the main risks facing the organisation and these are contained in a risk register which is maintained by the Director. The risk register is reviewed regularly by Trustees at their formal meetings. In 2019, the Trustees considered that the need to generate sufficiently diverse income sources to place the charity on the pathway to long-term sustainability continued to be the most significant risk.

**Reserves:** BIHR's reserves policy aims to hold the equivalent of three months' spend in reserves, which amounts to an average of £65,000. The year under review saw a small increase in our overall reserves, with the year-end figure being £82,430 (£53,562 unrestricted). We continue to budget cautiously and to ring-fence a substantial proportion of BIHR's training and consultancy income as a contribution to reserves, to build our unrestricted reserves up to the total of £65,000.

It should be noted that in 2019, BIHR made the decision to invest some surplus to help meet the costs of two new posts; a full-time Policy and Programmes Manager and a part-time Research and Communications Assistant. These are crucial to our core functions, and supporting the organisation to increase its financial base through increased contract and grant income

## PLANS FOR FUTURE PERIODS

This Annual report focuses on our activities in 2019, which was the final year of our 2013-2019 Strategic Plan. During 2019, with the support of one of our funders, the Joseph Rowntree Charitable Trust we commissioned a Strategic Review, working with an independent consultant and a range of stakeholders.

The Strategic Review explored BIHR's key achievements, our unique contribution to the human rights field and wider voluntary sector, and how to best secure and strengthen our role within the sector and wider policy and practice circles. Through this process the Board of Trustees, with the Director and staff team, have recalibrated BIHR's strategy:

- **building on our unique role in providing the support needed to secure local level social change through human rights, and**
- **developing a bold new approach to policy work which places people at the centre of national change to better respect and protect people's human rights.**

Our 2020-2025 Strategic Framework sets BIHR's direction of travel for the next five years, which will form the basis of reporting for our next Annual Report. Our Vision, Mission and Aims can be found on [BIHR's website here](#).

## Covid-19 Statement

This 2019 Annual Report is being written during the 2020 Covid-19 pandemic, which has had a significant impact in the UK and, as with many charities, on the work of BIHR. During this period BIHR has undertaken a number of risk management and mitigation decisions, which will continue to influence our operations and governance throughout the next reporting year (Jan-Dec 2020) and beyond. These include:

### Operations:





## Trustees Report and Financial Statements for the year ended 31 December 2019

- Placing the staff team on a working from home policy, until a decision on safe return to the office is made as part of our risk assessment processes, with additional equipment and other support;
- A planned, but swift, move to delivering operations differently, with the move to digital support and the staff associated training and fundraising to support this;
- Securing all pending contract and commissioned work, so far as possible, with delayed delivery dates or delivering differently rather than cancellation;
- Immediate skilling up of the staff on new emergency laws and policies to be able to provide a new income-generating service offer for the public sector, to help mitigate any lost training/consultancy income, through the delivery of mission-achieving Covid-19 related training/consultancy

### Governance

- Regular meetings between the Director, Treasure and Chair to review the situation, with follow up written communication with the whole board;
- Moved all Board meetings and Finance Sub-Committee meetings online, as allowed by the charity's Articles
- Covid-19 and risk management made a standing item on the Board's Agenda
- Postponed the 2020 AGM, due to a delay in completing the 2019 Annual Accounts because of the emergency response to Covid-19.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

**Trustee Selection Methods:** New trustees are appointed by existing trustees, who use a variety of methods, including open advertising and search and selection, depending on the needs of the organisation. Trustees serve for a term of three years and are eligible for re-appointment. The trustees meet quarterly, with additional meetings as required.

Trustees determine pay and remuneration for key management personnel on the advice of the Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status.

The ongoing management of the charity is delegated to the Director. In 2019 activities were delivered mainly through the work of on average six staff members, supported by trustees. There were no changes to the Trustee Board in 2019.<sup>3</sup> The full list of Trustees and Staff at BIHR during 2019 is available on pages 4 and 5.

## TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

## Trustees Report and Financial Statements for the year ended 31 December 2019

The charity trustees (who are also the directors of the charity or the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then 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 financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

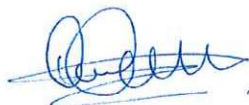
### Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that they are obliged to take as directors in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

### Approval

This report was approved by the Trustees on 14 July 2020 and signed on their behalf.

A handwritten signature in blue ink, appearing to read "Nicky R. H.".A handwritten signature in blue ink, appearing to be a stylized name.

The British Institute of Human Rights  
(A company limited by guarantee)



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

Sir Nicolas Bratza  
Chair and Trustee

Mark Hilton  
Honorary Treasurer and Trustee



Independent Examiner's Report  
To the Trustees Of The British Institute Of Human Rights

I report to the trustees on my examination of the financial statements of The British Institute of Human Rights (the charity) for the year ended 31 December 2019.

**Responsibilities and basis of report**

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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
- 4 the financial statements 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

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 financial statements to be reached.



Francis Corbishley FCA  
Independent Examiner  
Nicholas House  
River Front  
Enfield  
Middlesex  
EN1 3FG

Dated: 5/8/2020



Statement of Financial Activities  
(including income and expenditure account)  
31 December 2019

		Unrestricted Fund	Restricted Fund	Total Funds	Total Funds
	Notes	2019 £	2019 £	2019 £	2018 £
<b>INCOME:</b>					
Donations	3	59,965	-	<b>59,965</b>	51,639
Charitable activities	4	174,954	45,560	<b>220,514</b>	245,165
Investment income		1	-	<b>1</b>	-
<b>TOTAL INCOME</b>		<b>234,920</b>	<b>45,560</b>	<b>280,480</b>	296,804
<b>EXPENDITURE:</b>					
Raising funds		154	-	<b>154</b>	165
Charitable activities		221,554	53,770	<b>275,324</b>	252,063
<b>TOTAL EXPENDITURE</b>	5	<b>221,708</b>	<b>53,770</b>	<b>275,478</b>	252,228
<b>NET INCOME/(DEFICIT)</b>		<b>13,212</b>	<b>(8,210)</b>	<b>5,002</b>	44,576
<b>RECONCILIATION OF FUNDS</b>					
Funds bought forward at 1 January 2019		40,350	37,078	<b>77,428</b>	32,852
<b>Total funds balance carried forward at 31 December 2019</b>		<b>53,562</b>	<b>28,868</b>	<b>82,430</b>	77,428

There were no recognised gains or losses for 2019 or 2018 other than those included in the Statement of Financial Activities. All income and expenditure is derived from continuing activities.

The notes on pages 19 to 31 form part of these financial statements

The British Institute of Human Rights  
(A company limited by guarantee)



Company number:04978121  
Balance Sheet  
31 December 2019

	Notes	2019		2018	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	10		-		181
<b>CURRENT ASSETS:</b>					
Debtors	11	11,024		32,859	
Cash at bank	12	95,894		61,430	
		<u>106,918</u>		<u>94,289</u>	
<b>CURRENT LIABILITIES:</b>					
Creditors:					
Amounts falling due within one year	13	<u>24,488</u>		<u>17,042</u>	
<b>NET CURRENT ASSETS:</b>			<u>82,430</u>		<u>77,247</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES:</b>			<u>82,430</u>		<u>77,428</u>
<b>FUNDS:</b>					
Unrestricted income fund	14	53,562		40,350	
Restricted income funds	15	<u>28,868</u>		<u>37,078</u>	
		<u>82,430</u>		<u>77,428</u>	

For the year ending 31 December 2019, the 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 company to obtain an audit of its accounts for the year in question in accordance with section 476.

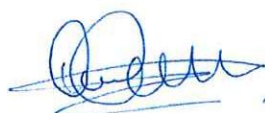
The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP

Approved by the Trustees on 14 July 2020 and signed on their behalf by



Sir Nicolas Bratza  
Chair and Trustee



Mark Hilton  
Honorary Treasurer and Trustee

The notes on pages 19 to 31 form part of these financial statements



## Notes to the Financial Statements for the year ended 31 December 2019

### 1 ACCOUNTING POLICIES

The British Institute of Human Rights is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given on page 2.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

The financial statements are prepared in sterling which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The presentation currency is £ sterling. Amounts are rounded to the nearest £.

#### b) Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The Covid-19 pandemic has had an impact on the charity's fundraising income through training and consultancy. However, this has been largely offset by developing new digital delivery solutions and current grant funders providing additional emergency support and/or permitting reallocation of restricted funds to core funding. In addition, several significant new grants from Trusts and Foundations, supporting both core and project work, have been secured. There are no material uncertainties affecting the current year's accounts. In future years, the key risks to the charity are likely to be less certainty around training and consultancy income with frontline public services and authorities, depending on any future impacts of Covid-19. The charity has arrangements in place to mitigate these risks through the development of digital solutions and increasing income from grants from Trusts and Foundations and partnership funding with those services and authorities.

#### c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.



## Notes to the Financial Statements for the year ended 31 December 2019

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

### **d) Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

### **e) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

### **f) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

### **g) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.

## Notes to the Financial Statements for the year ended 31 December 2019

- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### **h) Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

### **i) Operating leases**

The charity had no operating leases in the year.

Rental charges are charged on a straight line basis over the term of the lease.

### **j) Tangible fixed assets**

Individual fixed assets costing more than £500 are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

#### **Asset Category**

Office equipment – straight line over 4 years  
Office furniture – straight line over 5 years

### **k) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### **l) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### **m) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.



## Notes to the Financial Statements for the year ended 31 December 2019

### n) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

### o) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

#### *Useful economic lives of tangible assets*

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the plant and equipment, and note 1.J for the useful economic lives for each class of assets.

#### *Contributions in kind*

The value of the contributions in kind are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

### p) Employee benefits

#### • Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

#### • Employee termination benefits

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

#### • Pension scheme

The charity does not operate its own pension fund but did contribute to the personal pension plans of eligible employees. The pensions costs charged in the financial statements represent the contributions payable during the year.



Notes to the Financial Statements for the year ended 31 December 2019

## 2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital.

## 3 INCOME FROM DONATIONS

	2019 £	2019 £	2019 £	2018 £
	General Fund	Restricted Fund	Total	Total
<b>Donations</b>				
Bromley Trust	10,000	-	<b>10,000</b>	10,000
Joseph Rowntree Charitable Trust	44,950	-	<b>44,950</b>	35,000
Other	<u>5,015</u>	<u>-</u>	<u><b>5,015</b></u>	<u>6,639</u>
	<u>59,965</u>	<u>-</u>	<u><b>59,965</b></u>	<u>51,639</u>

In 2018, all of the income from donations was attributable to the general fund.

## 4. INCOME FROM CHARITABLE ACTIVITIES

	Notes	2019 £ General Fund	2019 £ Restricted Fund	2019 £ Total	2018 £ Total
Grants for the provision of goods & services	4a	-	45,560	<b>45,560</b>	113,433
Training, consultancy & contracts	4b	169,044	-	<b>169,044</b>	127,744
Other	4c	<u>5,910</u>	<u>-</u>	<u><b>5,910</b></u>	<u>3,988</u>
		<u>174,954</u>	<u>45,560</u>	<u><b>220,514</b></u>	<u>245,165</u>

Notes to the Financial Statements for the year ended 31 December 2019

	2019 £ General Fund	2019 £ Restricted Fund	2019 £ Total	2018 £ Total
<b>4a Grants for the provision of goods &amp; services</b>				
Comic Relief Tech vs Abuse	-	23,795	<b>23,795</b>	-
Co-Op Local Community Fund	-	-	-	4,361
The Law Society Charity	-	-	-	7,500
Legal Education Foundation	-	19,765	<b>19,765</b>	80,235
London Catalyst	-	2,000	<b>2,000</b>	-
Matrix Chambers	-	-	-	5,000
NHS England Community Trust	-	-	-	1,250
Peoples Postcode Trust	-	-	-	15,087
	-	45,560	<b>45,560</b>	113,433
<b>4b Training, consultancy &amp; contracts</b>				
Freedom for Torture	-	-	-	15,865
St Martin of Tours Housing Association Ltd	-	-	-	16,320
School of Law, Queen Mary University of London	30,000	-	<b>30,000</b>	30,000
Tees, Esk & Wear Valley NHS Foundation Trust	63,000	-	<b>63,000</b>	-
Open training courses	1,080	-	<b>1,080</b>	1,385
Public sector training and consultancy	25,410	-	<b>25,410</b>	43,864
Voluntary sector training and consultancy	12,586	-	<b>12,586</b>	10,365
Other training and consultancy	31,025	-	<b>31,025</b>	7,875
Reimbursed expenses	5,943	-	<b>5,943</b>	2,070
	169,044	-	<b>169,044</b>	127,744
<b>4c Other</b>				
Royalties, publishing & speaking fees	3,316	-	<b>3,316</b>	1,650
Sale of resources	2,579	-	<b>2,579</b>	2,270
Other	15	-	<b>15</b>	68
	5,910	-	<b>5,910</b>	3,988

In 2018 £110,663 of the income from charitable activities was attributable to the restricted fund and the remaining £134,532 was attributable to the general fund.

Notes to the Financial Statements for the year ended 31 December 2019

**5. ANALYSIS OF TOTAL RESOURCES EXPENDED**

Resources expended were as follows:

	Cost of fund raising £	Expenditure on charities activities £	<b>2019 Total £</b>	<b>2018 Total £</b>
Staff costs	-	168,467	<b>168,467</b>	131,711
Programme Costs	-	24,217	<b>24,217</b>	50,999
Office expenses	-	30,393	<b>30,393</b>	24,998
Direct fundraising costs	154	-	<b>154</b>	165
Premises costs	-	30,000	<b>30,000</b>	30,000
Support costs	-	10,020	<b>10,020</b>	10,552
Direct governance costs	-	12,227	<b>12,227</b>	3,803
	<u>154</u>	<u>275,324</u>	<u><b>275,478</b></u>	<u>252,228</u>

**6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS**

	Support Costs £	Governance costs £	<b>2019 Total £</b>	<b>2018 Total £</b>
Independent Examination	-	2,184	<b>2,184</b>	2,120
Management committee expenses	-	205	<b>205</b>	70
Payroll and accounting services	7,860	2,160	<b>10,020</b>	12,152
Independent Strategic Review	-	9,550	<b>9,550</b>	-
Other governance costs	-	288	<b>288</b>	13
	<u>7,860</u>	<u>14,387</u>	<u><b>22,247</b></u>	<u>14,355</u>



Notes to the Financial Statements for the year ended 31 December 2019

**7. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL**

Staff costs included the following:

	2019 £	2018 £
Gross salary	155,266	120,314
Employer's national insurance	11,520	8,155
Employer's pension contributions	1,681	3,242
	<u>168,467</u>	<u>131,711</u>

The average number of employees during the year was six (2018: five)

There were no employees with emoluments above £60,000.

The charity does not operate its own pension fund but did contribute to the personal pension plans of seven (2018: six) employees.

The key management personnel comprise the trustees and the director. The total employee benefits of the key management personnel of the charity were £55,715 (2018: £57,412).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2018: £nil). Travel expenses of £205 were made to one trustee in the year (2018: £60 to one trustee).

**8. GOVERNMENT GRANTS**

Income from government grants comprises income to further the charities objectives. See note 4 for further details of these grants.

**9. CORPORATION TAXATION**

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.



Notes to the Financial Statements for the year ended 31 December 2019

**10. TANGIBLE FIXED ASSETS**

Fixtures & Fittings and Computer Equipment

£

**COST:**

At 1 January 2019	30,734
Additions in the year	-
At 31 December 2019	<u>30,734</u>

**DEPRECIATION:**

At 1 January 2019	30,553
Charge for the period	181
At 31 December 2019	<u>30,734</u>

**NET BOOK VALUE:**

At 31 December 2019	-
At 31 December 2018	<u>181</u>

**11. DEBTORS**

	2019 £	2018 £
Debtors	8,475	27,277
Other debtors	<u>2,549</u>	<u>5,582</u>
	<u>11,024</u>	<u>32,859</u>

**12. CASH AT BANK**

	2019 £	2018 £
CAF account	94,717	60,748
Barclays bank	1,080	611
Petty cash	73	46
Stripe	<u>24</u>	<u>25</u>
	<u>95,894</u>	<u>61,430</u>



Notes to the Financial Statements for the year ended 31 December 2019

**13. CREDITORS**

	2019 £	2018 £
Trade creditors	498	1,097
Accruals	9,935	9,138
Social security	13,085	3,767
Other creditors	970	3,040
	<u>24,488</u>	<u>17,042</u>

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

2019	Fixed Assets £	Net Current Assets £	2019 Total £	2018 Total £
Unrestricted Funds	-	53,562	53,562	40,350
Restricted Funds	-	28,868	28,868	37,078
<b>Net assets</b>	<u>-</u>	<u>82,430</u>	<u>82,430</u>	<u>77,428</u>

2018	Fixed Assets £	Net Current Assets £	2018 Total £	2017 Total £
Unrestricted Funds	181	40,169	40,350	24,536
Restricted Funds	-	37,078	37,078	8,316
<b>Net assets</b>	<u>181</u>	<u>77,247</u>	<u>77,428</u>	<u>32,852</u>

Notes to the Financial Statements for the year ended 31 December 2019

15. FUNDS

The funds of the charity include restricted funds comprising the unexpended balances of donations and grants held on trust to be applied to specific purposes. Unrestricted funds are available to spend on activities that further any of the purposes of charity.

2019	Balance at 1 Jan 2019	Income 2019	Expenditure 2019	Balance at 31 Dec 2019
	£	£	£	£
<b>Restricted Funds</b>				
Comic Relief Tech vs Abuse	-	23,795	3,967	19,828
Co-op Local Community Fund	4,702	-	-	4,702
The Law Society Charity	7,500	-	7,137	363
Legal Education Foundation	22,676	19,765	40,466	1,975
London Catalyst	-	2,000	-	2,000
Matrix Chambers	2,200	-	2,200	-
<b>Total Restricted Funds</b>	<b>37,078</b>	<b>45,560</b>	<b>53,770</b>	<b>28,868</b>
<b>Unrestricted Funds</b>	<b>40,350</b>	<b>234,920</b>	<b>221,708</b>	<b>53,562</b>
<b>Total Funds</b>	<b>77,428</b>	<b>280,480</b>	<b>275,478</b>	<b>82,430</b>
<b>2018</b>	<b>Balance at 1 Jan 2018</b>	<b>Income 2018</b>	<b>Expenditure 2018</b>	<b>Balance at 31 Dec 2018</b>
	£	£	£	£
<b>Restricted Funds</b>				
The Allen & Overy Foundation (London)	7,975	-	7,975	-
Co-op Local Community Fund	341	4,361	-	4,702
The Law Society Charity	-	7,500	-	7,500
Legal Education Foundation	-	80,235	57,559	22,676
Matrix Chambers	-	2,200	-	2,200
NHS England Community Grant	-	1,250	1,250	-
Peoples Postcode Trust	-	15,087	15,087	-
<b>Total Restricted Funds</b>	<b>8,316</b>	<b>110,633</b>	<b>81,871</b>	<b>37,078</b>
<b>Unrestricted Funds</b>	<b>24,536</b>	<b>186,171</b>	<b>170,357</b>	<b>40,350</b>
<b>Total Funds</b>	<b>32,852</b>	<b>296,804</b>	<b>252,228</b>	<b>77,428</b>





Notes to the Financial Statements for the year ended 31 December 2019

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
The Allen & Overy Foundation (London)	The Allen & Overy Foundation supports charities that promote access to justice in the UK and which focus on education, employment and training, based in or benefiting those in Tower Hamlets or Hackney. Our project is supporting people using services and advocates in East London to better understand their human rights under the law and to use these when negotiating with health and care services to ensure they are treated with dignity and respect.
Comic Relief: Tech vs Abuse	The Comic Relief (with Esmée Fairbairn Foundation and The Clothworkers Foundation) Tech vs Abuse funding is enabling BIHR to work with domestic abuse groups and survivors to develop our Know Your Human Rights digital tool with a pathway to assist women to rebuild their lives by advocating for their human rights in their interactions with public services.
Co-op Local Community Fund	This funding is supporting BIHR to hold free learning events on mental health and human rights in Tower Hamlets, ensuring the local people's human rights are respected and protected when they need mental health support.
The Law Society Charity	Law Society Charity: This charitable fund, set up by the Law Society (but independent of it) makes grants to a range of organisations to further law and justice. This grant is supporting BIHR to reprint and distribute several of our practical resources on human rights law for self-advocacy and everyday decision-making in health and social care services. It is also enabling us to hold a number of sessions in communities in England to enable local community groups to increase their knowledge and understanding of the law and how to use this to secure justice in everyday discussions with public services.
Legal Education Foundation	This charity is dedicated to the advancement and support of legal education in the UK, and provides a range of grants. The grant to BIHR focuses on developing a new online human rights tool which will support advocacy with and for people with mental health and/or capacity issues to use human rights legal language to secure dignified and fair care and treatment.



Notes to the Financial Statements for the year ended 31 December 2019

Name of restricted fund	Description, nature and purposes of the fund
London Catalyst	This funding is contributing to BIHR's activities to support Londoners with lived experience of learning disabilities, Autism and/or mental health to benefit from their human rights.
Matrix Chambers	This charitable fund, administered by Matrix Chambers, provides support to organisations which promote access to justice (particularly for people trying to get support to meet their basic personal needs), or promote equality of opportunity or a sustainable environment. The grant to BIHR is enabling us to gather together learnings from across our range of projects on the value of using a human rights approach to support people to hold public services to account in everyday settings.
NHS England's Community Grant (Public Participation and Voice):	NHS England's celebrating participation in healthcare grants showcase good practice approaches developed to involve people in healthcare. This project will produce an animation highlighting our work to use a human rights approach to advocacy in mental health and capacity, and the value of this for people and NHS services.
Peoples Postcode Trust	This Trust provides grants for a range of charitable purposes, including human rights, with funds received from the People's Postcode. This grant was awarded under the Small Grants Programme, to fund a community project with Mencap Liverpool to work with people with learning disabilities and/or autism to co-produce short films on human rights, based on BIHR's hardcopy booklet produced during 2017.

## 16. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 December 2019 or the year ended 31 December 2018.