

WIKIMEDIA
UK

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JANUARY 2019

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LEGAL AND ADMINISTRATIVE INFORMATION

Full name Wikimedia UK

Registered Company Number 06741827

Registered Charity Number **England & Wales** 1144513, **Scotland** SC048644

Directors and Charity Trustees

Josie Fraser – Chair (G)

Jane Carlin – (appointed 20 September 2018) (Chair of A)

Martha Woodward – (appointed 20 September 2018) Treasurer (A)

Kate West – (G; A)

Nick Poole

Doug Taylor

Michael Maggs – (G)

Sangeet Bhullar – (appointed 8 January 2019)

Jordan Landes – (A)

Lorna Campell

G: Governance Committee; A: Audit and Risk Committee

Former Directors and Charity Trustees

Carol Campbell – (stood down 20 September 2018)
Greyham Dawes – (stood down 20 September 2018)
Nancy Bell – (stood down 19 September 2018)

Chief Executive	Lucy Crompton-Reid
Principal Address	5-11 Lavington Street London, SE1 0NZ
	Bankers
	Unity Trust Bank plc Four Brindley Place Birmingham B1 2HB
	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP
Auditors	Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD
Legal Advisers	Stone King LLP 13 Queen Square Bath BA1 2HJ
	Burges Salmon LLP One Glass Wharf Bristol BS2 0ZX

MESSAGE FROM THE CHAIR OF THE BOARD

Welcome to the 2018/19 Wikimedia UK Annual Report. We hope you enjoy reading it as much as we have in putting it together and reflecting on the collective progress made by the UK Wikimedia community this year.

As many of you will be aware, our CEO Lucy Crompton-Reid went on maternity leave in March 2018, returning in November. Two other staff members also took leave for a range of reasons - including Richard Nevell, who took a sabbatical to work as Properties Historian for English Heritage. We have an excellent staff retention rate at Wikimedia UK, which reflects the strong commitment of our staff to support Wikimedia's contributors and the multifarious populations who benefit, every day, from the work of our movement. This past year has seen the organisation demonstrate maturity and resilience, producing strong results against all our annual targets and our strategic plan. We are delighted to have all hands back on deck as we revisit our strategic priorities and continue to grow in 2019/20.

This year's report shows a clear continued focus on supporting and growing involvement and understanding in Wikimedia projects across the UK. Additionally, we have seen our international involvement, cooperation and collaboration increase. We've continued to positively impact the global Wikimedia strategy, actively participating in working groups, advising and helping shape the movement as we step up to the massive responsibility that being the world's go-to source for information represents - ensuring that the knowledge we share is of the highest standard and that the process of knowledge production is itself equitable.

Wikimedia UK worked hard in conjunction with colleagues across Europe this year to ensure our elected representatives understand the implications of the EU copyright directive and to persuade them to champion a free and open internet. I've also been privileged to continue to represent the UK and to help establish a vibrant Wikimedia Affiliate Chairs group. At our last meeting at the Wikimedia Summit in Berlin, Chairs from over 25 countries met to ensure we are taking a strategic approach to our collective work and resources.

This year we will say goodbye to a number of long serving and dedicated board members. I continue to be impressed by the standard of our trustees and proud to support the board in making its vital contribution to the governance of Wikimedia UK. Our previous Chair Michael Maggs steps down at this year's AGM, and the warm generosity and steely intelligence he brought to the Board will be very much missed. I'm confident that the new board will continue to be ambitious and committed to Wikimedia UK, and will continue to push the organisation toward new achievements as well as continued excellence.

Josie Fraser

MESSAGE FROM THE CHIEF EXECUTIVE

I feel proud of the work Wikimedia UK has achieved over the past year, and would like to thank the staff team and our wonderful community of volunteers for continuing to deliver such a full and varied programme during a time of some disruption, including my own maternity leave. Some of the highlights of the year included a collaboration with Amnesty International, which involved Wikimedia communities around the world and led to the creation of new content about female human rights defenders; and a partnership event with the London Mayor's Office in which more than 50 female school students participated in an editing event at Bloomberg during London Tech Week. In Scotland, where we appointed our first staff member in March 2018, our programme has taken a significant leap forward, with a wide range of new relationships starting to bear fruit. At the same time, some of Wikimedia UK's more long standing partnerships continued to flourish, with examples of best and 'next' practice described later in this report.

In 2018/19, we lost several long standing and highly valued trustees. Carol Campbell had served on the board for six years and was Chair of the Audit and Risk Committee as well as Vice Chair of the board throughout this time. Carol worked closely with Greyham Dawes, who was on the board for more than five years and brought sound judgement, expert knowledge and warm humour to the role of Treasurer. Our thanks go to both of them for so ably steering the charity's financial management during a time of significant change. We were also sad to lose Nancy Bell, who moved to the United States in 2018 for an amazing career opportunity. Her deep understanding and knowledge of archives, collection care, impact and evaluation will be missed.

At the same time, we have been very pleased to welcome Jane Carlin and Marnie Woodward to the board, as the new Chair of ARC and Treasurer respectively. Jane and Marnie joined in September 2018, bringing a wealth of expertise to the board. New trustee Sangeet Bhullar also joined the board in January 2019. Sangeet is Founder and Director of Wise Kids, and has many years experience of working with young people on the issues of media literacy, digital citizenship and online safety.

2018/19 was the final year in Wikimedia UK's three year strategic plan, which was developed in late 2015 following a period of restructure and transition within the team and wider organisation. To enable us to understand the progress made towards our long term outcomes over this period, we commissioned a report on our delivery and achievements in 2016 - 2019. The outputs contained in this report speak for themselves - with nearly 18,000 participants directly involved in our programmes over the period, more than 200 events held in partnership with cultural and educational organisations, over 60,000 hours of volunteer time spent on Wikimedia UK programmes, and over 2 million Wikimedia pages created or improved. However, the stories and case studies are perhaps even more valuable. These demonstrate the extent to which we have achieved significant change towards a more open society, confirm our increasing confidence and profile in partnering with the education and cultural sectors, and highlight the impact of our more recent but growing focus on minority languages and digital literacy.

Lucy Crompton-Reid

STRUCTURE, GOVERNANCE AND MANAGEMENT

Wikimedia UK is a charitable company limited by guarantee. It was incorporated on 5th November 2008 as company number 06741827 and registered as a charity on 3rd November 2011. Under its Articles of Association the company is governed by a Board of up to seven elected directors and up to four co-opted directors who are the charity trustees for charity law purposes. Trustee terms are three years, with the possibility of re-election or re-appointment subject to a maximum continuous period of up to six years.

Wikimedia UK encourages all who support its charitable aims and objectives, and who are willing to abide by its membership rules, to join as voting company members. Admission to company membership is by online application to the Charity, with authority for agreeing new members delegated by the board to the Chief Executive. All members of the charity are entitled to stand for the board of trustees, and elections are held at our Annual General Meeting according to the election rules inscribed in our constitution. Co-opted board members can join at any time during the year and are appointed to meet specific skills gaps. Occasionally the charity will advertise for a new co-opted trustee - following best practice in equal opportunities recruitment and our own organisational policies - or they can be identified and approached through our existing networks, members and trustees.

The Board is committed to best practice in charitable governance. All trustees are inducted to the charity through a programme of one-to-one meetings and formal external training where necessary. Trustees are also sent a trustee induction pack that combines external advice and key internal documents. Training and development opportunities are available to serving trustees throughout their time on the board, such as attendance of conferences and events for trustees in the voluntary sector, formal training in specific areas such as finance or copyright law, and participation in events and conferences organised by Wikimedia UK or the global Wikimedia movement. There are two formal board committees, the Audit and Risk Committee and the Governance Committee, which meet quarterly prior to full board meetings; both of which include specialist external members with full voting rights. The board also conducts regular self-evaluation.

The charity is managed on a day-to-day basis by the Chief Executive, with a Scheme of Delegation to facilitate fully accountable, effective and efficient management of the charity. Other key management personnel include the Head of Programmes and Evaluation and the Director of Finance and Operations. The Chief Executive's salary was initially set by the board on the advice of an external third sector recruitment agency, and is reviewed on an annual basis. Salaries for other Key Management Personnel are set by the Chief Executive and also reviewed annually.

The company has a Chapter Agreement with the Wikimedia Foundation, the public non-profit organisation that operates Wikipedia and its sister websites and owns the Wikimedia trademarks. Each party agrees to support the work of the other and agrees not to engage in activities that might negatively impact the work or reputation of the other.

OBJECTS, AIMS AND ACTIVITIES

The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the general guidance issued by the Charity Commission on public benefit, including the guidance 'Public Benefit: Running a Charity (PB2)'. The Objects of the Charity are, for the benefit of the public, to promote and support the widest possible public access to, use of and contribution to Open Content of an encyclopaedic or educational nature or of similar utility to the general public, in particular the Open Content supported and provided by Wikimedia Foundation, Inc., based in San Francisco, California, USA.

Wikimedia UK is committed to the ideal of a world in which every single human being can freely share in the sum of all knowledge, and believes that here in the UK we can play a unique and important role in realising that vision.

Our **vision** is of a more tolerant, informed and democratic society through the shared creation of, and access to, open knowledge.

Our **mission** is to support and advocate for the development of open knowledge, working in partnership with volunteers, the cultural and education sectors and other organisations to make knowledge available, usable and reusable online.

In the period 2016–2019, Wikimedia UK has been working towards the following longer-term benefits, or **outcomes**:

- Our work has significantly increased access to knowledge about, or held in, the UK
- The Wikimedia projects reflect our diverse society and are free from systemic bias
- Learners in the UK are able to understand and engage with open knowledge
- Wikimedia UK is recognised as a leading organisation for open knowledge

To support the achievement of these outcomes, during 2016–19 our strategic goals were as follows:

1. Increase the quality and quantity of coverage of subjects that are currently under-represented on Wikipedia and the other Wikimedia projects
2. Contribute to the development of open knowledge in the UK, by increasing understanding and recognition of the value of open knowledge and advocating for change at an organisational, sectoral and public policy level
3. Support the use of the Wikimedia projects as important tools for education and learning

These strategic goals relate directly to our three key programme areas for 2016 - 2019 of diverse content and contributors, promoting open knowledge and education and learning.

ACHIEVEMENTS AND PERFORMANCE

Wikimedia UK is pleased to share the key achievements of our programme delivery in 2018 - 19 through this report. This is the final year in the UK Chapter's three year strategy from 2016 - 2019, and our success in 2018 builds on the significant progress made over the previous two years towards our overall strategic aims and outcomes.

We have met or exceeded all of our targets for 2018/19, with particular highlights as follows:

- We involved 7523 participants directly in our activities, compared to 6252 last year and a target for the year of 5200
- Over a million Wikimedia articles were created or improved as a result of our work - significantly above our target of 202,000
- Of the 41,256 images added to Wikimedia Commons through our programmes, 20,435 were used in Wikimedia article pages - a reuse rate of almost 50%
- There were 342 leading volunteers, of whom half were women
- Volunteers contributed 23,254 hours of their time
- 92% of the community leaders who responded to our annual survey would recommend volunteering with Wikimedia UK

Some of our programme activities in the past year include:

- We held the second annual Celtic Knot conference, this time in partnership with the National Library of Wales and attended by Wikimedians and partners from the Basque Country, Brittany, Catalonia, Cornwall, Ireland, Sami-speaking areas, Scotland and Wales.
- We held events at organisations such as Birkbeck College, Royal College of Art and The Photographers' Gallery as part of Art+Feminism 2018.
- We supported a wide range of other gender gap events within partner institutions. These included the Vote 100 Wikipedia event at Edinburgh University - which used the centenary of women's suffrage to highlight historic and current inequalities - and events for Ada Lovelace Day.
- The Wikimedian in Residence at Bodleian Libraries continued in post for another year. His work has been critical in developing our understanding of how Wikidata can significantly enrich public access to cultural heritage.
- The Scottish community played an active role in Wiki Loves Monuments 2018, supported by the newly appointed Scotland Programme Co-ordinator in Scotland as well as Wikimedians in Residence based at Scottish institutions.
- Our programme in Scotland has seen an exponential increase since the appointment of our first dedicated Programme Co-ordinator for this work in March 2018. The range of new projects, events and relationships being developed illustrate the benefit of appointing local staff when working in the UK's constituent countries.
- We have continued to develop our advocacy activities, and responded to a high number of public policy consultations during the year. It has been encouraging to see the impact of this work at a regional and national level; particularly given the disappointing results of our

combined advocacy efforts towards influencing problematic elements of the EU Copyright Directive.
- Our partnership event with the Mayor of London and Bloomberg during London Tech Week 2018 attracted a high level of press coverage and online support.
- Finally, the inclusion of Wikimedia into the Welsh Baccalaureate is a significant achievement both for the chapter and for our local partners in Wales who have helped to make this happen.

Below, we include highlights of the work delivered under our four main budget lines for charitable activities: international working, external relations and advocacy, partnership programmes and volunteer support.

INTERNATIONAL WORKING

As the national chapter for the global Wikimedia movement, Wikimedia UK plays an active role in the international Wikimedia community. This work tends to fall into several key areas, including:

- Inter-chapter collaboration, including fundraising applications for partnership projects and joint advocacy on public policy and legislation.
- Programme development and delivery, such as the Amnesty International collaboration in 2018 and the BBC project #100womenwiki in 2016.
- Thought leadership on key programmatic areas where we can share expertise and resources; such as Wikimedians in Residence, support for minority language Wikipedias, and digital literacy.
- Involvement in movement-wide programmes and initiatives, such as Art+Feminism, 1lib1Ref and Wikimedia 2030.

Some examples of our work in these areas are highlighted below.

The charity continued to contribute to regular chapter-level discussions, with the Chief Executive attending an in-person Executive Directors meeting in Utrecht in February 2018, and the Head of Programmes and Evaluation (covering this area of the CEO's work whilst she was on maternity leave), attending ED meetings at the Wikimedia Conference and Wikimania as well as a dedicated two day meeting in Vienna in June.

During 2018, Wikimedia UK's Chair became more closely involved in joint discussions with some of the other Chairs within the movement, attending a number in person and online meetings and developing joint project ideas and shared learning initiatives. Our Chief Executive and Chair continued to contribute to the development of the movement strategy, whilst our Head of Programmes and Evaluation has been playing a key role in this as Co-ordinator of the movement strategy working group on Resource Allocation.

Wikimedia UK participated fully in the joint advocacy work against Articles 11 and 13 of the proposed EU Directive on Copyright, which caused concern throughout the open knowledge movement. We wrote to all 73 MEPs about the issue and received 12 detailed responses.

Building on our learning from the 2016 BBC 100 Women partnership, we led an international project with Amnesty International as part of their BRAVE campaign about Women Human Rights Defenders. The project consisted of a global network of editathons coordinated by Wikimedia UK, combining the volunteer bases of both movements to create content on human rights in multiple languages.

We delivered widespread events and activities across the country as part of #1lib1ref, Art+Feminism and Wiki Loves Monuments. We also participated in the 'We Miss Turkey' campaign about the Wikipedia block in Turkey, with our tweets getting picked up by Turkish media outlets.

EXTERNAL RELATIONS AND ADVOCACY

External Relations is an important element of any organisation and at Wikimedia UK, this encompasses a wide range of activities including social media engagement, online creative content, the Wikimedia UK blog, fundraising and member communications including the Friends Newsletter, outreach to the press and print materials.

At the start of the 2018/19 financial year we organised Wikimedia Day at Newspeak House, which included a Wikidata hackathon during the day - with the support and input of Wikimedians in Residence and other volunteers plus about 40 participants - followed by an evening talk on 'The Future of Wikipedia' by Wikimedia UK's Chief Executive and the Executive Director of the Wikimedia Foundation. This was attended by around 100 people and was very well received; laying the groundwork for potential future lectures or similar events as part of our external relations activities.

During the year we developed our creative content further, producing videos about a very wide range of events and issues, from the history of women in art through to a series of How To videos filmed with mySociety. We recorded an extended interview with Wikipedia founder Jimmy Wales to coincide with the 18th birthday of Wikipedia. We also continued to grow our presence on social media, with 12,504 followers on Twitter and 3012 followers on Facebook by the end of the 2018/19 financial year.

Wikimedia UK's work featured in a number of prominent publications during the year, including a New Statesman article about disinformation on Wikipedia and a Times Higher Education piece on Wikipedia in academia - both written by our communications co-ordinator - and a comprehensive 'long read' article about Wikipedia and Wikimedia UK in the Independent. Our Chief Executive was also interviewed by CILIP, the library and information association, for an in-depth article published in the March edition of their Information Professional magazine.

With our Chief Executive on maternity leave for a significant part of 2018/19, we were represented at fewer national-level conferences and events in England. However, through the efforts of other staff, volunteers and trustees, we continued to maintain a vibrant presence within the cultural and education sectors across the UK. This included talks by our Head of Programmes and Evaluation at the Museum Computer Group's Museums+Tech conference and Tate Lates, and our communications co-ordinator joining a panel event on fake news at Bradford Media Museum. We were also well represented at OER18, the Open Educational Resources conference.

Since the appointment of our Scotland Programme Co-ordinator in March 2018, our ability to advocate for open knowledge in the region has increased significantly. Our work at Edinburgh University will be included in a new book of Case Studies of Openness in the Language Classroom, while our work with Glasgow Caledonian University is gaining momentum - due in large part to a longer-term programme of advocacy within the Scottish libraries and higher education sectors.

We responded to a number of public policy consultations during the year. This included consultations on a new Historic Environment Policy for Scotland, and the Scottish Government's Culture Strategy - in response to which we highlighted the importance of open knowledge and digital skills within the sector. We also drew on our digital skills research to make the case for content creation as a means of building digital skills, in response to a UNESCO consultation on Open Educational Resources.

In Wales, October brought an exciting announcement by the Welsh Minister with the publication of the Welsh Technology Action plan. This creates multiple opportunities for Wikimedia UK to work even more closely with the Welsh Government. Our strong track record of achievement in Wales was clearly a very significant factor in the direction of the action plan as a whole, and the explicit inclusion of Wikipedia as a means of achieving the plan's aims.

As previously reported, we were delighted by the inclusion of Wikimedia as an option on the Welsh Baccalaureate; achieved after several years of advocacy work with various people and organisations (particularly Welsh Curriculum body WJEC). The first pilot schools project as part of the Welsh Bacc took place in the autumn term of 2018/19.

PARTNERSHIP PROGRAMMES

Wikimedia UK works in partnership with the cultural and education sectors and other organisations to make knowledge freely available, usable and reusable online. We have three main programme strands as described below.

1. Diverse content and contributors

The overall goal of this programme strand is to increase the quality and quantity of coverage of subjects that are currently under-represented on Wikipedia and the other Wikimedia projects. We deliver this by working with a wide range of partners, with our major partners including those hosting a Wikimedian in Residence.

During the 2018/19 financial year, institutions with a Wikimedian working for them on a part or full-time basis were the National Library of Wales, Oxford University, Edinburgh University, Scottish Libraries Information and Menter Mon (the Anglesey Language Enterprise). Wellcome Library's former resident has been made a permanent member of staff, with roughly half her time dedicated to Wikimedia initiatives and the remainder on other digital working within Wellcome Collection.

The key themes of our work under this programme strand in 2018/19 were:

- The Celtic Knot
- Addressing the Gender Gap
- Cultural Heritage
- Community Development

Over the past three years, the Diverse Content and Contributors programme has been our most significant, however for the purposes of this report many of our key activities under this programme strand are described above in the overview of our achievements.

A varied group of 2,294 people took part in our events during 2018/19, exceeding our target of 1,600. These included participants at Wikipedia or Wikidata training events, editathons, conferences, workshops, volunteer training programmes and educational courses. Many of these activities were organised by lead volunteers in partnership with Wikimedia UK, with 342 lead volunteers – half of whom were women. Wikimedia UK activities during the year helped to create or improve 1,112,699 Wikimedia articles or items.

2. Promoting open knowledge

This programme strand relates to our strategic goal of increasing understanding of the value of open knowledge and advocating for change at an organisational, sectoral and public policy level. Over the past three years - the period of our strategy - the priorities for this work have been:

- Working towards institutional change
- Promoting open knowledge at a sector-wide level, particularly culture and education
- Influencing public policy and legislation

Some of our key activities under this programme strand are described above under the External Relations and Advocacy section, as there is clearly significant overlap between our external relations activities and our advocacy work.

In 2018/19, nearly four thousand people attended presentations about Wikimedia's work at events and conferences. The volunteers involved in these activities contributed over six thousand hours of their time, helping to grow our digital outreach across our website, social media, blogs, and videos to a total audience of over sixty-six thousand.

In 2018-19 Wikimedia UK gave five responses to political and institutional consultations, some of which are highlighted above, and managed to achieve our target of achieving three instances of policy or legislative change as a result of our advocacy efforts.

3. Education and learning

Wikimedia UK believes that engaging with Wikipedia and the other Wikimedia projects - particularly through becoming a contributor - enables learners to understand, navigate and critically evaluate knowledge and information. Our third programme strand is therefore focused on the development of Wikimedia as a teaching and learning tool in the UK.

The key themes of our work under this programme strand in 2018/19 were:

- Delivering Wikimedia projects with learners and educators
- Demonstrating how Wikimedia tools can be used to embed open knowledge in education
- Advocating for the inclusion of Wikimedia into education policy and curricula

This programme expanded in 2018/19, with 1287 people participating directly in our education work compared to a target of 600. Much of this work was delivered through Wikipedia in the Classroom, an established model of engagement for university students, which was made possible by the enthusiastic involvement and commitment of 74 course leaders and education organisers.

We are keen to understand more about how working with Wikimedia supports a wide range of learning objectives, and in 2018/19 we commissioned a report on how working with Wikimedia helps to develop digital literacy skills. We also developed and ran an evaluation survey for course participants, with 86% of students reporting an improvement in their information literacy skills as a result of participating in our education programme.

VOLUNTEER SUPPORT

Volunteer editing underpins the global Wikimedia movement, and at Wikimedia UK we rely on lead volunteers to help us organise events and training. These lead volunteers spent 1669 hours organising workshops, editathons and representing the chapter in conferences and talks. The number of hours for all volunteering on behalf of Wikimedia UK was 23,254.

Training and development for volunteers is an important element of our work, and our approach to community development is grounded in our existing programme strands. For example, Wiki Loves Monuments 2018 was used in Scotland to galvanise the community of volunteers and organisations, with the Wikimedian in Residence at the Scottish Libraries and Information Council developing a library engagement pack, and our programme co-ordinator working with the University of Edinburgh, Museums Galleries Scotland, Archaeology Scotland, Dig it!, Built Environment Forum Scotland, the Dumfries Historic Buildings Trust, the Scottish Civic Trust and Doors Open Day to get more people and organisations involved than ever before.

In general, we have been working harder to connect volunteer interests to programme opportunities this year. This has required a larger initial investment of time, but pays off longer-term by creating a more engaged, skilled community. At the end of our financial year we surveyed Wikimedia UK community leaders to receive structured feedback on our engagement with volunteers, with the results showing that over 90% would recommend Wikimedia UK, 80% feel valued by us and 78% have developed new skills.

Our key reflections from the survey are that in general our lead volunteers feel well supported, with the additional capacity in Scotland particularly noted. However, in other areas the challenges faced by the organisation in terms of capacity over the past year has been felt, and volunteers expressing a need for additional stewardship. We will explore ways of providing this support over the coming year.

FINANCIAL REVIEW

Wikimedia UK ended the financial year 2018/19 with a surplus of £15,786 (2018: £11,660). The year's 8% budget overspend on our partnership programmes costing £452,000 (2018: £393,000) and a 20% budget underspend in projects for volunteer and community support costing £101,000 (2018: £118,000) combined to turn a breakeven budget into a modest surplus. Compared with 2017/18, out of a total income that was 4% up, at £729,000 (2018: £700,000), our charitable expenditure on projects, at £666,000 (2018: £610,000) was once again up 9% on the previous year.

The charity has again budgeted for a break even in the current financial year. Total income for 2019/20 is expected to be unchanged against 2018/19, having been awarded a grant of £335,000 by the Wikimedia Foundation for 2019/20, the same as the previous year; and we have projected an income of £212,000 from our individual supporters in the UK, who are a crucial component in our fundraising mix. Our forecast for gifts in kind is £137,000 and we have a target to raise £45,000 from major donors, trusts and foundations, split into core funding (£20,000) and project funding (£25,000).

Reserves

Our reserves policy is kept under regular review and was updated at the start of the 2017/18 financial year, with the target of holding between three and six months of planned operating costs (£150,000 - £300,000) in reserve. Our year-end free reserves, at just over £227,000 against the previous year-end's £212,000, are now comfortably within this limit. This allows more of a focus on the further development of our charitable activities, and our staffing – albeit still with an eye to maintaining our reserves at an appropriate level.

Risk Management

Our internal reporting mechanisms for major risks adhere to Charity Commission guidelines, with our risk-rating system reviewed regularly by the Audit and Risk Committee (ARC). The risk register is maintained and updated on a quarterly basis by the Chief Executive and discussed in some detail at ARC meetings. In 2018/19, as in previous years, all major risks were reported to the full board on a quarterly basis; however, from the start of the 2019/20 financial year, for greater transparency, the full risk register will be presented at full board meetings as well as ARC.

In February 2018 the following potential major risks were identified:

- Damage to public profile as a result of some unexpected issue related to Wikipedia or the Wikimedia movement
- A substantial loss of donor income as a result of damage to the charity's public profile caused by an unforeseen wider movement crisis
- Unexpected inability to meet targets for funding from trusts and foundations and major donors, leading to a reduction in programme activity
- Lack of the expected number of engaged, active and skilled volunteers based across the country

These were monitored closely throughout the year by the Senior Management Team and the board of trustees and were mitigated through a range of activities including the creation of a crisis communications plan, careful budget management and an active volunteer engagement programme.

The only major potential risk identified at the start of the 2019/20 financial year, according to our current criteria, is the ongoing risk of damage to public profile as a result of some unexpected issue related to Wikipedia or the Wikimedia movement. In order to mitigate this as much as possible Wikimedia UK continues to develop positive relationships with UK journalists, as well as with the Wikimedia Foundation's communications team - in order to ensure that we are made aware of such an issue as soon as possible and that there are clear lines of communication and agreed external messages in place.

Further issues identified in March 2019 as being of medium risk to the organisation at this point include damage to public profile or reputation as a result of an issue related to Wikimedia UK; the loss of trustee expertise and experience; the departure of key staff; the role and funding of Chapters changing as a result of the new Wikimedia movement strategy, and an accompanying reduction in our Annual Plan Grant due to these changing priorities; the impact of Brexit on income generation and our partner institutions leading to a reduction in programme delivery; and an inability to meet fundraising targets leading to a reduction in programme activity.

FUTURE PLANS

2018/19 was the final year in Wikimedia UK's three year strategy for 2016 - 2019, and so the latter part of the year involved reviewing progress and achievements against our objectives over this period and planning for the future. Our vision, mission, values and long term outcomes remain essentially unchanged from the current strategic plan, and so are not repeated here; however our new three year strategic aims and objectives are shared below.

Wikimedia UK's strategy is informed by and supports the strategic direction of the global Wikimedia movement. Our work will focus on the knowledge and communities that have been left out by structures of power and privilege; breaking down the barriers that prevent people and organisations from accessing and contributing to free knowledge, and supporting the development of technical solutions to help eradicate inequality and bias on the Wikimedia projects.

Our **strategic aims for 2019 - 2022** are to:

1. Increase the representation of marginalised people and subjects on Wikimedia
2. Work with the Wikimedia projects to develop digital, data and information literacy
3. Create changes in policy and practice that enable open knowledge to flourish
4. Develop our capacity and profile as a leading organisation for open knowledge

Our **three-year objectives** for each of our strategic aims are as follows:

Aim 1: Increase the representation of marginalised people and subjects on Wikimedia

Objectives:

- Develop partnerships that address inequality and bias on the Wikimedia projects
- Deliver projects that increase access to underrepresented cultural heritage
- Support and contribute to the development of minority language Wikipedias
- Engage with volunteers across the UK, widening the charity's geographic reach
- Diversify content producers by recruiting and training new editors from marginalised or under-represented groups within and beyond the UK

Aim 2: Work with the Wikimedia projects to develop digital, data and information literacy

Objectives:

- Support higher education's engagement with Wikimedia as a digital literacy tool
- Develop and deliver Wikimedia-based activities that develop digital literacy in schools
- Facilitate digital, data and information literacy projects with other partners
- Create content and resources for learners and educators focused on digital literacies
- Advocate for and facilitate the inclusion of Wikimedia and open knowledge in curriculum, syllabus and course development

Aim 3: Create changes in policy and practice that enable open knowledge to flourish

Objectives:

- Deliver events and projects with a range of partners to promote open knowledge
- Support and enable individual organisations to adopt more open policies and practice
- Promote and facilitate sector-level change towards open knowledge
- Develop our role as a key player and ally within the UK's openness movement
- Collaborate with the civil society sector and other partners to combat misinformation
- Advocate for open knowledge within the UK's public policy and legislative arena
- Contribute to international advocacy activities and programmes as appropriate

Aim 4. Develop our capacity and profile as a leading organisation for open knowledge

Objectives:

- Increase awareness and understanding of open knowledge and Wikimedia UK
- Develop Wikimedia UK's community of contributors, volunteers and members
- Actively support technical innovation that helps to deliver on our strategic aims
- Establish a sustainable business model underpinned by diverse and stable funding
- Make a significant contribution to the global work of the Wikimedia movement

The delivery of our strategy is underpinned by **partnerships**, **community** and **technology**, which are an essential element of all our activities.

Signed on behalf of the Board, as approved on 1st July 2019.

Josie Fraser
Chair of the Board

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WIKIMEDIA UK

Opinion

We have audited the financial statements of Wikimedia UK ('the company') for the year ended 31 January 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2019 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; 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 Auditor's Responsibilities for the audit of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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.

Auditor's 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 an auditor's report 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kingston Smith LLP Date 8th July 2019

Shivani Kothari (Senior Statutory Auditor)
for and on behalf of Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London
EC1M 7AD

WIKIMEDIA UK
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 JANUARY 2019

	Notes	Total Funds 2019 £	Total Funds 2018 £
INCOME FROM:			
Grants	3	335,000	298,384
Donations & legacies	4	230,448	255,605
Charitable activities	6	160,290	141,939
Investments	5	54	52
Other	7	2,807	4,418
Total Voluntary Income		728,599	700,398
EXPENDITURE			
Raising Funds	8,9	46,771	78,529
Charitable activities:	9		
International working		24,265	-
External relations		88,037	99,191
Partnership programmes		452,323	393,299
Volunteer support		101,417	117,719
Total expenditure		712,813	688,738
Net income		15,786	11,660
Taxation		-	-
Net income		15,786	11,660
Reconciliation of funds:			
Fund balances at 31 January 2018		211,952	200,292
Fund balances at 31 January 2019		227,738	211,952

WIKIMEDIA UK
BALANCE SHEET
AS AT 31 JANUARY 2019

	Notes	£	2019 £	£	2018 £
FIXED ASSETS					
Tangible Assets	17		6,958		8,494
CURRENT ASSETS					
Debtors	11	38,666		34,579	
Cash at bank and in hand		217,935		207,991	
		256,601		242,570	
Creditors: amounts falling due within one year	12	(33,774)		(33,382)	
NET CURRENT ASSETS			222,827		209,188
Creditors: amounts falling due after one year	12		(2,047)		(5,730)
NET ASSETS			227,738		211,952
FUNDS					
Unrestricted funds			227,738		211,952
TOTAL CHARITY FUNDS			227,738		211,952

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

Approved by the Board of Trustees on 1st July 2019 and signed on its behalf by

Martha Woodward

Treasurer

Company Registration No. 06741827

The notes on pages 24 to 34 form an integral part of these accounts.

	Notes		Total Funds 2019		Total Funds 2018
		£	£		£
Net cash provided by operating activities	18		12,618		10,735
Cash flows from investing activities:					
Interest	5	54		52	
Purchase of fixed assets	17	(2,728)		(8,528)	
Net cash used in investing activities			(2,674)		(8,476)
Change in cash and cash equivalents in the year			9,944		2,259
Cash and cash equivalents brought forward			207,991		205,732
Cash and cash equivalents carried forward			217,935		207,991

1 ACCOUNTING POLICIES

a) Accounting Framework

These financial statements are prepared on a going concern basis, under the historical cost convention.

The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the charity prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), including Update Bulletins 1 & 2, and the Companies Act 2006.

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

b) Income

Grant and donation income is included in the Statement of Financial Activities once there is entitlement, the economic benefit is considered probable and the amount can be reliably quantified.

c) Expenditure

Expenditure is charged inclusive of Value Added Tax.

d) Allocation of staff costs to projects and apportionment of governance and support costs

Staff costs attributable to project-work as direct costs and staff costs, other overheads apportionable as support costs and governance costs, have been allocated to the expenditure headings in the Statement of Financial Activities as follows:

Staff time spent on carrying out each project's activity, or on fundraising, has been determined from returns by staff for each quarter and evaluated at the individual's total salary cost to calculate the actual cost of direct staff time spent for each activity.

Governance and support costs have been apportioned pro rata to total direct costs per activity. An analysis of governance and support costs and the results of these attributions and apportionments are given in note 9.

e) Volunteers

The trustees gratefully acknowledge the significant contribution made by volunteers who gave freely of their time (totalling in excess of 23,000 hours in the financial year) and expertise.

f) Fixed Assets

Individual items or sets of related items costing over £500 are capitalised.

The rates and bases used during the year were as follows:

Computer equipment	33.33% straight line
Furniture	33.33% straight line
Leasehold improvements	33.33% straight line

g) Investments

The Charity's wholly owned subsidiary company, Cultural Outreach Limited, is the holder of intellectual property rights donated for the work of the Charity. As the company is dormant and its assets are immaterial to the group, consolidated accounts have not been prepared.

h) Grants Awarded

Grants awarded by the Charity are recognised in full as expenditure on charitable activities in the Statement of Financial Activities in the period in which a binding commitment arises.

i) Gifts In Kind

(i) Tangible gifts-in-kind

Tangible gifts-in-kind are recognised at their fair value.

(ii) Donated services or facilities

Donated services or facilities are recognised at their estimated value to the charity where the value is quantifiable and measurable. The valuation basis is the price the charity estimates it would pay in the open market for a service or facility of equivalent utility.

(iii) Wikimedians in Residence

Where either

(a) a grant is made under an agreement in respect of a Wikimedian in Residence and the host organisation contributes towards the cost, or
(b) a grant has been made for our benefit by another grant maker direct to that host institution

a gift-in–kind is recognised equal in value to the amount the charity would have been willing to pay to secure the residency.

j) Pensions

The charity provides a defined contributions pension scheme for its employees and contributions payable for the year are charged to the Statement of Financial Activities.

k) Financial instruments

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. The company had no other (i.e. non-basic) financial instruments as at the year-end.

l) Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. There are no estimates or judgments that have a material effect on amounts recognised in the financial statements.

2 NET INCOME

Net income is stated after charging the following:	2019	2018
	£	£
Auditor's fees	8,500	7,500
Tax return services	500	500
	9,000	8,000
Depreciation - see note 17	4,264	3,307

3 GRANTS RECEIVABLE

	2019	2018
	£	£
Wikimedia Foundation Inc	335,000	298,384

4 DONATIONS AND LEGACIES

	2019	2018
	£	£
Major gifts	14,600	16,180
Other cash donations	198,426	203,570
Gift Aid	17,422	35,855
	230,448	255,605

5 INVESTMENT INCOME

	2019	2018
	£	£
Bank interest	54	52

6 INCOME FROM CHARITABLE ACTIVITIES

Gifts in kind income recognised in the year includes:

Donor	Nature of gift	2019	2018
		£	£
Edinburgh University	Wikimedian in Residence host costs	43,211	43,211
National Library of Wales	Wikimedian in Residence host costs	47,188	26,022
Wellcome Trust	Wikimedian in Residence host costs	-	4,000
Bodleian Libraries	Wikimedian in Residence host costs	20,892	24,028
National Library of Scotland	Wikimedian in Residence host costs	-	25,000
Scottish Library & Information Council	Wikimedian in Residence host costs	33,832	15,958
Menter Mon	Wikimedian in Residence host costs	11,667	-
		156,790	138,219
Natural History Museum	AGM venue hire cost	3,500	
Chartered Institute of Public Relations	Training	-	3,720
		160,290	141,939

7 OTHER INCOME

	2019	2018
	£	£
Miscellaneous	2,807	4,418

8 RAISING FUNDS

	2019	2018
Fundraising	£	£
Direct costs - external	13,666	14,659
Direct costs - staff	14,622	33,699
Management & Administration costs	18,483	30,171
	46,771	78,529

Fundraising external direct costs includes £12,569 paid as fees for the processing of donations received by direct debit (2018: £13,356)

9 ANALYSIS OF EXPENDITURE AND SUPPORT COSTS

	Raising funds	External relations	International working	Partnership programmes	Volunteer support	2019 Total
	£	£	£	£	£	£
Direct costs	13,666	6,990	-	191,795	4,977	217,428
Direct staff costs	14,622	46,256	14,676	81,777	56,362	213,693
Total direct costs	**28,288**	**53,246**	**14,676**	**273,572**	**61,339**	**431,121**
Governance and support costs						
Office costs	6,142	11,562	3,188	59,404	13,319	93,615
Governance	3,067	5,774	1,591	29,664	6,651	46,747
Finance and reporting	2,705	5,092	1,403	26,161	5,865	41,226
Other	3,006	5,658	1,559	29,068	6,518	45,809
Other staff costs	3,563	6,705	1,848	34,454	7,725	54,295
Office Move	-	-	-	-	-	-
Total support costs	**18,483**	**34,791**	**9,589**	**178,751**	**40,078**	**281,692**
Total costs	**46,771**	**88,037**	**24,265**	**452,323**	**101,417**	**712,813**

2018 ANALYSIS FOR COMPARATIVE

	Raising funds	External relations	International working	Partnership programmes	Volunteer support	2018 Total
	£	£	£	£	£	£
Direct costs	14,659	10,876	-	155,281	16,857	197,673
Direct staff costs	33,699	50,205	-	86,908	55,633	226,445
Total direct costs	**48,358**	**61,081**	**-**	**242,189**	**72,490**	**424,118**
Governance and support costs						
Office costs	9,486	11,982	-	47,510	14,220	83,198
Governance	5,397	6,817	-	27,030	8,090	47,334
Finance and reporting	3,558	4,495	-	17,821	5,334	31,208
Other	6,301	7,958	-	31,557	9,446	55,262
Other staff costs	2,303	2,909	-	11,535	3,453	20,200
Office Move	3,126	3,949	-	15,657	4,686	27,418
Total support costs	**30,171**	**38,110**	**-**	**151,110**	**45,229**	**264,620**
Total costs	**78,529**	**99,191**	**-**	**393,299**	**117,719**	**688,738**

The basis of apportionment of support costs is provided in note 1(d) on page 24.

10 ANALYSIS OF PROGRAMMES DIRECT COSTS

The following gifts in kind expenditure, grants made and other costs were incurred by the charity in respect of Wikimedians in residence and other partnerships in the year.

	Gifts in kind expenditure	Grants made	Other costs	2019 Total
	£	£	£	£
Edinburgh University	43,211	-	-	43,211
National Library of Wales	47,188	-	-	47,188
Bodleian Libraries	20,892	-	-	20,892
Scottish Library & Information Council	33,832	-	-	33,832
Menter Mon	11,667	10,000	-	21,667
Society of Antiquaries of Scotland	-	4,930	-	4,930
Banner Repeater	-	4,875	-	4,875
Other direct costs	-	-	15,200	15,200
	156,790	19,805	15,200	191,795

2018 ANALYSIS FOR COMPARATIVE

	Gifts in kind expenditure	Grants made	Other costs	2018 Total
	£	£	£	£
Edinburgh University	43,211	-	-	43,211
National Library of Wales	26,022	5,551	-	31,573
Wellcome Trust	4,000	-	-	4,000
Bodleian Libraries	24,028	-	-	24,028
National Library of Scotland	25,000	-	-	25,000
Scottish Library & Information Council	15,958	-	-	15,958
Other direct costs	-	-	11,511	11,511
	138,219	5,551	11,511	155,281

11 DEBTORS

	2019	2018
	£	£
Prepayments	11,049	10,648
Other debtors	24,143	22,508
Gift aid receivable	3,474	1,423
	38,666	34,579

12 CREDITORS

	2019	2018
	£	£
Trade creditors	8,438	5,501
Accruals	9,532	10,200
Taxation and social security	7,736	7,694
Rent free period - short term	3,683	3,683
Pension contributions	3,628	5,747
Company Cards	757	557
Amounts falling due within one year	33,774	33,382
Rent free period - long term - 1-2 years	2,047	3,683
Rent free period - long term - 2-5 years	-	2,047
	2,047	5,730
Total creditors	35,821	39,112

13 RELATED PARTY TRANSACTIONS

There were no related party transactions.

14 OPERATING LEASES

At 31 January 2019, Wikimedia UK had total minimum lease payments under operating leases as set out below:

Equipment	**2019**	**2018**
	£	**£**
Amount due within 1 year	1,056	1,056
Amount due in 1-5 years	2,464	3,520
Land and Buildings		
Amount due within 1 year	51,721	51,332
Amount due in 1-5 years	30,170	81,275
	85,411	137,183

15 ANALYSIS OF STAFF COSTS AND STAFF NUMBERS

The average number of employees in Wikimedia UK in the year to 31 January 2019 was as follows:

	2019	**2018**
	No.	**No.**
Full-time	7	8
Part-time	3	3
	10	11
Total employee costs were as follows:	**£**	**£**
Salaries	325,369	316,392
National insurance	26,494	29,299
Pension contributions - see note 1(j)	19,951	22,748
	371,814	368,439

The number of employees with total employee benefits of more than £60,000 was:

	No.	**No.**
£60,000 - £69,000	1	-
£80,000 - £89,999	-	1

16 THE COST OF KEY MANAGEMENT PERSONNEL AND TRUSTEE REMUNERATION AND EXPENSES

The key management personnel of the charity comprise the Trustees, the Chief Executive, the Director of Finance and Operations and the Head of Programmes and Evaluation. The total cost of employee benefits of the key management personnel was £174,326 (2018: £171,143).

No trustee received any remuneration or other benefit from employment by Wikimedia UK during the year nor any payment for professional or other services supplied to the charity (2018: none). Expenses amounting to £8,987 (2018 - £5,420) were paid to or on behalf of 9 (2018 - 8) trustees during the year in respect of travel, accommodation, subsistence and conferences (2018 - travel, accommodation, subsistence and conferences).

17 TANGIBLE FIXED ASSETS

	Computer Equipment	Furniture	Leasehold Improve-ments	Total
Cost				
	£	£	£	£
At 1 February 2018	15,643	3,640	4,763	24,046
Additions	2,728	-	-	2,728
Disposals	(1,764)	-	-	(1,764)
At 31 January 2019	16,607	3,640	4,763	25,010
Depreciation				
At 1 February 2018	12,562	2,328	662	15,552
Charge for year	2,169	508	1,587	4,264
Disposals	(1,764)	-	-	(1,764)
At 31 January 2019	12,967	2,836	2,249	18,052
Net Book Value				
At 31 January 2019	3,640	804	2,514	6,958
At 1 February 2018	3,081	1,312	4,101	8,494

18 Reconciliation of net movement in funds to net cash flow from operating activities

	2019	2018
	£	£
Net movement in funds	15,786	11,660
Add back depreciation	4,264	3,307
Add back loss on disposal	-	166
Deduct interest income	(54)	(52)
Decrease (increase) in debtors	(4,087)	(11,558)
Increase (decrease) in creditors	(3,291)	7,212
Net cash used in operating activities	12,618	10,735

19 Financial instruments

	2019	2018
	£	£
Financial assets measured at amortised cost	35,192	33,156
Financial liabilities measured at amortised cost	17,970	15,701