

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

FUND FOR GLOBAL HUMAN RIGHTS UK
(A COMPANY LIMITED BY GUARANTEE)



CHARITY NUMBER: 1151043
COMPANY REGISTRATION NUMBER: 08357053



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CHARITY AND COMPANY INFORMATION

TRUSTEES – DIRECTORS:

Jo Andrews (Chair)
Regan Ralph
Nicolas Vetch
Kalvinder Dhillon (since January 2021)
Emma Playfair (until November 2021)

STAFF CONTACT AND EMAIL:

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GOVERNING DOCUMENT:

Memorandum and Articles of Association
dated December 2012

COMPANY REGISTRATION NUMBER:

08357053

CHARITY REGISTRATION NUMBER:

1151043

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REPORT OF THE TRUSTEES

The Trustees present their report and the financial statements of the charity for the period from 1st July 2020 to 30th June 2021.

LEGAL STRUCTURE

The Fund for Global Human Rights UK (FGHR UK) was incorporated as a private limited company under the Companies Act of 2006 on 11 January 2013 and was recognised as a registered charity in England and Wales by the Charity Commission on 1 March 2013. The Fund for Global Human Rights UK works in close collaboration with the US-based Fund for Global Human Rights Inc. (FGHR), a not-for-profit organisation as defined under Section 501(c)(3) of the Internal Revenue Code and incorporated in the District of Columbia since 2002.

GOVERNANCE

The governance of FGHR UK is described in its Memorandum and Articles of Association, adopted in December 2012. The policy and operating decisions of FGHR UK rest with the Board of Trustee-Directors who meet twice a year to oversee, plan, and monitor its activities. Trustee-Directors (who are directors for the purpose of company law and trustees for the purpose of charity law) who served during the year and up to the date of this report are set out on page 3. Trustee-Directors evaluate all Trustee candidates according to how their skills and experience match the organisation's needs. At the beginning of the year 2019, Josephine Andrews was elected as the Chair of the Trustees.

TRUSTEE INDUCTION AND TRAINING

Once a Trustee has been appointed to the Board, an induction and training process is carried out so that the Trustee has the opportunity to meet one on one with the other trustees as well as with senior staff of FGHR UK, and other members of the leadership teams of FGHR, as long as this is allowed for within COVID regulations. The aim is to allow the new Trustee to get a broad understanding of not only how FGHR UK works, but how it collaborates closely with FGHR. Typically, these initial meetings take place in the first two months of services as a Trustee. Trustees are also given the Charity Commission publication "The Essential Trustee." This handbook is discussed, and key points are reviewed with other trustees and senior staff so that they understand their core fiduciary responsibilities. Other specific topics reviewed include financial management and financial position, the delegation of authority, the annual declaration of interest process, and other approval processes.

DELEGATION OF DAY-TO-DAY MANAGEMENT

The Trustees delegated day to day management to FGHR UK's Director. Following his departure in January 2021, the role has been assigned to the Interim Director of European Operations, supported by the Director of Finance. The Trustees have also delegated specific responsibilities to the Director/Interim Director and additional staff in the delegation of authority chart. Setting pay for key management is one of the areas listed in the delegation of authority chart. For staff in key management roles, the Trustees review market compensation data generated by an independent firm specialising in compensation and benefits trends to ensure that staff are paid in line with the market for similar sized charities in the fields of social justice and human rights philanthropy.

RISK MANAGEMENT

The Trustee-Directors confirm that the major risks of the charity have been reviewed and systems or procedures have been established to manage them.

OBJECTS AND ACTIVITIES

The objects for which the Fund for Global Human Rights UK was established are defined in its Memorandum and Articles of Association adopted in December 2012 as:

'Promoting for the public benefit human rights (as set out by the Universal Declaration of Human Rights and subsequent United Nations Conventions and Declarations) throughout the world by all or any of the following means:

- Raising awareness of human rights issues
- Promoting public support for human rights
- Contributing to sound administration of human rights laws; and
- Promoting respect for human rights among individuals and corporations.'

The Fund for Global Human Rights UK envisions a world in which all people live in dignity and have the power to secure their rights to equality and justice. It works towards this vision by supporting courageous human rights activists who speak truth to power, challenge wrongdoing, and strive to build a more just and equitable world.

By investing in those on the front lines of human rights struggles, FGHR UK helps build stronger, more resilient movements that can take on abusive actors—and win.

FGHR UK therefore mobilises resources—financial, technical, and campaigning—in the United Kingdom and in mainland Europe and connects these to human rights organisations around the world. It does this through grant-making, provision of technical assistance and convening of groups to exchange knowledge, and through outreach intended to bring the needs and perspectives of activists to the attention of the public, media, governments, and other allies. FGHR UK collaborates in this work closely with the 501(c)3-registered Fund for Global Human Rights Inc.

FGHR's priorities are defined by the frontline organisations that we support. Many of these groups are working to end violence and discrimination against marginalised groups, particularly women, children, LGBTQ people, and migrants. Others are focused on advancing justice for past and current human rights violations, whilst many protect the rights of Indigenous communities whose land, water, and livelihoods are threatened by corporate-led or government-imposed development projects. FGHR also works to bolster the resilience of civil society groups and enable their collective resistance to rising restrictions on their activism and supports frontline defenders to develop and pilot new approaches to counter restrictive laws, cyberattacks, physical attacks, and other threats. We also seek to leverage our position as a global funder to advocate for more effective international responses to closing civic space.

At the beginning of the year 2019, FGHR UK launched its four-year vision and strategic objectives that would guide us over the next period. This vision is to build a movement in Europe to resource frontline human rights activism. By 2023, FGHR UK seeks to:

- 1. Be a recognised thought-leader in Europe on how to resource and support human rights movements and have strong and productive relationships with actors (governments, INGOs and NGOs, media) that can advance the work of the Fund’s grantee partners.
- 2. Be the ‘go to’ partner for funders – bilateral, foundations, or individual – in Europe wishing to support frontline activism around the world.
- 3. Be a strong, healthy, diverse, and nimble organisation, able to adapt to the rapidly shifting political and regulatory environment.

OVERVIEW OF THE YEAR

The year presented myriad challenges as the COVID-19 pandemic created new threats to human rights and those who defend them. The pandemic’s impact has been multifaceted. Marginalised communities bore the brunt of food shortages, increased poverty, strained health care systems, and limited access to education. Authoritarian governments and corrupt authorities exploited the crisis, enacting laws and policies to consolidate their own power and further restrict civic space and activism.

In response, the activists supported by the Fund demonstrated extraordinary resilience and commitment to their communities. They stepped in to ensure vulnerable people were not left behind when accurate information or relief were distributed. And they continued advocating for stronger, more equitable systems to address root causes of the underlying inequalities.

Whilst our offices remained closed for much of 2020-2021, our work continued apace. Staff continued working virtually and we established a framework for supporting grassroots groups addressing increasing threats to human rights and ever-shifting community needs. We also aimed to ensure grantee operations would remain sustainable, whilst adapting our own programs in preparation to seize opportunities in a post-pandemic world.

Examples abound of how the Fund’s support made it possible for activists to adapt and secure human rights victories:

- In the Philippines, the National Union of People’s Lawyers provided legal assistance and advice to alleged violators of quarantine measure. They also exposed how emergency powers assumed by President Duterte could be used to curb freedom of expression. Another Philippines-based group, TLF Share, worked with other organisations to launch a motorbike service delivery system to get life-saving medications to people living with HIV unable to access clinics or treatment hubs during lockdowns.
- In Honduras, OFRANEH—a group supporting the rights of the Afro-Indigenous Garifuna people—mobilised ollas comunitarias in at least 20 communities. These ‘community kitchens supplied nutritious food well before any government aid arrived.
- In Morocco, Prometheus Institute help squash a proposed bill that would have restricted freedom of expression online, including the ability to mobilise corporate boycotts. And Nassawiyat collaborated with eight LGBTQI+ civil society groups to produce a comprehensive report on the impact of the pandemic on the LGBTQI+ community. The report continues to inform their advocacy work and help strengthen the LGBTQI+ movement.

- In Tunisia, Nomad08 worked with local social movements to advocate for access to clean water in several marginalised regions. They produced videos sharing the testimonies from residents about the impact of unequal access to water in the context of the COVID-19 pandemic.
- In Uganda, the Refugee Law Project adapted many of its support services, including providing online sessions through WhatsApp and Zoom, tele-counselling, and guidance.

These wins were powered by the Fund’s model, one centred on flexibility, responsiveness, and resourcing frontline activists best placed to craft solutions to human rights challenges of the moment. The strong relationships between programme staff and the activists we support, and their proximity to them, as well as the model of accompaniment, meant that the Fund has been a reliable and safe source of support for human rights defenders. Despite the scale of lockdowns and restrictions, the Fund has sustained its support of frontline activists and ensures critical resources continue to reach them. During the last year, the Fund reached the milestone of raising and distributing over \$100 million in grants to activists since its founding in 2002.

GRANT-MAKING AND SUPPORT PROGRAMMES

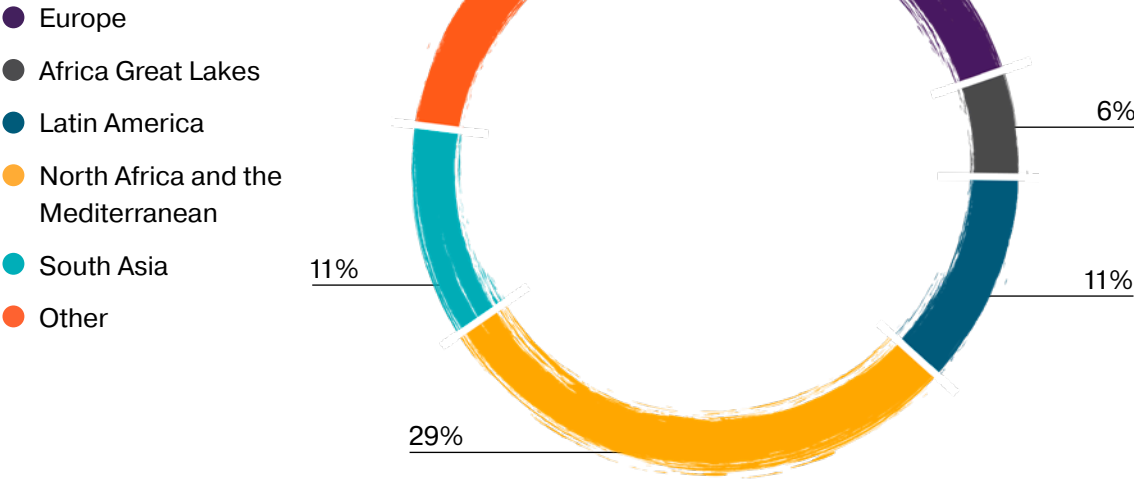
The core of FGHR’s mission is the provision of support to grassroots activists and broader civil society to advance human rights around the world. Central to our approach is the belief that communities most affected by human rights challenges are best positioned to design and implement strategies to tackle them—and that bolstering these efforts requires flexible, long-term support.

FGHR UK provides this support in the form of grants, technical assistance, and convenings of groups and movements to help them collaborate and strengthen. Over the course of July 2020 to June 2021, FGHR UK awarded £567,717.39 (\$783, 450.00 USD) through 35 grants to local partners around the world.

FGHR UK houses one primary grant-making programme, the Migrants’ Rights Programme. Last

UK GRANT-MAKING FY20-21

35 grants: £567, 717



year, the programme committed to ensuring that vulnerable migrants were not forgotten amidst the pandemic. Grant-making primarily focused on projects engaging in collective advocacy, monitoring human rights violations, holding authorities accountable, and offering legal and psychosocial support, as well as facilitating access to services such as healthcare and education. Thanks to two grants from Comic Relief, the programme was able to expand its geographical reach in the Euro-Mediterranean region.

In addition to the Migrants' Rights Programme, two other programmes were led by FGHR UK, the Children and Youth Rights and the Enabling Environment Programmes. As COVID-19 continued to spread, these three programmes supported activists and their communities through emergency grant-making, technical assistance, and flexible support.

MIGRANTS' RIGHTS PROGRAMME:

The Fund's Migrants' Rights Programme was launched in 2015 to support a strong, connected, and well-resourced international movement that ensures migrants can live free from rights abuses and harassment. **With a particular focus on those who are exposed to violence, insecurity, and exploitation as they move through Central America, North Africa, and the Euro-Mediterranean, the programme provides strategic support to mainly migrant-led organisations.** This allows them to document violations on the ground, advocate for policies and practices that better protect migrant communities, shift the toxic narratives on migrants, and join forces for greater impact.

During 2020 and 2021, FGHR UK continued to drive migrants' rights work and movement-building with the support of Comic Relief through a multi-year partnership and a COVID-19 emergency grant. These vital resources enabled FGHR UK to:

- Remain a lifeline to frontline migrants' rights groups across the Euro Mediterranean region
- Help them sustain and scale up their support to vulnerable migrants and refugees on the move, in camps, and trying to settle
- Support a range of strategies and activities including lifesaving support, direct services, legal aid, monitoring and documenting rights violations, and targeted advocacy.

As the global pandemic unfolded, it soon became clear that needs of migrants were being ignored in community, state, and international responses to COVID-19. During 2020 and 2021, and with the support of Comic Relief, FGHR UK was able to provide additional, flexible, emergency funding to frontline partners working on migrants' rights across the Euro Mediterranean region. This enabled them to adapt and respond quickly on the ground, in many cases supporting migrants and refugees in makeshift camps or temporary shelters with items like food, water, hygiene kits, and PPE equipment during national lockdowns. Due to their status and living set-up, many migrants were cut off from any social support or public health messaging. In many cases local activist groups were the sole provider of services to migrants during the pandemic, saving thousands of lives.

Mobile Info Team (MIT) is a group of mostly volunteer barristers in Greece who help refugees navigate the complexities of Europe's asylum system. When the pandemic began, thousands of asylum seekers—many from Afghanistan, Iraq, or Syria—were trapped in makeshift camps along the Greek borders. They faced squalid conditions and endless bureaucratic red tape. In response, MIT enlisted volunteer translators to offer support and accurate information about asylum procedures and processes in five languages. They also launched a Facebook page and multi-language hotline. On average, MIT has provided information and assistance to more than 1,000 people per month. They continue to engage with international policymakers and local authorities to advocate for reforms to the asylum system.

During the year, our Migrants' Rights programme supported 20 frontline migrants' rights groups

in Morocco, Niger, Senegal, Tunisia, France, Italy, Greece, Spain (enclaves of Melilla & Ceuta), Jordan, Lebanon, Honduras, and Mexico. This included first-time support for five groups working along shifting migratory routes in the Euro Mediterranean, with a focus on COVID-19 emergency responses.

Activists supported by our Migrants' Rights Programme demonstrate how critical frontline groups are in times of crisis, helping mobilise ground-up efforts and to fill gaps left by governments. For example, some groups produced community radio broadcasts across North Africa to share COVID-19 prevention messages, as well as programmes targeting migrant women focused on their rights and support services available to them. Other activists established mobile health clinics for migrants, including for rapid COVID-19 testing. And still others elevated the grim reality migrants face in public consciousness: Caminando Fronteras published a report showing that during the first reporting period of 2021, migrant deaths increased an alarming 526 percent compared to the same period last year.

CHILDREN AND YOUTH PROGRAMME:

During 2021, the Fund's Children's and Youth Rights Programme sustained the flexible core funding provided to existing grantee organisations and expanded support to other frontline organisations in West Africa and the Great Lakes. This includes deepening and scaling up investment in girl-led and girl-serving groups, including organisations that:

1. promote girls' access to and quality of health and education,
2. combat sexual violence and early marriage,
3. create safe spaces for girls, and
4. promote participation and agency of girls and young women.

Thanks to our support, grassroots groups continued to make important advances to protect and promote the human rights of children and young people, despite the lingering constraints of the pandemic and governments' responses to it.

Between July and September 2020, the Fund provided COVID-19 response grants totalling more than £100,000 to children's rights groups in West Africa, the Great Lakes, North Africa, and Southeast Asia to allow them to adapt and respond to the fast-changing situation.

Examples of work include advocacy to ensure the voices and needs of children and young people are reflected in local COVID response plans in Nigeria, the establishment and running of safe spaces for girls to reduce the incidence of sexual violence during the pandemic, in Sierra Leone and provision of direct education support to children in rural areas who have little or no access to the internet or radio to participate in government supported remote learning programs in the Democratic Republic of Congo.



Photo Credit: M'hammed Kilto / Majority World

In 2020, the Fund took further steps to build second-line leadership in key local organisations. We commissioned the West Africa Civil Society Institute (WACSI) to deliver a one-year training and mentorship program for grantees in Guinea, Liberia, and Sierra Leone. All participating organisations have now developed and begun implementing action plans towards building second-line leadership, and we are seeing significant improvements in their shared leadership capacities. Soon after the conclusion of this training program, three of the 12 participating organisations experienced a change in leadership. They were able to swiftly activate their plans and use their learning to steward a smoother transition and maintain continuity of their work.

The Fund also succeeded in fostering new alliances within and beyond the children's and youth rights sector through support for networks and coalition-building and promoting regional and cross-regional/thematic networking and learning. This includes two webinars on the impact of COVID-19 on children and young people: One explored support for women and girls during the pandemic and the other addressed child justice and youth incarceration.

The Fund's long-term support to networks and coalition-building efforts yielded some important victories this year.

- In **Sierra Leone**, the Child Rights Coalition's report assessing the 2007 Child Rights Act directly led to the government's agreement to review and reform ambiguous clauses within the act.
- In **Liberia**, the Child Rights NGO Coalition expanded to include new rural-based members. Together, they successfully lobbied for amendments to the 2005 Act to Ban Trafficking that make specific provisions for children.

In 2021, the Fund continued its partnership with Purposeful to expand our participatory grant-making programme in Sierra Leone. The program aims to build youth leadership and elevate the voices of young people through grant-making that is participatory, accountable, and transparent. In addition to the initial cohort of 10 youth-led groups, the youth panel selected eight new groups working on issues including decreasing sexual violence, building girls 'and young women's leadership, and promoting skills and livelihoods of young people. We commissioned an independent evaluation of the initiative which found positive impact on building leadership and self-esteem of young people.

'...both Purposeful and the Fund made a conscientious and continuous effort to implement a fully participatory process that place youth at the centre. The Tar Kura Initiative was a true exercise in power sharing at all levels, and its reported impact is clear at the individual, collective, and community levels.'

– IWORDS Global evaluation

ENABLING ENVIRONMENT PROGRAMME:

Since 2015, the Fund's Enabling Environment Programme has supported over 70 civil society organisations using a breadth of strategies to defend against unprecedented, many-sided attacks on their civic space. The COVID-19 pandemic, however, has accelerated the proliferation and abuse of security powers, tools, and discourse used to squeeze civic space. **As human rights activists—and those who support them—adapt to meet current challenges and prepare for the post-pandemic era, the Fund is evolving our strategy to focus on countering this trend and sharing what was learnt so far.**

This work aimed to 1) fortify power in communities facing acute risk, 2) foster learning around creative or experimental approaches, and 3) influence outcomes in tipping point environments. The programme has sought to be flexible and responsive to evolving trends to effectively engage with different drivers and manifestations of closing civic space.

A review of the programme in 2020 allowed the Fund to evaluate our initial assumptions and reflect on what has been learnt about the challenges and opportunities of key strategies deployed to counter shrinking civic space across diverse geographies. Findings included the importance of local collective action to prevent or mitigate restrictive measures, hold space open, and provide solidarity and protection for activists. It also touched on the critical need to integrate narrative-building to organisations' strategies and the value of flexible resources and accompaniment that enables experimentation, learning, and adaptation.

Among the strategies used, one that stood out as particularly relevant to today's context was forming coalitions to work at the nexus of the domestic and international security frameworks.

The potential for antiterrorism measures to impact legitimate civil society advocates has been evident for nearly two decades. These effects are not always deliberate. Indeed, the Financial Action Task Force (FATF) raised concern among civil society advocates for the risks it assumed about NGOs.

The Fund has been working with activists to use the FATF to ensure that its interventions in national regulatory structures do not harm civil society, and even to challenge policy decisions that restrict human rights advocates. To this end, we supported groups in five countries to lead sensitisation and strategy workshops, coalition-building, research, and evidence-gathering, and direct engagement with national authorities and regional/international FATF bodies. In addition to providing financial resources, the Fund played a critical role by connecting grantee organisations with international experts to shape local plans.

TOWARDS A NEW STRATEGY

Prior to COVID-19, civic space analysts forecast that when a crisis arose, state and private actors would deploy security-led measures, technological tools, and discourses at the expense of human rights and civic space. The pandemic has validated this analysis. As activists prepare for a future in which COVID-19 emergency powers are here to stay, and this 'security playbook' is the go-to response to address both real -and manufactured - crises, the Fund is evolving its focus to helping them counter this trend.

Our Enabling Environment Programme also worked with the Funders' Initiative for Civil Society (FICS)—a donor collaborative co-founded by the Fund in 2016—to lay the foundations of a global initiative on civic space and security, a ground-breaking opportunity for funders to collaborate at scale supporting civil society. By reforming the transnational security architecture and frameworks, exposing the tools and technologies of surveillance and censorship (holding accountable companies which benefit), and transforming the discourse on terror and security, this initiative will counter the 'security playbook' and ensure civil society thrives.



Photo Credit:
Girls Behind the Lens



In Kenya, Muslims for Human Rights (MUHURI) engaged government agencies on existing FATF-related regulations, and in particular, the implications of recent anti-money laundering/counterterrorism laws that few civil society organisations are aware of. A lack of outreach to activist groups and their subsequent underinvestment in compliance can be exploited by the government to punish groups that are perceived as opposition.

With our support, MUHURI worked to create awareness and provide a platform for groups in Kenya to collaborate around FATF processes and develop collective and individual strategies. They carried out four focus groups, four capacity building workshops for 102 NGO representatives, six advocacy forums with 136 NGO representatives, and a cross-regional workshop with NGOs in the eastern and north-eastern regions bordering Somalia. These events tackled gaps in knowledge and garnered ideas for how activists can advocate for a balance between preventing the abuse of financial systems and maintaining open civil society space. One included two senior officials from Kenya's Financial Reporting Centre and the Asset Recovery Agency respectively, giving local activists the opportunity to inquire about a range of concerns, from the unnecessary burdens imposed by some regulations to the agencies' actions that have negatively impacted legitimate civil society organisations.

Alongside this, the Fund and FICS aims to equip a wide cross section of funders and allies with collective learning and intelligence on the most effective strategies for countering the forces that are restricting civic space. The Fund will also support FICS' work to encourage further funder collaboration to meet this global challenge. As funders and grant makers, our collective task is to foster and fuel innovation and action to defend and expand civic space and ensure the future is not determined by fear, but instead grounded on a hopeful vision of humanity and human rights.

COMMUNICATIONS AND OUTREACH

Over the reporting period, FGHR UK redoubled its efforts to build visibility and presence in Europe by focusing on three key areas—driving attention and support to the grassroots response to COVID-19, building out our thought leadership as a feminist grant-making organisation, and humanising the concept of human rights through art and film.

COVERING THE GRASSROOTS RESPONSE TO COVID-19

As the pandemic continued to affect communities across the globe, the communications team provided frequent updates about the impact of COVID-19 on marginalised communities and the efforts of grassroots activists to provide them life-saving support.

FGHR UK launched a series of weekly articles from the countries in which we work: '[Stories from the Frontlines of COVID-19](#)' gave first-hand accounts and analysis of the situation around the world. The Fund also wrote about the responses of local civil society in the face of COVID-19 with the intention of informing funders of the needs generated by the pandemic. A few examples of the media coverage secured are below.

- [World Politics Review](#)
- [GlobalGoalscast](#)
- [Alliance magazine](#)

BUILDING OUR THOUGHT LEADERSHIP ON GRANT-MAKING

FGHR UK's communication efforts also focused on building out the organisation's reputation as a thought leader and expert in grant-making practises. Over the source of the reporting period the team produced two reports aimed at sharing our learning and expertise with the wider human rights and philanthropy communities.

The first report focused on sharing our learning around [participatory grant-making](#), using a case study from Sierra Leone, where FGHR built a [grants committee of young people](#) who decided which youth groups would receive funding through our Children and Youth Rights programme.

Another learning report produced during the reporting period focused on feminist funding, and broke down what [feminist funding really looks like](#) in action through examining the Fund's work in Myanmar.

REACHING NEW AUDIENCES AND HUMANISING HUMAN RIGHTS THROUGH ART AND FILM

As FGHR UK worked to expand its constituency of supporters in the UK (including outside the traditional human rights sphere), the team used creative media, such as photography exhibits and film to reach new audiences in more inspiring ways.

From October to December 2020, the Fund presented Face to Face, a free, public exhibition of social documentary and portrait photography. Curated by Ekow Eshun, the immersive exhibit was displayed in Kings Cross Tunnel in London and received broad media coverage, enabling tens of thousands of people in the UK to see or read about the exhibition.

Face to Face featured images from nine photographers working in the regions where the Fund operates. The images cast a new light on frequently marginalised communities and invited visitors to celebrate the agency and power of the individuals and communities portrayed, mirroring the Fund's focus on community-led human rights solutions.

The aim of Face to Face was to increase awareness of the Fund in Europe, build new constituencies beyond traditional human rights supporters, and change the perception of traditionally marginalised communities. Though the exhibit was initially planned for a month-long run, it was extended for a second month at the request of our partners at Kings Cross.

In addition to the physical experience, the exhibit was available online via a microsite and showcased across the Fund's social media channels. A total of 20 media articles about Face to Face were produced, including in *The Guardian*, *The Telegraph*, *Al Jazeera*, and *Wallpaper*.

The visual nature of the initiative and media exposure also had an impact on the Fund's digital presence. We saw a 46 percent growth rate in our Instagram followers, and the Fund's website visits increased by 25 percent during Face to Face with web visits from the UK increasing by 56 percent during the exhibition.

Beyond the large scale exhibit, FGHR UK also released two short films, alongside corresponding digital campaigns, aimed at communicating the concept of human rights activism in a more accessible way.

- The first, '[What Human Rights Mean](#)' includes interviews from activists across the globe explaining what human rights mean to them.
- The second '[A Day in the Life of an Activist](#)' follows Swaleh, an activist from Lamu, Kenya, through a typical day fighting for the environmental rights of his community.

OPERATIONS AND STAFFING

FGHR UK has invested in strengthening operations which, alongside the in-kind support that it received from FGHR Inc in the areas of IT and Human Resources, meant that it has been able to respond decisively to the challenges created by the pandemic.

Following the closure of FGHR UK's physical office in March 2020, staff continue to work remotely during this year. Given that much of the Fund's work already took place through video-conferencing, the disruption in this transition has been minimal. Our technological systems and infrastructure have been particularly important during the shift to full-time home-working whilst the emphasis placed on digital security meant that we were able to protect ourselves from the digital threats that have proliferated.

Since the decrease in COVID related cases, starting in September 2021, FGHR UK has leased a new shared/co-working space for staff members who wish to work in a dedicated office setting. Safety guidelines are mandated by the landlord and are compliant with UK government regulations to ensure the continued health of staff and visitors. FGHR UK has restarted travelling for specific business needs, but a travel assessment is conducted prior to approval being granted. If the location proves too much of a risk, the meetings are conducted virtually.

The wellbeing and morale of staff has been a major focus for us as an organisation, particularly during this period. We are cognizant of the challenges created by the pandemic, including those around caring for family. FGHR UK continues to focus staff on 'business critical' tasks and encourages them to be flexible in their working hours, whilst also providing an additional two weeks of emergency sick leave should staff need to care for themselves or a relative or family member. We're also continuing to offer medical insurance and have adjusted our voluntary benefits to be classified as a 'benefit in kind,' which offers tax-free income protection, life insurance and medical insurance to staff. FGHR UK staff continue to organise additional networking outside the professional realm to maintain morale and connection during these times.

Finally, FGHR UK's organisational risk register, which is reviewed regularly by Trustees, was updated to include additional risks arising from the pandemic.

DATA ON DIVERSITY, EQUITY AND INCLUSION (DEI) AT THE FUND

As part of its commitment to become a more diverse and inclusive organisation, FGHR UK had committed to several steps including gathering data on the gender and ethnicity of staff and governance structures and on pay equity and to reporting on this. The second assessment, for the 20-21 financial year, showed that:

- FGHR UK's Trustee board is 75 percent white and 75 percent female. At least 30 percent of the nine-person European Advisory Committee are from BAME groups; and 56 percent are female.
- FGHR UK's staff (11 employees in FY 20-21) are 45 percent male and 55 percent female; 55 percent of staff are white with 45 percent from BAME groups.
- FGHR UK's mean gender pay gap is 12 percent and the median gender pay gap is 30 percent in favour of women.
- FGHR UK's mean ethnicity pay gap is 20 percent and the median ethnicity pay gap is 35 percent in favour of non BAME staff.
- It should be noted that FGHR UK's small staff means that individual changes shift the statistics significantly. Nevertheless, this exercise provides a useful baseline which helps us to understand and measure our efforts to become a more diverse and inclusive organisation. Trustees continue to prioritize DEI within its membership recruitment efforts and tracks these statistics over the long term.

FINANCIAL PERFORMANCE

The financial results for the year are set out on page 22. The charity had a surplus of £49,051 for the year. Together with the accumulated surplus brought forward from previous years, the charity now has an accumulated surplus of £437,658 (2020 £452,080) on unrestricted funds. This represents the charity's free reserves as well.

Restricted funds carried forward at 30 June 2021 amounted to £113,656 (2020 £50,183).

In 2020/21, principal funding sources included general support from a wide range of individual donors, and one major donor who gave at the £50,000 level or higher. Each of these gifts is likely to be renewable and is critical for supporting our core operations. It also included continued contributions from FGHR Inc. Additionally, FGHR UK received over £1,400,000 in restricted project funding. These grants are highlighted on pages 8-10; Some allow us to highlight issues and educate the general public, others provide support to activists directly, and some funding supports our advocacy efforts on behalf of human rights on both a local and global scale.

In the first phase of its operations, FGHR UK benefited heavily from financial support from FGHR Inc. As we move into the next stage as a more established organisation, we are prioritising working towards greater financial sufficiency and sustainability. In the last year we have already seen investments in our staffing capacity result in the generation of increase revenue and our forecasts indicate that we will be able to gradually reduce support from FGHR Inc. for UK operating costs from FY 21-22 onwards.

Looking to next year, the Fund remains optimistic about the financial picture despite challenges and pressures within the funding landscape, including the continued impact of the pandemic. There are several grants under discussion from current and new donors. Many human rights foundations have not reduced their funding, although it is expected that individual, European government, and corporate funding sectors will continue to be impacted. The Fund is therefore focused on sustaining its existing relationships with institutional and individual funders over the next year. It will also continue to build out income from online fundraising, as well as pursue European government funding opportunities.

RESERVES POLICY

To carry out our planned activities over the coming year, the Trustee-Directors aim to maintain a level of reserves that will protect the charity against any dramatic fall in unrestricted income or unexpected rise in expenditure. As a general principle, the Trustee-Directors consider that FGHR UK's unrestricted reserves should be maintained at between three and six months of budgeted expenditure. Our reserves at year end represent the equivalent of 3.7 months of budgeted expenditure when deducting inter-company grant-making.

The trustees are closely monitoring cash flow and revenue strategies to maintain a strong reserve balance. Free reserves (unrestricted reserves less functional fixed assets) at year end were £437,658.

INVESTMENT POLICY

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are no funds for long term investment at present.

RESPONSIBILITIES OF THE TRUSTEES

The Trustee-Directors are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees 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 Trustees 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 charity and the income and expenditure of the charity for that period.

In preparing these 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 accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

In accordance with company law, as the company's Directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

TAXATION

The company is a registered charity and no taxation is payable on its charitable activities.

This report has been prepared in accordance with the Statement of Recommended Practice—Accounting and Reporting by Charities and in accordance with the special provision of the Companies Act 2006 relating to small entities.

Approved by the Trustee-directors on 25/3/2022 and signed on their behalf by:



Josephine Andrews, Chair of the Trustees



INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FUND FOR GLOBAL HUMAN RIGHTS UK

OPINION

We have audited the financial statements of the Fund for Global Human Rights UK (the 'charitable company') for the year ended 30 June 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's

operations, funders, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note 1.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

OUR RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, Charity SORP (FRS102) and Charities Act.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or

irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Plumb ACA (Senior Statutory Auditor)
for and on behalf of Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU



STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) AS AT 30 JUNE 2021

		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	TOTAL FUNDS
		2021	2021	2021	2021
NOTES		£	£	£	£
INCOMING RESOURCES					
INCOME FROM:					
DONATIONS AND LEGACIES	2	1,315,745	762,517	2,078,262	1,567,743
TRADING ACTIVITIES	3	10,708	-	10,708	-
TOTAL INCOME AND ENDOWMENTS		1,326,453	762,517	2,088,970	1,567,743
EXPENDITURE ON:					
CHARITABLE ACTIVITIES	4	979,142	699,044	1,678,186	1,251,930
RAISING FUNDS		361,733	-	361,733	272,562
TOTAL EXPENDITURE		1,340,875	699,044	2,039,919	1,524,492
NET INCOME/ (EXPENDITURE) FOR THE YEAR		(14,422)	63,473	49,051	43,251
TRANSFER BETWEEN FUNDS		-	-	-	-
NET MOVEMENT OF FUNDS		(14,422)	63,473	49,051	43,251
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD 17		452,080	50,183	502,263	459,012
TOTAL FUNDS CARRIED FORWARD		437,658	113,656	551,314	502,263

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

BALANCE SHEET AS AT 30 JUNE 2021

		2021	2020
	NOTES	£	£
CURRENT ASSETS			
DEBTORS	10	18,941	22,392
CASH AT BANK AND IN HAND	11	578,909	559,533
		597,850	581,925
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	12	46,536	79,662
NET CURRENT ASSETS / (LIABILITIES)		551,314	502,263
NET ASSETS / (LIABILITIES)		551,314	502,263
UNRESTRICTED FUNDS	17	437,658	452,080
RESTRICTED FUNDS	17	113,656	50,183
TOTAL FUNDS/ (DEFICIT)		551,314	502,263

These financial statements have been prepared in accordance with the provisions of the Companies Act 2006 applicable to companies' subject to the small companies' regime. They were approved, and authorised for issue, by the board of Trustees on March 25th 2022 and signed on their behalf by:



Josephine Andrews, Trustee-Director (Chair)

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
	£	£
NET CASH FLOW FROM OPERATING ACTIVITIES	19,376	100,760
NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS	19,376	100,760
CASH AND CASH EQUIVALENTS AT 1 JULY 2020	559,533	458,773
CASH AND CASH EQUIVALENTS AT 30 JUNE 2021	578,909	559,533
CASH AND CASH EQUIVALENTS CONSISTS OF:		
CASH AT BANK AND IN HAND	578,909	559,533
CASH AND CASH EQUIVALENTS AT 30 JUNE 2021	578,909	559,533

RECONCILIATION OF NET INCOME / (EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
NET INCOME / (EXPENDITURE) FOR YEAR / PERIOD	49,051	43,251
(INCREASE) / DECREASE IN DEBTORS	3,451	(10,113)
INCREASE / (DECREASE) IN CREDITORS	(33,126)	67,622
NET CASH FLOW FROM OPERATING ACTIVITIES	19,376	100,760

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1. ACCOUNTING POLICIES

GENERAL INFORMATION AND BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The Fund for Global Human Rights UK is a company limited by guarantee registered in England / Wales. 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 3 of these financial statements. The nature of the charity's operations and principal activities are given in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. 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 (FRS102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2011, the Companies Act 2016 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

GOING CONCERN

This is the seventh period of operations for the charitable company here in the UK. In the first phase of its operations, FGHR UK benefited heavily from financial and in-kind support from FGHR Inc. In January 2021 FGHR Inc. made a further commitment to support FGHR UK for a further 12 months from approval of these financial statements and for the foreseeable future.

The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funding, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is that, given the measures that could be undertaken to mitigate the current adverse conditions and the current resources available, along with support from FGHR Inc, they can continue to adopt the going concern basis in preparing the financial statements.

INCOME

INCOME RECOGNITION

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement

date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably, and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

EXPENDITURE

RESOURCES EXPENDED

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are allocated between activities based on staff time.

FUNDS

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.

DEBTORS AND CREDITORS RECEIVABLE / PAYABLE WITHIN ONE YEAR

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised expenditure.

INTANGIBLE ASSETS

Intangible assets represent website development costs and are amortised over 5 years.

FOREIGN CURRENCIES

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction.

PENSION

Pension contributions are made on behalf of each staff member who has been employed at FGHR UK for at least one year. Starting at the one-year mark, FGHR UK makes a contribution of 5 percent salary for each eligible staff member. Payments are made to a company defined contribution scheme. Interested employees are also able to contribute to the same scheme through salary sacrifice.

2. INCOME FROM DONATION AND LEGACIES

	UNRESTRICTED	RESTRICTED	TOTAL	TOTAL
	2021	2021	2021	2020
	£	£	£	£
GRANTS AND DONATIONS	1,306,713	762,517	2,069,230	1,499,716
GIFT AID	9,032	-	9,032	8,029
GIFTS IN KIND	-	-	-	59,998
	1,315,745	762,517	2,078,262	1,567,743

Income from donations and legacies was £2,078,262 (2020: £1,567,743) of which £762,517 (2020: £108,227) was attributable to restricted funds and £1,315,745 (2020: £1,459,516) was attributable to unrestricted funds.

3. INCOME FROM TRADING ACTIVITIES

	UNRESTRICTED	RESTRICTED	TOTAL	TOTAL
	2021	2021	2021	2020
	£	£	£	£
INCOME FROM PRINT SALES	10,708	-	10,708	-
	10,708	-	10,708	-

4. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	ACTIVITIES UNDERTAKEN DIRECTLY	GRANT FUNDING OF ACTIVITIES	SUPPORT COSTS	2021 TOTAL	2020 TOTAL
	£	£	£	£	£
RAISING AWARENESS OF HUMAN RIGHTS ISSUES	94,225	292,203	59,247	445,675	317,030
PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS	103,293	292,203	60,456	455,952	327,651
CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW	102,529	293,334	52,596	448,459	341,375
PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS	63,026	207,642	57,432	328,099	265,874
	363,073	1,085,382	229,731	1,678,185	1,251,930

£699,044 (2020: £66,008) of the above costs were attributable to restricted funds.
£979,142 (2020: £1,185,922) of the above costs were attributable to unrestricted funds.

5. ALLOCATION OF SUPPORT COSTS

	RAISING FUNDS	RAISING AWARENESS	PROMOTING PUBLIC SUPPORT	SOUND ADMIN OF LAW	PROMOTING RESPECT	2021 TOTAL	2020 TOTAL
	£	£	£	£	£	£	£
GOVERNANCE	9,225	9,517	9,711	8,448	9,225	46,126	44,859
STAFF COSTS	20,289	20,930	21,357	18,581	20,289	101,446	85,902
FINANCE	1,352	1,395	1,423	1,238	1,353	6,761	7,727
HUMAN RESOURCES	5,190	5,354	5,463	4,753	5,189	25,949	9,655
INFORMATION TECHNOLOGY	21	21	22	19	20	103	298
COMMUNICATIONS	4,407	4,546	4,639	4,036	4,407	22,035	1,164
PREMISES	8,338	8,601	8,776	7,635	8,338	41,688	58,216
GENERAL OFFICE	1,550	1,599	1,632	1,419	1,550	7,750	5,586
OTHER PROFESSIONAL FEES	-	-	-	-	-	-	6,000
TRAVEL	112	116	118	103	113	562	1,446
OTHER	6,949	7,168	7,315	6,364	6,948	34,744	(26,906)
TOTAL	57,433	59,247	60,456	52,596	57,432	287,164	193,947

*Basis of support costs allocation is on staff time.

6. GOVERNANCE COSTS

	UNRESTRICTED 2021	RESTRICTED 2021	TOTAL 2021	TOTAL 2020
	£	£	£	£
AUDITORS REMUNERATION	3,400	-	3,400	3,510
COMPANY SECRETARIAL SERVICES & LEGAL COST	330	37	367	692
INSURANCE	183	-	183	353
SUPPORT COSTS	42,176	-	42,176	40,304
	46,089	37	46,126	44,859

7. TRUSTEE REMUNERATION AND KEY MANAGEMENT

No members of the Trustee-Directors received any remuneration or expense re-imbursements during the period.

The charity considers its key management personnel to solely comprise of the Director of the European Office.

Total employee benefits including pension contributions of the key management personnel were £103,518 (2020: £101,429).

8. STAFF COSTS AND EMOLUMENTS

	TOTAL 2021	TOTAL 2020
	£	£
WAGES AND SALARIES	573,133	498,293
SOCIAL SECURITY COSTS	55,050	49,697
PENSION - EMPLOYERS CONTRIBUTION	54,954	56,206
OTHER STAFF COSTS	4,198	4,552
	687,335	608,748

Total redundancy/termination payments amounted to £37,987 (2020 £nil)

The average number of employees during the year calculated on the basis of full-time equivalents, was as follows:

	2021 NUMBER	2020 NUMBER
CHIEF EXECUTIVE	0.70	1.00
ADMIN AND SUPPORT	9.80	9.00
	10.50	10.00

The following number of employees received a gross salary between the below bands during the year:

BAND	2021	2020
£60,000 TO £69,999	1	-
£70,000-£79,999	-	1
£80,000 TO £89,999	1	-

9. TAXATION

As a charity, The Fund for Global Human Rights is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

10. DEBTORS

	30 JUNE 2021	30 JUNE 2020
	£	£
TRADE DEBTORS	113	-
PREPAYMENTS AND ACCRUED INCOME	12,601	22,392
AMOUNT DUE FROM FGHR US	6,227	-
	18,941	22,392

11. CASH AT BANK AND IN HAND

	30 JUNE 2021	30 JUNE 2020
	£	£
CASH AT BANK AND IN HAND	578,909	559,533
	578,909	559,533

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30 JUNE 2021	30 JUNE 2020
	£	£
TRADE CREDITORS	3,121	-
ACCRUALS AND DEFERRED INCOME	8,354	12,245
OTHER CREDITORS INCLUDING TAXATION AND SOCIAL SECURITY	4,263	4,823
PROVISION FOR LEAVE PAY	30,798	28,159
AMOUNT DUE TO FGHR US	-	34,435
	46,536	79,662

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL
FUND BALANCES AT 30 JUNE 2021 ARE REPRESENTED BY:	£	£	£
CURRENT ASSETS	484,194	113,656	597,850
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	(46,536)	-	(46,536)
	437,658	113,656	551,314

14. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. The liability of each member of the company may not exceed £10.

15. CONTROLLING PARTY

The company was under the control of the Trustees/directors throughout the period.

16. RELATED PARTY TRANSACTIONS

The company was set up with the support of the Fund for Global Human Rights based in the US. There was no support costs in the current year (2020: £59,998). The prior year costs have been recognised as expenditure with the related income being treated as a donation in kind (see note 2).

Grant income of £722,763 received during the year has been paid to Fund for Global Human Rights US for grant distribution and/or program implementation (2020: 544,212). An amount of £6,227 is owing at year end to Fund for Global Human Rights US.

The following Trustees made donations during the year to Fund for Global Human Rights UK:

Nicholas Vetch - £20,000

Josephine Andrews - £240

17. STATEMENT OF FUNDS

	AT 1 JULY 2020	INCOME	EXPENDITURE	AT 30 JUNE 2021
CURRENT YEAR:	£	£	£	£
GENERAL FUND	452,080	1,326,453	(1,340,875)	437,658
TOTAL UNRESTRICTED FUNDS	452,080	1,326,453	(1,340,875)	437,658
RESTRICTED FUNDS:				
SUSAN GIBSON	8,003	7,375	(7,537)	7,841
COMIC RELIEF - COVID-19	-	375,000	(343,034)	31,966
COMIC RELIEF - MRI	42,180	100,224	(131,152)	11,252
SIGRID RAUSING TRUST	-	210,000	(204,095)	5,905
BARROW CADBURY TRUST	-	14,750	(13,226)	1,524
STANLEY THOMAS JOHNSON FOUNDATION	-	45,168	-	45,168
ALLAN & NESTA FERGUSON CHARITABLE TRUST	-	10,000	-	10,000
TOTAL RESTRICTED FUNDS	50,183	762,517	(699,044)	113,656
TOTAL FUNDS	502,263	2,088,970	(2,039,919)	551,314

18. RESTRICTED SUPPORT

RESTRICTED SUPPORT	PURPOSE OF RESTRICTED FUNDS
SUSAN GIBSON	To support Children's Rights in Democratic Republic of Congo
COMIC RELIEF - MRI	To strengthen the refugee and migrants' rights movement in the Eu-ro-Mediterranean region
COMIC RELIEF - COVID-19	To support grantees across geographies as they adapt and respond to the challenges that the COVID-19 pandemic poses to the human rights movement.
SIGRID RAUSING TRUST	To support grantees across geographies as they adapt and respond to the challenges that the COVID-19 pandemic poses to the human rights movement.
BARROW CADBURY TRUST	To support the incorporation of the Vanley Burke Archives in to the 'Black British Material Culture' programme of work.
STANLEY THOMAS JOHNSON FOUNDATION	To support rehabilitation and access to education for children affected by conflict in the Democratic Republic of Congo.
ALLAN & NESTA FERGUSON CHARITABLE TRUST	To support rehabilitation and access to education for children affected by conflict in the Democratic Republic of Congo.



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