

REGISTERED COMPANY NUMBER: 06624806 (England and Wales)  
REGISTERED CHARITY NUMBER: 1165237



**Accounts and Trustees report  
for Year End October 2018**

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**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2018**

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	<b>Page</b>
<b>Report of the Trustees</b>	<b>1 to 14</b>
<b>Independent Examiner's Report</b>	<b>18</b>
<b>Statement of Financial Activities</b>	<b>19</b>
<b>Balance Sheet</b>	<b>20 to 21</b>
<b>Notes to the Financial Statements</b>	<b>22 to 26</b>
<b>Detailed Statement of Financial Activities</b>	<b>27</b>

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# REPORT OF THE TRUSTEES

**FOR THE YEAR ENDED 31 OCTOBER 2018**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 October 2018. The trustees have adopted the provisions of 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 2015).

## **Chair's report**

I have just begun training for the marathon in Liverpool next year which involves me getting up at 6am 3 days a week for the next few months to run various distances. It's just one of the things I find myself prepared to do for this extraordinary charity I am lucky enough to be involved with!

In the past year I have had the pleasure of watching the On Road team grow in confidence, creativity and ingenuity as they continue to find new ways of facilitating conversations between the media and people with personal experience of issues from across the UK.



This has been another year of important, exciting and radical work encouraging media professionals to create content in soap storylines, news pieces and documentaries that genuinely give us new perspectives on issues such as sexual violence, transgender people, poverty and migration.

We've expanded the board and are looking forward to supporting the organisation in the implementation of a new strategy compiled this year (a process supported by an Esmée Fairbairn Foundation Grants Plus award), which will see us focusing on a small number of high quality projects whilst building capacity within the sector to adopt our methodology.

## **Objectives and aims**

The purpose of the charity is:

The promotion of equality and diversity for the public benefit by:

- a) advancing education and raising awareness in equality and diversity, particularly in respect of communities which are under-represented or misrepresented in the media;



- b) promoting activities to foster understanding between people from diverse backgrounds by enabling access to and effective use of a range of media tools, skills and technology;
- c) cultivating a sentiment in favour of equality and diversity by working with and training the voluntary sector and media industry.

### **Vision**

For media across the UK to give accurate and fair portrayals of minority groups or communities that are vulnerable to misrepresentation, preventing social issues that stem from exclusion and prejudice. For the voluntary sector organisations to co-design and deliver work in equitable partnership with people with direct experience of the issues they are addressing.

### **Mission**

To bring people and media organisations together to inspire better programming across news and fiction of communities that are misrepresented, and to support people from those communities to feel safe and empowered to lead that change.

To foster greater understanding in the voluntary sector of how we can work together to bring about narrative change, and how to co-design and deliver media work in partnership with people with direct experience of the issues they are addressing.

### **Our inclusive values**

1. **Creativity:** We work in innovative ways to ensure we can engage and win the support of the most senior journalists, media professionals and decision-makers in the UK media.
2. **Inclusivity:** Our charity actively seeks to include people in its projects from all ages, backgrounds, genders, faiths and ethnicities and to ensure that people with direct experience are supported and safe to co-design and lead on the work.
3. **Positivity:** On Road engages with people in constructive ways, moving away from traditional "no" campaigning towards a model which relies on trusting people to do the right thing when they are equipped with the right information.



## Background

On Road Media was set up in 2008 to tackle social problems by taking a radically different approach to media and communications work for the third sector - what we are calling "slow communications".

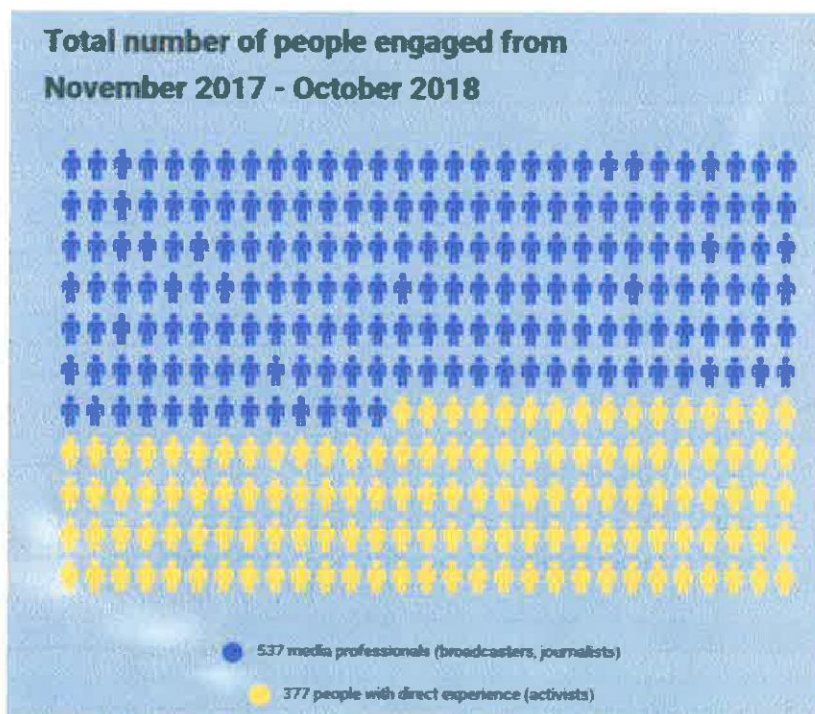
Moving away from traditionally reactive approaches to charity comms, we are improving media coverage of misrepresented groups and issues, from soap storylines to news, by moving senior media professionals on an emotional level about the issue at hand, providing informal yet carefully curated opportunities for them to connect with a diverse group of people who have first-hand or relevant experience of the issue.

A core focus of our projects is ensuring peer support and self-care is encouraged amongst our networks, both through regular facilitated peer support meetings and private online networking groups. Here the networks are offered a space to: share experiences or concerns with the media; encourage each other to be resilient in media engagements; offer advice; share learning and shape their collective voice.

### **Our leaders and activists with first-hand experience of social issues**

We are modelling a much more in-depth and crucial level of support to spokespeople and campaigners with first-hand experience of the issues, ensuring they have a trusted network of peers, contacts, training and remuneration to do media work safely, sustainably, and strategically, whether in front of the camera or behind the scenes.

Recruiting and collaborating with people with first-hand experience ensures that media professionals are getting nuanced information from the communities they are meeting with. We also work closely with the trans-led Advisory Group of All About Trans, who drive, support and shape the project.





### **Our main projects are:**

- 1) **All About Trans:** Encouraging better understanding of trans experiences. This is our longest-running project, formed in 2011, and has led to major changes in how the media reports trans matters. Led by a trans-led Advisory Group, we offer media training and peer support spaces for trans communicators, and promote trans voices in the media.
- 2) **Angles:** A different take on sexual and domestic abuse. Set up in 2017, our Angles project collaborates people with first-hand experience of sexual and domestic abuse and/or people who work in this sector. We have a broad, well-established network of nearly 100 resilient activists or spokespeople who support each other to engage with the media publicly or behind the scenes.
- 3) **Talking About Poverty:** Set up as a pilot project in February 2018, our Talking About Poverty project supports a group of people with first-hand experience of poverty to engage with the media on their own terms.
- 4) **Media Movers:** Our second pilot project set up in March 2018 collaborates with young people with irregular immigration status to improve media coverage of this underrepresented experience.

### **The strategies employed to achieve the charity's aims and objectives are to:**

- Organise "interactions" – friendly, informal and interesting social meet-ups that bring together media professionals with project participants. This changes the thinking and practice of senior editors, journalists and creators of television, radio and print content by creating opportunities for them to build relationships with people from the communities they report on;
- Connect journalists with media enquiries to interested network members;
- Provide bespoke media and strategic communications training with a focus on self-care, giving networks the necessary skills and confidence to engage with the media;
- Provide peer support to activists across all projects to ensure they are confident with boundaries and have the necessary support to make informed decisions about how and when they will engage with the media;
- Mentoring for project participants.



***Media Movers after interaction with Metro***



## **Achievements**

### **New Radicals**

We were delighted to have our Angles project selected as one of Nesta and The Observer's 50 New Radicals.

New Radicals is a search led by Nesta, the innovation foundation, and The Observer to find the top people, projects and organisations offering innovative ways to tackle social challenges. It was launched in 2012 and runs every 2 years.

Chief Executive Nathalie McDermott said of the award:

"Being listed in New Radicals is a wonderful way to mark the achievements of everyone who has taken part in On Road Media's project Angles, both members of the network and media professionals alike. We are incredibly proud of everyone involved in our work – the project wouldn't be the same without them all."



### **Trust for London event**

In July 2018, with the backing of Trust for London, three charities - On Road Media, Revolving Doors and Women for Refugee Women - planned and delivered an event to help organisations begin a conversation about how they work with people with direct experience of the issues they work on.

The event 'How can we strengthen the voice of people with lived experience in campaigns for social change?' was designed for funders, voluntary sector professionals, campaigners, and activists interested in learning ways to support their networks in the co-design or co-delivery of work in their field.

The event was designed and led on the day by a team of facilitators with first-hand experience of inequality and poverty. Two members of our Angles project, Silke

Grygier and Tanaka Mhishi hosted the event with Trust for London Trustee and journalist Sonia Sodha. Nearly 90 people participated on the day and took part in several workshops and panels organised by facilitators from each charity. One facilitator shared:

"I felt very supported through people holding the planning process, which allowed us to be involved and to shape the event without having to 'do everything by ourselves'. Going forward this feels like exactly what I need – strong allies who are encouraging us and share their knowledge and skills."



***Facilitators at the Trust for London event***

## **Projects**

### **All About Trans**

In seven years, On Road's flagship project 'All About Trans', has dramatically changed press reporting of the community and the last year has been transformative for All About Trans.

- This year we recruited trans people to deliver an interaction with Emmerdale, leading to the soap's first trans actor, Ash Palmisciano, being cast in a trans role as 'Matty Barton', with a sensitive and accurate storyline that continues.



- We also held an interaction with a high-profile feminist, which led to their support for trans people during a media debate on trans rights.
- A group of people from the trans community also met senior journalists and editors from The Sun, improving reporting and inclusion.



***Ash Palmisciano as "Matty Barton" in Emmerdale***

As a result of the interactions:

- We brought about 13 what we would consider to be major direct outcomes, including the casting of the first trans actor on Emmerdale, celebrity support with global reach, and a commitment by National Theatre to cast more trans actors.
- 60% of media professionals said their understanding of the trans matters had increased a lot and 31% said their views of trans matters had been changed.
- Half of respondents said they'd been prompted to think differently about how they cover trans matters.
- 81% of respondents are very likely to engage with the topic following the interaction.

The media climate can lead to burnout for trans people, yet our approach helps those engaging in activism to build resilience and understanding of the media. With All About Trans, after an interaction, people were on average:

- 11% more confident in themselves
- 20% more trustful of the media
- 12% more understanding of the media
- 80% more likely to continue activism.

In 2018, we started running peer support called "media network meetings" for members, to improve confidence and continue upskilling the network. These meetings took the form of workshops, including a strategic communications training and a session on pitching stories to the media, delivered by the editor of Broadly, Zing Tsjeng. We delivered 8 sessions, with 27 people having 32 unique experiences.



Participants on our self-care and media courses have transformed their approach, especially towards strategic communications. We ran two courses with 16 trans participants and allies. After the courses, trainees were 23% more confident to engage with the media and 32% more trustful. In practice, it's led to people speaking on BBC Breakfast and LBC.

"I have more confidence that my knowledge and story is useful and can be useful in persuading media organisations that they have the power to create change that's potentially life-saving." All About Trans training course participant



***All About Trans group outside The Sun***

### **Angles: A different take on sexual and domestic abuse**

We were proud that Angles: A Different Take on Sexual and Domestic Abuse was listed as a New Radicals 2018 winner, with Nesta and The Observer. With nearly 100 people in the network, we have continued delivering interactions and training survivors and sector professionals.

This year, with 23 participants, we delivered 8 interactions, meeting 33 senior journalists and broadcasters from The Guardian and Observer, Daily Express, IPSO, CBBC, New Statesman, Gay Star News, and International Business Times, leading to some fantastic outcomes.

- In 2018, the project led to new guidance for journalists issued by the Independent Press Standards Organisation (IPSO) on reporting sexual offences and advice for survivors contacted by journalists.
- An action group was created within CBBC following an interaction, to address content around sexual and domestic abuse issues that can reach families appropriately.
- The project also led to collaborations and positive reporting of sexual and domestic abuse with journalists in Metro, The Guardian, and Daily Express.

Following the interactions:

- 91% of Angles participants felt more likely to engage with the media, making their own voice heard.
- 78% felt motivated to continue in media-influencing and activism because of the interactions.
- 69% of journalists said their understanding of domestic and sexual abuse has increased a lot.
- 72% of journalists are very likely to engage positively with this subject after meeting our activists.
- 60% of journalists we've met have produced positive content (e.g. article, programme) as a result of Angles engagement, and 20% have plans to produce.



***Angles interaction at IPSO***

We delivered two self-care and strategic communications training courses with 19 survivors and/or sector professionals, increasing trust, confidence and understanding of the media. After the courses, trainees rated 8.2/10 in confidence to engage with the media, compared with 2.2 before. 100% respondents said their understanding of how the media works improved.

We ran 11 peer support group meetings, giving members the space to share learning and talk about their experiences with the media. Meetings were run by members of the network, including workshops on facilitation, social media/activism, and confidence in interviews. 35 people attended, amounting to 116 unique experiences.

An Angles member said of the project and peer support sessions:

"I have a strong network of supportive allies to turn to when I have a high pressure engagement around this area which makes me more able to commit and to take care of myself. I find the peer support sessions invaluable in strengthening resilience and resolve around the work."

We often find that the most exciting outcomes happen "beyond the project" when the group is given space and support to work collaboratively. Angles members have gone on to develop new, ground-breaking and funded initiatives such as Not The



Only One and The Consent Collective. Commissioned by Edinburgh University, The Consent Collective worked on an alternative approach to workshops about sexual consent - a game show called "How to be good in bed", which ran throughout Fresher's week.

Others have been delivering workshops on activism and drama for The Roundhouse, Camden. They have received coverage in print media and been involved in a Radio 4 documentary about consent with Jameela Jamil, supporting each other during the media opportunities.



*Angles interaction at CBBC*

### **Talking About Poverty**

In January 2018, the Joseph Rowntree Foundation supported On Road Media to launch a pilot programme to change how the media understands and reports on poverty. The aim was to build a small network of people with first-hand experience of all aspects of poverty, who developed media skills and confidence to engage with journalists on their own terms.

Coming mostly from the Joseph Rowntree Foundation's Poverty Truth Commissions across Scotland, Salford, Leeds, West Cheshire, as well as from organisations like Expert Citizens in Stoke-on-Trent, Gingerbread and ATD Fourth World in London, and building on their local campaigning – we bring 10 people together once a month for media-focused peer support and media skills workshops.

Our peer support group aims to help the group feel less alone in their campaigning and activism. They have opportunities to choose when is a good time for them to share their story; to think about their boundaries when working with journalists; and to understand why they're sharing their expertise and to what gain. The peer support group is co-facilitated by one of our Angles members, who shares her experience of collaborating with the Angles project and brings a large focus on self-care. Documentary filmmakers such as award-winning Jezza Neumann and Daisy-May Hudson have visited the group, to share learning on how the media works and their work on poverty with people with lived experience.

As one of our Talking About Poverty members said:

"We all have friends in the group now. I like seeing the group regularly to catch up on what's going on for the others. We encourage one another. We can keep our spirits up together when things are hard."





***Talking About Poverty group after Cosmopolitan interaction***

Central to On Road's work across all our projects is the work of moving journalists on an emotional and human level through conversation and mutual understanding. Since the project kicked off, we've held 5 informal and friendly interactions with 18 senior media professionals.

Each session is carefully tailored for the journalists and we support our group to share their expertise and stories focused on poverty and low incomes in their own way, and on their own terms. We have held interactions with Cosmopolitan, BBC Stories, Newsnight, BBC News Salford and a popular BBC drama.

For us, it's not only about sparking positive mainstream media coverage, as vital as that it is but also supporting the group of experts by experience to create their own content. Throughout the week around the International Day for the Eradication of Poverty in October, our group released several short videos about what being locked in poverty looks like in the UK. Created during a mini digital skills workshop, they spoke about Universal Credit, post-industrialisation in Catrine, Scotland, food poverty, poverty in school, and questions for British society's future.

On the International Day for the Eradication of Poverty 17th October, Baroness Lister of Burtersett CBE hosted a panel discussion in Parliament about meaningful participation by people in poverty. We joined ATD and other groups like Addressing Poverty with Lived Experience (APLE) Collective, to discuss our Talking About Poverty project.

It's been a busy and eventful start to the project, and we're looking forward to developing and growing the project, with continued support from the Joseph Rowntree Foundation in 2019.

After the interactions:

- 91% of journalists who have given us feedback and taken part so far told us that the interaction changed their views about these issues and people with personal experience of poverty.

- 83% from the media are more likely to engage with these issues now after the interaction.
- 80% of our activists feel motivated to influence the media and continue activism now as a result of the interaction.



***Talking About Poverty group outside BBC***

### **Media Movers**

With support from the Paul Hamlyn Foundation, we began a 12-month pilot project in March 2018, collaborating with 10 young people with irregular immigration status to improve media coverage of the issue. We worked closely with a range of organisations in the sector to bring the group together and shape the project, including IMiX, Let Us Learn, Brighter Future (Praxis Projects), Coram to form the Media Movers.

We provided a bespoke media and self-care training course for the network to 9 participants. Overall, all participants said their understanding of the media had increased. On average, their confidence and trust in the media increased by 20%.

We have also run several intimate media interactions between members of the Media Movers group and senior media professionals. Media professionals have been “inspired to create positive content and tell the human story”, with 60% saying they are very likely to engage with the issue following the interaction. We have delivered 6 interactions to date with 11 media professionals from Channel 4, VICE and Broadly, a popular BBC drama and the Mail on Sunday.

All media professionals indicated that they were more likely to engage in the topic following the interaction, and 100% said their understanding had increased as a result of the interaction. 66% said the interaction prompted them to differently to represent these stories and views. One media professional said: “Very informative



and useful in terms of the current issue of young people's struggle with immigration. I've realised what an important issue this is to cover."

- After the interactions Media Movers said that:
- 50% felt a lot more confident about influencing the media, and 50% said they were a little more confident.
- All participants said they'd either be fairly likely or more likely to engage with the media.
- 63% felt that their understanding and views of the media changed a little.
- 87.5% felt their trust in the media increased.
- When asked if they felt more motivated to continue activism as a result of the interaction, 25% said a little and 75% said a lot.



***Media Movers group at VICE***

We have held three monthly peer support sessions since August, giving the group the opportunity to share learning, challenges and tips for engaging with the media. We brought in one of our Angles members to co-facilitate the first session on preparing for interactions. Sessions have also included a Coram representative attending to speak about the legal side of keeping yourself safe in the media, and a content creation workshop run by an All About Trans member.

### **Thank you!**

We know that the last year has been a difficult and tiring one in many ways for the activists across our networks. We'd like to recognise and congratulate all of these wonderful collaborators who have done such amazing work, not only on their own projects but across all of our projects. What they do, and what they put on the line, cannot be underestimated and we are honoured to work alongside you.

We're grateful to the journalists we've worked with on groundbreaking media, who have welcomed us into their organisations and forged relationships with our activists that will grow over time.

Finally, we would like to especially thank all our funders who have placed their trust in us, collaborated with us and enabled us to learn and scale our impact.

- Awards for All
- City Bridge Trust



- Esmée Fairbairn Foundation
- Joseph Rowntree Foundation
- The London Community Foundation
- Paul Hamlyn Foundation
- Players of the People's Postcode Lottery
- Santander
- Trust for London
- Tudor Trust

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 OCTOBER 2018**

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### **OBJECTIVES AND ACTIVITIES**

#### **Our Volunteers**

Recruiting and collaborating with our volunteers is an important part of the work. We rely on voluntary help to deliver the interactions and ensure that media professionals are getting first-hand information from the communities they are discussing. We also work closely with the advisory group of AAT, who support and shape the project. We would like to thank all those who give up their time to work with us and for their continued loyal support.

#### **Our inclusive values**

We are aware that representation of double minorities is poor. We actively seek out members from these groups to be involved in the project and do not discriminate on age, faith, gender, ethnicity or nationality.

#### **Reserves policy**

A formal policy on reserves was agreed / reviewed at the December 6th 2017 meeting of the board.

It states:

The Board has set a reserves policy which requires:

- Reserves be maintained at a level which ensures that On Road's core activity could continue during a period of unforeseen difficulty.
- A proportion of reserves be maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle.

It takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted.
- Planned activity level.
- Organisation's commitments.

The following headings were used in the development of the policy:

- Introduction.
- Current Reserves Policy statement: (as outlined above).
- Risk assessment: against each category of income and expenditure.
- Future activity level: likely requirements on reserves.
- Organisational commitments.
- Statement of the desired reserves level, as a result of the above.

For 2018, the Board agreed that the most appropriate level of reserves should be kept at the level of £30,000 with aim of working towards an amount that equates to 3 months running costs for the organisation.



## **OBJECTIVES AND ACTIVITIES**

### **Structure, Governance and Management**

#### **Governing document**

On Road Ltd. is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19th June 2008. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the Company and there are currently 4 members. Each member promises, if the company is dissolved while they are a member or within twelve months after they cease to be a member, to contribute such sum (not exceeding £10) as may be demanded of them towards the payment of the debts and liabilities of the Company and of the costs charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

#### **Appointment of trustees**

As set out in the Articles of Association the chair of trustees is nominated by the elected trustees. Trustees are elected annually by the members of the charitable company attending the Annual General Meeting and serve for a period of 3 years. The trustees have the power to co-opt up to 2 further members to fill specialist roles.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM. When considering co-opting trustees, the Board has regard to the requirement for any specialist skills needed, for example, Sarah Lennox is an advisor of AAT and is joining the board to provide project consultancy.

#### **Trustee induction and training**

New trustees undergo an orientation day to brief them on their legal obligations under charity and company law, the Charity Commission guidance on public benefit, content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

#### **Organisation**

The board of trustees, which can have up to 15 members, administers the charity. The board meets quarterly. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and project specific related activity.

#### **Related parties**

None of our trustees receive remuneration or other benefit from their work with the charity.

The charity has a close relationship with the School for Social Entrepreneurs (SSE), a charity which shares On Road Ltd.'s desire for social change. It has worked with On Road to support its facilitation training.

#### **Risk management**

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The trustees have a risk management strategy which comprises:

- an annual review of the risks the charity may face;
- the establishment of systems and procedures to mitigate those risks identified in the plan; and
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that the difficulty to secure sufficient core funding is a financial risk for the charity. Attention has also been focused on the emotional wellbeing of the projects' volunteers.



## ON ROAD LIMITED

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 OCTOBER 2018

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#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Company number

06624806 (England and Wales)

##### Registered Charity number

1165237

##### Registered office

The Green House  
Cambridge Heath Road  
London  
E2 9DA

##### Trustees

A Barbor  
B Alimi  
JM Duffrene  
S Lennox  
D Wariebi

##### Independent examiner

Sedulo Accountants Limited  
Chartered Certified Accountants  
Regency Court  
62-66 Deansgate  
Manchester  
Lancashire  
M3 2EN

Approved by order of the board of trustees on 6th March 2019 and signed on its behalf by:



A Barbor - Trustee

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ON ROAD LIMITED**

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### **Independent examiner's report to the trustees of On Road Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 October 2018.

#### **Responsibilities and basis of report**

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



Daniel Wilson  
FCCA  
Sedulo Accountants Limited  
Chartered Certified Accountants  
Regency Court  
62-66 Deansgate  
Manchester  
Lancashire  
M3 2EN

Date: 10/07/2019



**ON ROAD LIMITED****STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 OCTOBER 2018**

		Unrestricted fund	Restricted fund	31.10.18 Total funds	31.10.17 Total funds
	Notes	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		232,076	-	232,076	167,145
Investment income	2	-	-	-	9
<b>Total</b>		232,076	-	232,076	167,154
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activity costs		221,239	-	221,239	154,953
Other		1,656	-	1,656	1,592
<b>Total</b>		222,895	-	222,895	156,545
<b>NET INCOME</b>		9,181	-	9,181	10,609
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		15,790	-	15,790	5,181
<b>TOTAL FUNDS CARRIED FORWARD</b>		24,971	-	24,971	15,790

The notes form part of these financial statements

**ON ROAD LIMITED****BALANCE SHEET  
AT 31 OCTOBER 2018**

		Unrestricted fund	Restricted fund	31.10.18 Total funds	31.10.17 Total funds
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	7	739	-	739	1,100
<b>CURRENT ASSETS</b>					
Debtors	8	1,615	-	1,615	1,252
Cash at bank		<u>113,761</u>	<u>-</u>	<u>113,761</u>	<u>54,004</u>
		115,376	-	115,376	55,256
<b>CREDITORS</b>					
Amounts falling due within one year	9	(91,144)	-	(91,144)	(40,566)
<b>NET CURRENT ASSETS</b>		<u>24,232</u>	<u>-</u>	<u>24,232</u>	<u>14,690</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>24,971</u>	<u>-</u>	<u>24,971</u>	<u>15,790</u>
<b>NET ASSETS</b>		<u>24,971</u>	<u>-</u>	<u>24,971</u>	<u>15,790</u>
<b>FUNDS</b>	10				
Unrestricted funds				<u>24,971</u>	<u>15,790</u>
<b>TOTAL FUNDS</b>				<u>24,971</u>	<u>15,790</u>

The notes form part of these financial statements

**ON ROAD LIMITED**

**BALANCE SHEET - CONTINUED  
AT 31 OCTOBER 2018**

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The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2018.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 6th March 2019 and were signed on its behalf by:



A Barbor - Trustee

The notes form part of these financial statements

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2018**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**2. INVESTMENT INCOME**

	31.10.18	31.10.17
	£	£
Deposit account interest	-	9

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 OCTOBER 2018**

**3. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31.10.18	31.10.17
	£	£
Depreciation - owned assets	<u>811</u>	<u>848</u>

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 October 2018 nor for the year ended 31 October 2017.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 October 2018 nor for the year ended 31 October 2017.

**5. STAFF COSTS**

	31.10.18	31.10.17
	£	£
Wages and salaries	116,798	97,026
Social security costs	9,180	6,341
Other pension costs	<u>1,471</u>	<u>428</u>
	<u>127,449</u>	<u>103,795</u>

The average monthly number of employees during the year was as follows:

	31.10.18	31.10.17
Staff	<u>4</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

**6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	167,145	-	167,145
Investment income	<u>9</u>	<u>-</u>	<u>9</u>
<b>Total</b>	167,154	-	167,154
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activity costs	154,953	-	154,953
Other	<u>1,592</u>	<u>-</u>	<u>1,592</u>
<b>Total</b>	156,545	-	156,545

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 OCTOBER 2018**

**6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted fund £	Restricted fund £	Total funds £
	<u>          </u>	<u>          </u>	<u>          </u>
NET INCOME	10,609	-	10,609
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	5,181	-	5,181
	<u>          </u>	<u>          </u>	<u>          </u>
TOTAL FUNDS CARRIED FORWARD	<u>15,790</u>	<u>-</u>	<u>15,790</u>

**7. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 November 2017	1,396	2,323	3,719
Additions	<u>-</u>	<u>450</u>	<u>450</u>
At 31 October 2018	<u>1,396</u>	<u>2,773</u>	<u>4,169</u>
<b>DEPRECIATION</b>			
At 1 November 2017	1,055	1,564	2,619
Charge for year	<u>341</u>	<u>470</u>	<u>811</u>
At 31 October 2018	<u>1,396</u>	<u>2,034</u>	<u>3,430</u>
<b>NET BOOK VALUE</b>			
At 31 October 2018	<u>-</u>	<u>739</u>	<u>739</u>
At 31 October 2017	<u>341</u>	<u>759</u>	<u>1,100</u>

**8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.10.18 £	31.10.17 £
Other debtors	1,615	1,172
Prepayments and accrued income	<u>-</u>	<u>80</u>
	<u>1,615</u>	<u>1,252</u>



**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 OCTOBER 2018**

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.10.18	31.10.17
	£	£
Trade creditors	9,242	1,530
Social security and other taxes	-	2,704
Other creditors	404	121
Accruals and deferred income	<u>81,498</u>	<u>36,211</u>
	<u>91,144</u>	<u>40,566</u>

**10. MOVEMENT IN FUNDS**

	At 1.11.17	Net movement in funds	At 31.10.18
	£	£	£
<b>Unrestricted funds</b>			
General fund	15,790	9,181	24,971
	<u>15,790</u>	<u>9,181</u>	<u>24,971</u>
<b>TOTAL FUNDS</b>	<u>15,790</u>	<u>9,181</u>	<u>24,971</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	232,076	(222,895)	9,181
	<u>232,076</u>	<u>(222,895)</u>	<u>9,181</u>
<b>TOTAL FUNDS</b>	<u>232,076</u>	<u>(222,895)</u>	<u>9,181</u>

**Comparatives for movement in funds**

	At 1.11.16	Net movement in funds	At 31.10.17
	£	£	£
<b>Unrestricted Funds</b>			
General fund	5,181	10,609	15,790
	<u>5,181</u>	<u>10,609</u>	<u>15,790</u>
<b>TOTAL FUNDS</b>	<u>5,181</u>	<u>10,609</u>	<u>15,790</u>

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 OCTOBER 2018**

**10. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	167,154	(156,545)	10,609
	<u>167,154</u>	<u>(156,545)</u>	<u>10,609</u>
<b>TOTAL FUNDS</b>	<u>167,154</u>	<u>(156,545)</u>	<u>10,609</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.11.16 £	Net movement in funds £	At 31.10.18 £
<b>Unrestricted funds</b>			
General fund	5,181	19,790	24,971
	<u>5,181</u>	<u>19,790</u>	<u>24,971</u>
<b>TOTAL FUNDS</b>	<u>5,181</u>	<u>19,790</u>	<u>24,971</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	399,230	(379,440)	19,790
	<u>399,230</u>	<u>(379,440)</u>	<u>19,790</u>
<b>TOTAL FUNDS</b>	<u>399,230</u>	<u>(379,440)</u>	<u>19,790</u>

**11. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 October 2018.

**ON ROAD LIMITED****DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 OCTOBER 2018**

	31.10.18 £	31.10.17 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	689	-
Grants	226,267	162,903
Charitable activities	<u>5,120</u>	<u>4,242</u>
	232,076	167,145
<b>Investment income</b>		
Deposit account interest	<u>-</u>	<u>9</u>
<b>Total incoming resources</b>	232,076	167,154
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	116,798	97,026
Social security	9,180	6,341
Pensions	1,471	428
Telephone	570	914
Postage and stationery	2,082	292
Advertising	3,600	571
Training & recruitment	4,567	361
Events & meeting costs	52,262	28,850
Computer costs	949	1,751
Rent	13,193	15,576
Sundry	797	1,114
Travel	11,870	741
Consultancy fees	<u>3,900</u>	<u>988</u>
	221,239	154,953
<b>Other</b>		
Accountancy	840	744
Bank charges	5	-
Depreciation of tangible fixed assets	<u>811</u>	<u>848</u>
	<u>1,656</u>	<u>1,592</u>
<b>Total resources expended</b>	222,895	156,545
<b>Net income</b>	<u>9,181</u>	<u>10,609</u>

This page does not form part of the statutory financial statements