

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

FUND FOR GLOBAL HUMAN RIGHTS UK



CHARITY NUMBER: 1151043

COMPANY REGISTRATION NUMBER: 08357053



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CHARITY AND COMPANY INFORMATION

TRUSTEES – DIRECTORS:

Ms Jo Andrews (Chair)
Ms Emma Playfair
Ms Regan Ralph
Mr Nicolas Vetch

BANKER:

HSBC Bank PLC
46 The Broadway
London
W5 5JZ

STAFF CONTACT AND EMAIL:

James Logan – Director
info-uk@globalhumanrights.org

ACCOUNTS PREPARATION:

ExcluServ Limited
WeWork
1 Fore St Ave
London
EC2Y 9DT

GOVERNING DOCUMENT:

Memorandum and Articles of Association dated
December 2012

COMPANY REGISTRATION NUMBER:

08357053

AUDITOR:

Haines Watts, Chartered Accountants
Old Station House, Station Approach, Newport
Street
Swindon, Wiltshire
SN1 3DU

CHARITY REGISTRATION NUMBER:

1151043

REGISTERED OFFICE AND PRINCIPAL OFFICE:

The Foundry
17 Oval Way
London
SE11 5RR

REPORT OF THE TRUSTEES

The Trustees present their report and the financial statements of the charity for the period from 1 July 2019 to 30 June 2020.

LEGAL STRUCTURE

The Fund for Global Human Rights UK (FGHR UK) was incorporated as a private limited company under the Companies Act of 2006 on 11 January 2013 and was recognised as a registered charity in England and Wales by the Charity Commission on 1 March 2013. The Fund for Global Human Rights UK works in close collaboration with the US-based Fund for Global Human Rights Inc (FGHR), a not-for-profit organisation as defined under Section 501(c)(3) of the Internal Revenue Code and incorporated in the District of Columbia since 2002. FGHR committed to providing in-kind support to FGHR UK during the year under review. This alliance is subject, in the case of FGHR UK, to the requirements of English charity and tax law, and in that of FGHR, to the requirements of United States and the District of Columbia's charity and tax law.

GOVERNANCE

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

TRUSTEE INDUCTION AND TRAINING

Once a Trustee has been elected to the Board, a comprehensive induction and training plan takes place whereby the Trustee has the opportunity to meet one on one with several fellow members of the Trustees as well as with the Director of FGHR UK, and several members of the leadership teams of FGHR, this allows the new Trustee to get a broad understanding of not only how FGHR UK works, but how we collaborate closely with FGHR. Typically, these initial meetings take place in the first two months of services as a Trustee. Trustees are also given the Charity Commission publication 'The Essential Trustee'. This handbook is discussed, and key points are reviewed during the one-to-one meeting with the Director so Trustees understand their core fiduciary responsibilities. Other specific topics reviewed include financial management and financial position, the delegation of authority, the annual declaration of interest process, and other approval processes.

DELEGATION OF DAY-TO-DAY MANAGEMENT

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

RISK MANAGEMENT

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

OBJECTS AND ACTIVITIES

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

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

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

The Fund for Global Human Rights UK envisions a world in which all people live in dignity and have the power to secure their rights to equality and justice. We work towards this vision by supporting courageous human rights activists who speak truth to power, challenge wrongdoing, and strive to build a more just and equitable world. By investing in those on the frontline of human rights struggles, we help build stronger, more resilient movements that can take on abusive actors—and win.

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

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

At the beginning of this year, FGHR UK launched our four-year vision and strategic objectives to guide us over the next period. This vision is to build a movement in Europe to resource front-line human rights activism. By 2023, FGHR UK will:

1. Be a recognised thought-leader in Europe on how to resource and support human rights movements and have strong and productive relationships with actors (governments, INGOs and NGOs, media) that can advance the work of the the community-based activists supported by the Fund.
2. Be the 'go to' partner for funders—bilateral, foundations or individual—in Europe wishing to support front-line activism around the world.
3. Be a strong, healthy, diverse, and nimble organization, able to adapt to the rapidly shifting political and regulatory environment.

OVERVIEW OF THE YEAR

This was a year divided in two: The arrival of the global COVID-19 pandemic and protests against anti-Black racism which swept the world following the killing of George Floyd in the US each had profound impacts on societies around the world, on the activists and groups FGHR UK supports, and on the UK charitable sector.

Not only a public health crisis, COVID-19 has also been a crisis for human rights, exacerbating inequalities in societies around the world and increasing the vulnerability of marginalised communities globally. Many governments used the pretext of COVID-19 to crack down on civil liberties and further restrict the ability of civil society to operate. For example, in Uganda twenty members of the LGBTQ community were detained and exposed to cruel, inhuman, and degrading treatment for more than 50 days for having allegedly violated restrictions intended to combat the spread of COVID-19. Similarly, in March, partners of FGHR in Honduras were detained on similar allegations, though many suspect it was an attempt to stifle their activism.

In some cases, states exploited the fact that the attention of the international community was elsewhere to ramp up human rights abuses. For example, in Myanmar, the army pushed forward with an offensive in the northern of the country. The constant shelling and attacks on villages in the Mutraw District forced hundreds of Karen villagers and farmers to flee their homes and put thousands of civilians at risk in an unfolding humanitarian disaster.



Around the world, the organizations we support composed the frontlines of local responses to COVID-19, highlighting the crucial role of civil society in mitigating the pandemic's impact upon public health and human rights. An informal survey of our partners showed that they had pivoted quickly and rapidly to meet the challenges. For example:

- In the Philippines, the Convergence of Initiatives for Environmental Justice mobilised dressmakers from rural communities to help make masks and protective gowns for frontline health workers.
- In the Indian state of Assam, three organizations supported by the Fund—All Adivasi Women Association of Assam, Nazdeek, and Pajhra—joined forces to assist tea plantation workers who have been excluded from government protections;
- In Honduras, the activists of OFRANEH, a social movement of the Afro-Indigenous Garifuna people, moved swiftly to coordinate a public health and food security response in their communities. They have also continued to address the systemic inequalities that have made the Garifuna, and other Honduran minorities, disproportionately vulnerable to crises like COVID-19.
- The Karen Women's Organization (KWO) (pictured below left in photo taken before pandemic)—working in the face of the military attacks described above—visited nearly 2,000 families in need. They delivered direct services, including distributing masks and PPE to thousands of displaced people and translating critical information about prevention and protection against COVID-19 into the Karen language.

Like much of the UK charitable sector, the pandemic also had serious repercussions on our operations, with implications for fundraising, finances, and programmes. Restrictions meant that FGHR had to cancel international travel and conference attendance and adapt fundraising events. In the face of this, FGHR UK showed the same adaptability and resilience that the activists we support demonstrated around the world. We moved to online events and meetings quickly and swiftly; freed up and generated income to provide emergency support to partners for them to respond to the crisis; and focused on building our financial sustainability.

Our funders maintained their support and, in some cases, allocated new funds which allowed us to augment our support of grantee partners. Our locally-rooted staff and trusted relationships with groups meant we were able not only to maintain flexible support of community-based organizations throughout the year, but also identify and respond to new needs as they arose. **FGHR UK was therefore able to make significant progress on our strategic objectives despite the challenging context.**

GRANT-MAKING AND SUPPORT PROGRAMMES

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

FGHR UK provides this support in the form of grants, technical assistance, and convenings of groups and movements to help them collaborate and strengthen. **Over the course of the year, FGHR UK awarded £237,817 through twenty-four grants to local partners around the world.**



A migrant living in Morocco.

FGHR UK houses two grant-making programmes, the Migrants Rights Initiative and the Corporate Accountability Programme, while two other programmes are led by FGHR UK, the Children and Youth and the Enabling Environment Programmes. Over the course of the year, FGHR advanced the objectives of these programmes through a mix of grant-making, convening, and documentation and dissemination of the learning from the activists we support. As COVID-19 hit, these four programmes responded to the challenges that it created for activists and their communities through emergency grants, documenting the impact of the pandemic, and disseminating this learning to ensure that the response of governments, funders, and civil society was meaningfully informed by realities on the ground. The activities of these programmes are described below.

MIGRANTS' RIGHTS INITIATIVE:

The Migrants Rights Initiative works to support a strong, connected, and well-resourced international movement to ensure that migrants are free from violence, insecurity, and exploitation throughout their journeys. The programme particularly supports migrant-led organizations working in Central America and North Africa to document violations, to advocate for policies and practices that better protect their communities, and to build connections with each other.

In 2020, FGHR UK was provided with a grant from Comic Relief that enabled us to scale up support to groups working in the Euro-Mediterranean region to protect the rights of vulnerable migrants at an extremely challenging time. The last few years have seen serious setbacks for refugees and migrants' rights globally, which seriously undermine the UN's sustainable development goal to 'leave no one behind'. Thousands of people disappear every year while migrating and there are frequent reports of unlawful killings by border agents operating with total impunity. Families live in makeshift camps across the region, in substandard and unsafe conditions while awaiting consideration for asylum; those who try to settle face discrimination and struggle to access basic services or employment. Meanwhile, international legal agreements to protect refugees and migrants are flagrantly ignored by states and the Common European Asylum System has failed to provide people with access to a fair and efficient asylum application process. This is reinforced by a global rise in toxic, anti-migration narratives that dehumanise migrants and justify the systematic violation of their rights in the name of national security and economic prosperity.

Support from Comic Relief allowed the Fund to scale up our response to these challenges in the provision of flexible support to migrant-led organizations. An example of the kind of support that this programme provides was the grant given to a trio of Moroccan organizations—the Association des Jeunes Avocats a Khemisset, Association El Amane pour le Développement de la Femme, and Association Tawaza pour le Plaidoyer de la Femme—to support female migrants at risk of abuse while travelling through Morocco. Fund partners, GISTI and Migreurop, were also able to expose the harsh living conditions and rights violations facing migrants in the Samos camp in Greece, calling on states for immediate action, including in their report 'Samos Hotspot: Hell on the Greek-Turkish Border'. The crisis in the camp subsequently attracted attention.

After the pandemic emerged, the vulnerabilities of migrant communities only increased. With support from Comic Relief, the Fund was able to provide emergency grants to organisations across the Euro-Mediterranean region. These critical resources have helped groups to sustain and, where possible, increase their support to migrants and refugees through a range of strategies, including:

- delivering life-saving items like food, water, and hygiene kits in makeshift camps and temporary shelters during lockdown
- monitoring, documenting, and exposing the reality and abuse of migrants during the pandemic to ensure their experiences and needs are not forgotten
- producing community radio broadcasts targeting migrant women focused on their rights and available support services providing free legal support to advance refugees' asylum applications.

For example, through an emergency grant, ALECMA in Morocco were able to provide 180 migrant women and children in Rabat with life-saving food, water, and hygiene kits during lockdown. Elsewhere, the Fund provided support to a research project at the UK-based charity Methoria to document the impact of COVID-19 on migrant families and also gave emergency support to Methoria's partners to protect migrants from the impacts of the pandemic.

CORPORATE ACCOUNTABILITY PROGRAMME:

The Corporate Accountability Programme supports Indigenous and rural communities to defend their land and natural resources against exploitation and promote sustainable development and environmental responsibility; it also supports activists resisting inappropriate development to better secure themselves in the face of attacks by from the powerful actors whose interests they challenge.

Grants were primarily made to groups working in the Meso-America and West Africa region.

In the Democratic Republic of Congo (DRC), FGHR UK's support has augmented the efforts of groups in four regions working to ensure that companies and government adhere to the landmark mining code adopted two years ago. The groups were instrumental to the passage of the code, which requires extractive companies to share profits with local communities and gives miners and community members a voice in decision making. Our holistic, flexible support has helped the activists form local committees to document progress and violations, advocate for transparency, and collaborate across the DRC. During the pandemic, they were able to adapt and continue their work—including helping villagers who were relocated to inhospitable land to make way for a mine's construction.

CHILDREN AND YOUTH PROGRAMME:

FGHR UK supports community-based groups and youth activists to ensure that children across the world are protected from violence, can lend their voices to policies relevant to their lives, and freely access healthcare and education. This programme is particularly focused on Africa.

One of the initiatives that the programme experimented with this year was a participatory grant-making project pilot in Sierra Leone which shifts decision-making power to the young people most affected by an issue. Although the UN Convention on the Rights of the Child (CRC) calls for the active and meaningful participation of children and young people in all matters concerning them and their communities, in practice, young people have often been excluded from decision-making. Where they have been involved, such participation has often been tokenistic and superficial. By adopting a participatory grant-making model that involves children and young people in taking key decisions about the issues and interventions that affect their lives, FGHR is attempting to address this gap in the movement.

This pilot, conducted in partnership with Purposeful, is an opportunity to build youth leadership and amplify youth voices by adopting a human rights-based approach to grant-making, which is participatory, accountable, and transparent. Interest in the programme was very high, with nearly 140 applications received. Ten groups from different parts of the country were selected including organizations working to challenge discrimination and violence against girls and promoting livelihoods and skills for young people (pictured below at a training).

After COVID-19 emerged, the programme also made grants to more than 30 youth-led and community-based groups working to address the impact of the pandemic on children and young people and ensure that their rights are respected both during and after the pandemic. **Grants included support to groups working to raise awareness of the pandemic and how to prevent infection, advocacy for child-centred pandemic response measures, access to healthcare and education, and protection from violence.** Support also went to groups working to ensure the post-COVID-19 phase prioritises actions that seek systemic changes including advocacy for and monitoring of increased allocations to social services such as health, education, and water supply. An evaluation of the project by stakeholders found it to be a 'true exercise in power-sharing at all levels' successful at engaging target audiences that they hope is adopted by more funders.



ENABLING ENVIRONMENT PROGRAMME:

The Enabling Environment Programme supports civil society, and human rights activists in particular, in responding to the crackdown on civil society and attempts by government and other actors to silence and hamstring them as they go about their work. As well as grant-making, the programme is particularly focused on surfacing lessons and testing new approaches to the global phenomenon of restricting civic space—and of documenting and sharing these.

The first half of this year focused particularly on supporting human rights and other civil society organisations (CSOs) to communicate their value in the face of authoritarian governments' attempts to smear and delegitimise them. **In November, with our partner JustLabs, the Fund launched a new report 'Be the Narrative: How Changing the Narrative Could Revolutionize What It Means to Do Human Rights'.** This report presented learning from a series of workshops with twelve human rights groups from countries facing illiberal or authoritarian threats to better understand the populist appeal and develop practical solutions motivated by everyday human values. The groups—hailing from Venezuela, Russia, Turkey, Cambodia, Hungary, Mexico, South Africa, the United Kingdom, the Philippines, Australia, Brazil, and India—worked with experts outside the human rights community (from the social sciences, technology, marketing, communications, culture/arts, and even neuroscience) to glean insights from a diversity of fields and design new ways to harness narrative momentum. A number of the resulting projects were supported and delivered over the course of the year.

The paper presented initial conclusions from this process of design including that creating stronger narratives is about restoring the 'human' to human rights work. It means refocusing on how people process and connect to the world and meeting them there—not just through facts and laws, but through shared values and a compelling vision for the future. Furthermore, to create fresh narratives for human rights, human rights groups have to return to basic values like empathy, togetherness, and community participation, and learn how to live those values at all levels of our work. In short, human rights groups must learn to 'be the narrative' we champion.

COVID-19 gave activists and CSOs the opportunity to demonstrate value to their communities as they stepped up to protect people's health and rights. The pandemic created additional pressing challenges for civil society in its ability to operate and organise, however, and the Enabling Environment Programme and grantee partners responded quickly.

Observation of general trends and a survey of supported groups showed that the space for civil society was profoundly affected during the pandemic through state repression of individuals and CSOs, limits to freedom of expression, repression of digital space, lockdowns, increased military and police presence, and potential changes to election practices and policies to benefit the government in power. As Programme Officer James Savage wrote in [openDemocracy in June](#): 'Amid the coronavirus pandemic, a rogues' gallery of emboldened authoritarians and tin-pot populists have used newly granted emergency powers to consolidate control, undermine human rights, and crack down on civil society... Activists and scholars have warned for years that civic space—the environment that enables citizens to organise, participate, and communicate openly—is under attack. And now, the coronavirus has unleashed "a parallel epidemic of authoritarian and repressive measures", according to Fionnuala Ní Aoláin, the United Nations' Special Rapporteur on Counterterrorism and Human Rights.'

In response to this kind of challenge, we provided emergency support to our Nigerian partner, Spaces for Change (S4C), to lead a country-wide effort to monitor, document, and analyse the government's response to the pandemic to ensure that these were not exploited. Working with other members of the Action Group on Free Civic Space, a national network of CSOs, S4C launched a series of new initiatives intended to curtail government repression



and safeguard the work of human rights defenders during and after the pandemic. This included convening a COVID-19 Tracking Team to monitor and map intrusive measures via an online database and documenting severe human rights abuses, including the alleged killing of a taxi driver in Calabar for carrying passengers not wearing masks. S4C also engaged stakeholders, including donors, to inform domestic policy-making and international advocacy. The group has launched a strategic communications campaign to share important health information and report abuses of power. Along with four other members of the Action Group on Free Civic Space, S4C has created a legal helpline to provide free services, including securing police bails, providing legal representation, and petitioning agencies and institutions responsible for addressing human rights violations.

COMMUNICATIONS AND OUTREACH

FGHR UK's efforts to build a movement in Europe to resource human rights activism and to raise up lessons from our partners advanced significantly over the course of the year through the work of our Development and Communications teams. Staff based in FGHR UK generated \$2.4 million in funding from funders based in Europe to support human rights organizations around the world. This included new partnerships with Comic Relief to support the Migrants Rights Program as well as support from individual major donors.

The first half of the year involved a number of successful outreach events to reach new and existing funding partners. This included an event with the Fund for Global Human Rights Inc's CEO, Regan Ralph, at the Conduit Club as well as a panel featuring Thomas Carothers from the Carnegie Endowment for International Peace on severe political polarization and its impact for democracy and human rights around the world. Finally, in November, we brought Leticia Opio of Fund-supported Queer Youth Uganda (pictured right) to the UK for a series of events with individuals, institutions, press, and government to talk about the pressing situation for LGBTQ people in Uganda. As a result of these events, FGHR UK was able to connect with more than 100 new individuals and potential supporters. The Fund also attended and spoke at the Web Summit in November 2019 as well as the Dublin Platform for Human Rights Defenders.

During the pandemic, FGHR UK shifted our outreach approach away from in-person events and meetings through the organisation of a series of six online seminars about the impact of COVID-19 on human rights featuring staff and activists we support.

Examples of these included:

- **'COVID-19 and Civil Liberties: How are Governments and Grantees Responding?'** – a conversation with Victoria Ibezim-Ohaeri, (pictured left) Executive Director of Spaces for Change, a Nigerian grantee partner;
- **'Migration from Africa to Europe: Addressing Root Causes and Mitigating Risks Amidst a Public Health Crisis'** – a panel discussion featuring Helena Maleno: Founder and Director of Caminando Fronteras, a Fund-supported group that rescues migrants lost or at risk of drowning in the Mediterranean
- **'Lessons from Ebola: How Fund Grantees Work through Public Health Crises in Sub-Saharan Africa'** – a conversation drawing on the experience of the Fund and groups we support in West Africa.



FGHR UK's Communications team increased activity over the course of the year, particularly in response to the pandemic, as we sought to share news from the front line about its impact on human rights and vulnerable communities around the world—and the extraordinary response of civil society.

FGHR UK welcomed a new digital marketing officer to the team at the beginning of the year, enabling the organization to reach new audiences on-line and through social media platforms. In August 2019, we concluded a 10-month partnership with openDemocracy focused on stimulating conversations around the needs of frontline activists and the ways in which donors can support them. Grantee partners and staff also featured in the [special edition on human rights](#) in the philanthropy and social investment magazine, *Alliance*, that was guest edited by Fund Programme Officer, John Kabia, in September 2019, launched at [this event](#). And we supported placement of several thought pieces on the critical role of civil society within pandemic responses, including how community action is central to [food security](#) in *The New Humanitarian*.

There was a major focus on the first part of the year around the issues of populism, polarization, and authoritarianism and how civil society can respond particularly through new communications and narrative strategies. These included an article on in OpenGlobalRights on the impacts of, and necessary responses to, severe political polarization as well as on the [importance of strategies to build public support for human rights](#). The launch of the Fund's publication – ['Be the Narrative!'](#) – on

initial learnings with our collaboration with JustLabs to ideate, create and test pilot projects with civil society to generate narrative strategies to counter the contracting space for civil society received significant coverage, including in [Alliance](#).

Following the emergence of the pandemic, civil society and FGHR exemplified the message of that report—that civil society should move from telling its value to showing it – as they pivoted to providing emergency response to COVID-19 and its impacts. FGHR UK launched a series of more than twenty articles from the countries in which we work—[‘Stories from the Frontlines of COVID-19’](#)—giving first-hand accounts and analysis of the situation around the world. The Fund also wrote in a number of [other periodicals](#) on the needs and responses of local civil society in the face of COVID-19 with the intention of informing funders and governmental responses to the needs generated by the pandemic.

OPERATIONS AND STAFFING:

FGHR UK has invested in a strong operations team which, alongside the in-kind support that we have received from FGHR Inc in the areas of IT and Human Resources, meant that we have been able to respond decisively to the challenges of the new context created by the pandemic.

FGHR UK closed our office in March 2020 with staff moving to remote working. Given that much of the Fund’s work already took place through videoconferencing, the disruption in this transition was been minimal. Our strong technological systems and infrastructure have been particularly important during the shift to full-time home-working while the emphasis placed on digital security meant that we were able to protect ourselves from digital threats that have proliferated in this new context. The Fund also placed a moratorium on all staff travel and convenings also in March, rescheduling a number of events until autumn 2020 or organizing them virtually.

The wellbeing and morale of staff was a major focus for us over this time, recognizing the challenges created by the pandemic including around caring for relatives. FGHR UK initially focused staff on business-critical tasks and encouraged them to be flexible in their working hours, while also providing an additional two weeks of leave should staff need to care for a relative or a child as a result of COVID-19. Beyond this, we began providing income protection, life insurance and medical insurance to UK staff in December 2019. FGHR UK organised additional events and check-ins to maintain morale and connection during this difficult period.

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

DATA ON DIVERSITY, EQUITY, AND INCLUSION AT THE FUND:

As part of our commitment to become a more diverse and inclusive organization, FGHR UK committed to a number of steps including gathering data on the gender and ethnicity of staff and governance structures and on pay equity and to reporting on this. The first assessment, for the 19-20 financial year, showed that:

FGHR UK’s Trustee board is 100% white and 75% female. 30% of the nine-person European Advisory Committee are from BAME groups; and 56% are female. [For benchmarking purposes, charity boards in the UK are 92% white and around 66% male¹].

FGHR UK’s staff (10 employees in FY 19-20) are 36% male and 64% female. 73% of staff are white with 27% from BAME groups. [For benchmarking purposes, the charity sector is 66% female while 9% of charity sector employees are from Black, Asian, and Minority Ethnic groups²].

- FGHR UK’s mean gender pay gap is 28% and the median gender pay gap is 23% [For benchmarking purposes, the average pay gap for the 571 charities that report this data was 7.9%³].
- FGHR UK’s mean ethnicity pay gap is 20% and the median ethnicity pay gap is 21% [There are few other charitable organizations reporting publicly on this so this is difficult to benchmark against⁴].

This data will focus efforts in FGHR UK to help us move towards the goal of becoming a gender balanced and ethnically diverse organisation. This includes looking at gender and ethnic pay gaps in a more systemic way to see why they exist and if they need to be addressed. In the short-term, the Trustee Board has urgently prioritised the addition of new members to diversify its membership in the coming year. Examination of the data on mean and median pay gaps indicates that gender and ethnic pay gaps are not happening as a result of different compensation for similar roles. The data sample is small because of the size of the staff, individual changes can shift the numbers dramatically. However, this is a useful baseline, and the Board will continue to review and publish this data annually as a way of keeping track of gaps and enabling it to address them.

FINANCIAL PERFORMANCE:

The financial results for the year are set out on page 15. The charity had a surplus of £43,251 for the year. Together with the accumulated surplus brought forward from previous years, the charity now has an accumulated surplus of £452,080 (2019 £451,048) on unrestricted funds. This represents the charity’s free reserves as well.

Restricted funds carried forward at 30 June 2020 amounted to £8,003 (2019 £7,964).

In 2019/20, principal funding sources included general support from a wide range of individual donors, and two major donors who gave at the £50,000 level or higher. Each of these gifts is likely to be renewable and is critical for supporting our core operations. It also included continued contributions from FGHR Inc. Additionally, FGHR UK received over £100,000 in restricted project funding. These grants are highlighted on page 19; Some allow us to highlight issues and educate the general public, others provide support to activists directly, and some funding supports our advocacy efforts on behalf of human rights on both a local and global scale.

In the first phase of our operations, FGHR UK benefited heavily from financial and in-kind support from FGHR Inc. As we move into the next stage as a more established organisation, we are prioritising general support that enables us to increase programme funding while also achieving greater financial sufficiency and sustainability. In the last year we have already seen investments in our operations, communications and fundraising teams result in the generation of increase revenue and our forecasts indicate that we will be able to gradually reduce support from FGHR Inc. for UK operating costs from FY 20-21 onwards.

Looking to the next year, the financial picture looks positive despite the impact of the pandemic. There are a number of grants expected from new and current donors, particularly around emergency grant making. Institutional funders have not reduced or changed funding priorities although individual, bilateral and corporate funding sectors will be impacted. The Fund is therefore focused on institutional funders, and on sustaining existing support from individuals over the next year. It will also build out income from online fundraising, as well as from bilaterals.

¹ Association of Charitable Foundations. [‘Diversity, Equity, and Inclusion: The Pillars of Stronger Foundation Practice’](#)

² Association of Chief Executives of Voluntary Organisations. [‘Racial Diversity in the Charity Sector’](#)

³ Civil Society News. [‘Gender pay gap in charity sector is 7.9 per cent in favour of men, analysis shows’](#)

⁴ Civil Society News. [‘NCVO accounts show 25% BAME pay gap’](#)

RESERVES POLICY

To carry out our planned activities over the coming year, the Trustee-Directors aim to maintain a level of reserves that will protect the charity against any dramatic fall in unrestricted income or unexpected rise in expenditure. As a general principle, the Trustee-Directors consider that FGHR UK's unrestricted reserves should be maintained at between three and six months of budgeted expenditure. Our reserves at year end represent the equivalent of 3.6 months of budgeted expenditure. The trustees are closely monitoring cash flow and revenue strategies to maintain a strong reserve balance. Free reserves (unrestricted reserves less functional fixed assets) at year end were £452,080.

INVESTMENT POLICY

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

RESPONSIBILITIES OF THE TRUSTEES

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

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

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

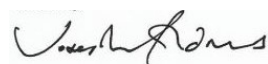
TAXATION

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

This report has been prepared in accordance with the Statement of Recommended Practice

- Accounting and Reporting by Charities and in accordance with the special provision of the Companies Act 2006 relating to small entities.

Approved by the Trustee-directors on 27th January 2021 and signed on their behalf by:



Josephine Andrews, Chair of the Trustees



Emmily Achieng is a youth activist in Mombasa, working with diverse groups to create a network for learning and protection along Kenya's coast.

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

OPINION

We have audited the financial statements of Fund For Global Human Rights UK (the 'charitable company') for the year ended 30 June 2020 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow statements 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 Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of 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 30 June 2020, 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 the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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 charitable 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.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funders, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is disclosed in the accounting policies note on page 25.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 the 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 judgment 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 purpose 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 Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's Trustees 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 anyone other than the charitable company and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Susan Plumb ACA

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



*The Fund has supported
Kokila and her fellow
farmers in Bhiloda, India in
securing their land rights.*

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) AS AT 30 JUNE 2020

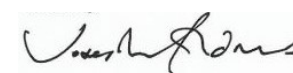
		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	TOTAL FUNDS
		2020	2020	2020	2019
NOTES		£	£	£	£
INCOMING RESOURCES					
INCOME AND ENDOWMENTS FROM:					
DONATIONS AND LEGACIES	2	1,459,516	108,227	1,567,743	1,095,545
TOTAL INCOME AND ENDOWMENTS		1,459,516	108,227	1,567,743	1,095,545
EXPENDITURE ON:					
CHARITABLE ACTIVITIES	3	1,185,922	66,008	1,251,930	567,386
RAISING FUNDS		272,562	-	272,562	140,806
TOTAL EXPENDITURE		1,458,484	66,008	1,524,492	708,192
NET INCOME/ (EXPENDITURE) FOR THE YEAR		1,032	42,219	43,251	387,353
TRANSFER BETWEEN FUNDS		-	-	-	-
NET MOVEMENT OF FUNDS		1,032	42,219	43,251	387,353
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		451,048	7,964	459,012	71,659
TOTAL FUNDS CARRIED FORWARD		452,080	50,183	502,263	459,012

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

BALANCE SHEET AS AT 30 JUNE 2020

		2020	2019
	NOTES	£	£
CURRENT ASSETS			
DEBTORS	9	22,392	12,279
CASH AT BANK AND IN HAND	10	559,533	458,773
		581,925	471,052
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	11	79,662	12,040
NET CURRENT ASSETS / (LIABILITIES)		502,263	459,012
NET ASSETS / (LIABILITIES)		502,263	459,012
UNRESTRICTED FUNDS			
RESTRICTED FUNDS	16	452,080	451,048
	16	50,183	7,964
TOTAL FUNDS CARRIED FORWARD		452,080	50,183

These financial statements have been prepared in accordance with the provisions of the Companies Act 2006 applicable to companies' subject to the small companies' regime. They were approved, and authorised for issue, by the board of Trustees on 27th January 2021 and signed on their behalf by:



Josephine Andrews, Trustee-Director (Chair)

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	£	£
NET CASH FLOW FROM OPERATING ACTIVITIES	100,760	421,120
NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS	100,760	421,120
CASH AND CASH EQUIVALENTS AT 1 JULY 2019	458,773	37,653
CASH AND CASH EQUIVALENTS AT 30 JUNE 2020	559,533	458,773
CASH AND CASH EQUIVALENTS CONSISTS OF:		
CASH AT BANK AND IN HAND	559,533	458,773
CASH AND CASH EQUIVALENTS AT 30 JUNE 2020	502,263	459,012

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

	2020	2019
	£	£
NET INCOME / (EXPENDITURE) FOR THE YEAR / PERIOD	43,251	387,353
(INCREASE) / DECREASE IN DEBTORS	(10,113)	35,744
INCREASE / (DECREASE) IN CREDITORS	67,622	(1,977)
NET CASH FLOW FROM OPERATING ACTIVITIES	100,760	421,120

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. ACCOUNTING POLICIES

GENERAL INFORMATION AND BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The Fund for Global Human Rights UK is a company limited by guarantee registered in England / Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 3 of these financial statements. The nature of the charity's operations and principal activities are given in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2011, the Companies Act 2016 and UK Generally Accepted Practice as it applies from 1 January 2015.

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

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

GOING CONCERN

This is the sixth period of operations for the charitable company here in the UK. In the first phase of its operations, FGHR UK benefited heavily from financial and in-kind support from FGHR Inc. In January 2020 FGHR Inc. made a further commitment to support FGHR UK for a further 12 months and for the foreseeable future.

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

INCOME

INCOME RECOGNITION

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

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of

performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

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

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

EXPENDITURE

RESOURCES EXPENDED

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

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

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

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

Support costs are allocated between activities based on staff time.

FUNDS

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

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

DEBTORS AND CREDITORS RECEIVABLE / PAYABLE WITHIN ONE YEAR

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

INTANGIBLE ASSETS

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

FOREIGN CURRENCIES

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

PENSION

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

2. INCOME FROM DONATION AND LEGACIES

	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL	TOTAL
	2020	2020	2020	2019
	£	£	£	£
GRANTS AND DONATIONS	1,391,489	108,227	1,499,716	1,045,191
GIFT AID	8,029	-	8,029	7,916
GIFTS IN KIND	59,998	-	59,998	42,438
	1,459,516	108,227	1,567,743	1,095,545

Income from donations and legacies was £1,567,743 (2019: £1,095,545) of which £108,227 (2019: £22,964) was attributable to restricted funds and £1,459,516 (2019: £1,072,581) was attributable to unrestricted funds.

3. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	ACTIVITIES UNDERTAKEN DIRECTLY	UNRESTRICTED FUNDS GRANT FUNDING OF ACTIVITIES	SUPPORT COSTS	2020 TOTAL	2019 TOTAL
	£	£	£	£	£
RAISING AWARENESS OF HUMAN RIGHTS ISSUES	81,252	200,867	34,911	317,030	176,873
PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS	90,008	200,794	36,849	327,651	193,052
CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW	99,821	202,765	38,789	341,375	77,534
PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS	61,651	159,614	44,609	265,874	119,927
	332,732	764,040	155,158	1,251,930	567,386

£66,008 (2019: £23,501) of the above costs were attributable to restricted funds.

£1,185,922 (2019: £543,885) of the above costs were attributable to unrestricted funds.

4. ALLOCATION OF SUPPORT COSTS

	RAISING FUNDS	RAISING AWARENESS	PROMOTING PUBLIC SUPPORT	SOUND ADMIN OF LAW	PROMOTING RESPECT	2020 TOTAL	2019 TOTAL
	£	£	£	£	£	£	£
GOVERNANCE	8,972	8,075	8,523	8,972	10,317	44,859	30,702
STAFF COSTS	17,180	15,462	16,321	17,180	19,759	85,902	16,505
FINANCE	1,545	1,391	1,468	1,545	1,778	7,727	6,202
HUMAN RESOURCES	1,931	1,738	1,834	1,931	2,221	9,655	7,475
INFORMATION TECHNOLOGY	60	54	57	60	67	298	955
COMMUNICATIONS	233	210	221	233	267	1,164	96
PREMISES	11,643	10,479	11,061	11,643	13,390	58,216	81,699
GENERAL OFFICE	1,117	1,005	1,061	1,117	1,286	5,586	1,509
OTHER PROFESSIONAL FEES	1,200	1,080	1,140	1,200	1,380	6,000	4,565
TRAVEL	289	260	275	289	333	1,446	76
OTHER	(5,381)	(4,843)	(5,112)	(5,381)	(6,189)	(26,906)	5,453
	38,789	34,911	36,849	38,789	44,609	193,947	155,237

*Basis of support costs allocation is on staff time.

5. GOVERNANCE COSTS

	2020 TOTAL	2019 TOTAL
	£	£
AUDITORS REMUNERATION	3,510	3,240
COMPANY SECRETARIAL SERVICES & LEGAL COST	692	10,534
INSURANCE	353	383
AGM AND BOARD MEETING COSTS	-	555
SUPPORT COSTS	40,304	15,990
	44,859	30,702

6. TRUSTEE REMUNERATION AND KEY MANAGEMENT

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

The charity considers its key management personnel to comprise solely of the Director, James Logan. The total gross salary amount for key management personnel during the year totaled £79,013 (2019: £77,464) inclusive of leave paid. The total amount of employee benefits received by key management personnel were £22,416 (2019: £18,571).

7. STAFF COSTS AND EMOLUMENTS

	2020 TOTAL	2019 TOTAL
	£	£
WAGES AND SALARIES	498,293	417,414
SOCIAL SECURITY COSTS	49,697	40,801
PENSION - EMPLOYERS CONTRIBUTION	56,206	32,893
OTHER STAFF COSTS	4,552	-
	608,748	491,108

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

	2020	2019
	NUMBER	NUMBER
CHIEF EXECUTIVE	1	1
ADMIN AND SUPPORT	9	8
	10	9

8. TAXATION

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

9. DEBTORS

	2020 NUMBER	2019 NUMBER
	£	£
PREPAYMENTS AND ACCRUED INCOME	22,392	12,279
	22,392	12,279

10. CASH AT BANK AND IN HAND

	30 JUNE 2020	30 JUNE 2019
	£	£
CASH AT BANK AND IN HAND	559,533	458,773
	559,533	458,773

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30 JUNE 2020	30 JUNE 2019
	£	£
TRADE CREDITORS	-	740
ACCRUALS AND DEFERRED INCOME	12,245	6,607
OTHER CREDITORS INCLUDING TAXATION AND SOCIAL SECURITY	4,823	(211)
PROVISION FOR LEAVE PAY	28,159	4,904
LOAN FROM FGHR US	34,435	-
	79,662	12,040

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL
FUND BALANCES AT 30 JUNE 2020 ARE REPRESENTED BY:	£	£	£
CURRENT ASSETS	531,742	50,183	581,925
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	531,742	-	(79,662)
	452,080	50,183	502,263

13. COMPANY LIMITED BY GUARANTEE

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

14. CONTROLLING PARTY

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

15. RELATED PARTY TRANSACTIONS

The company was set up with the support of the Fund for Global Human Rights based in the US. Support costs of £59,998 (including no salary costs) were paid for by the US entity during the period (2019: £42,438). The costs have been recognised as expenditure with the related income being treated as a donation in kind (see note 2).

Grant income of £544,212 received during the year has been paid to Fund for Global Human Rights US for grant distribution and/or programme implementation (2019: £42,885).

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

Emma Playfair - **£100**

Nicholas Vetch - **£20,000**

Josephine Andrews - **£80**

16. STATEMENT OF FUNDS

	AT 1 JULY 2019	INCOME	EXPENDITURE	AT 30 JUNE 2020
	£	£	£	£
GENERAL FUND	451,048	1,459,516	(1,458,484)	452,080
TOTAL UNRESTRICTED FUNDS	451,048	1,459,516	(1,458,484)	452,080
RESTRICTED FUNDS				
SUSAN GIBSON	7,964	8,003	(7,964)	8,003
COMIC RELIEF	-	100,224	(58,044)	42,180
TOTAL RESTRICTED FUNDS	7,964	108,227	(66,008)	50,183
TOTAL FUNDS	459,012	1,567,743	(1,524,492)	502,263

17. RESTRICTED SUPPORT

RESTRICTED SUPPORT	PURPOSE OF RESTRICTED FUNDS
SUSAN GIBSON	To support Children's Rights in Democratic Republic of Congo
COMIC RELIEF	To strengthen the refugee and migrants' rights movement in the Euro-Mediterranean region



Fred Kabanda, pictured with his wife Justine and their children, has partnered with CEDOVIP to address domestic violence in Uganda.



www.globalhumanrights.org



[fundforglobalhumanrights](https://www.instagram.com/fundforglobalhumanrights)



[@fundhumanrights](https://www.facebook.com/fundhumanrights)



[@fundforglobalhumanrights](https://www.twitter.com/fundforglobalhumanrights)