

**Company Number 3293987  
Charity Number 1062692**

**STOP HATE UK**

**DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014**

**STOP HATE UK****DIRECTORS' AND TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2014**

The directors and trustees present their report and the accounts for the year ended 31 March 2014.

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISORS**

Stop Hate UK is a charitable company. The charity was registered on 5 June 1997 number 1062692 and the company on 18 December 1996 number 3293987. The original registration was in its former name of Leeds Racial Harassment project. It became Stop Hate UK on 6 June 2007.

The registered office and operating address is: -

Stockdale House  
Victoria Road  
Leeds  
LS6 1PF

The directors of the company, who are the charity trustees and who served during the year and up to the date of this report, were: -

J Hannan (Chair)  
M Southwell  
I Shah  
L Wrighton (resigned 12 June 2014)  
A Bulmer (resigned 29 April 2013)  
C Kirkland (resigned 11 July 2013)  
T Donnelly (resigned 29 April 2013)  
J Colley  
P Simpson  
R Kilcoyne  
Dr N Hall (appointed 11 July 2013)  
G Lewis (appointed 20 March 2014)  
L Long (appointed 14 November 2013)  
C Holland (appointed 14 November 2013)  
M Ward (appointed 14 November 2013)

Company Secretary: R Simkins

Principal staff: Chief Executive: R Simkins

Independent examiner: Ian Pickup BSc ACA DChA  
Ian Pickup & Co  
Chartered Accountants  
123 New Road Side  
Horsforth  
Leeds  
LS18 4QD

Bankers: Unity Trust Bank plc  
9 Brindleyplace  
Birmingham  
B1 2HB

Solicitors: Wrigley's Solicitors  
19 Cookridge Street  
Leeds  
LS2 3AG

## **STOP HATE UK**

### **DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2014**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Stop Hate UK is a registered charity, constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Project was established in 1995 with staff seconded from Leeds City Council and became independent of the Council in April 2000. On 6 June 2007 it changed its name from The Leeds Racial Harassment Project to Stop Hate UK and the objects clause was amended to allow activities outside Leeds.

All the directors of the company are also trustees of the charity. The trustees who served during the year under review and to date are set out on page 2. All are eligible for re-election.

We continue to attract new members and trustees. During the year appointments to the Board have strengthened the Board's skills and experience to help it deal with the challenges of being a national charity. New trustees are still sought to develop the Board further.

A full-time salaried Chief Executive and a Board of Trustees manage the charitable company. The Board of Trustees meets regularly to manage its affairs. All trustees give their time voluntarily. Any expenses reclaimed by trustees from the charity are set out in note 5 to the accounts.

The trustees regularly conduct their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

#### **OBJECTIVES AND ACTIVITIES**

The principal objectives of the charity are to raise awareness and understanding of discrimination and Hate Crime, encouraging its reporting, and supporting the individuals and communities it affects.

Stop Hate UK aims to be the lead UK voluntary sector organisation challenging Hate Crime and discrimination locally, regionally and nationally. It will achieve this by working independently but with a partnership approach.

Stop Hate UK will influence policy, implement change, and monitor progress in the way Hate Crime is addressed by society, working towards social inclusion of all communities.

The main objectives for the year were to continue to provide information and support to those experiencing or witnessing Hate Crime. We worked to increase our resilience by establishing partnerships with organisations with complementary objectives and to continue to carefully manage our resources.

When reviewing the aims and objectives of the charity, and in planning future activities, the trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

#### **ACHIEVEMENTS AND PERFORMANCE**

2013/14 became a year of optimism for the organisation. Although some very competent staff left us to develop their careers we were able to recruit some more high calibre staff to continue our very important work.

## STOP HATE UK

### DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2014

#### ACHIEVEMENTS AND PERFORMANCE (continued)

During the year we aimed to maintain our existing contracts and develop partnerships to further embed our work. We succeeded in a small growth in coverage by the Stop Hate Line and our efforts to build partnerships have been rewarded since the end of the year with new contracts in Merseyside, Devon and Cornwall and the Isles of Scilly as well as Birmingham. We are very proud of our new relationship with The National Holocaust Centre and in 2014/15 will be delivering a small community project for them. Other exciting projects delivered included the writing of the London Borough of Hackney's Hate Crime strategy.

We were delighted that two of our Stop Hate Line partnerships attained our Silver Membership standard. This is given when a contract has been running for 6 consecutive years. Both Oldham and Derbyshire have been with us from the very early days and have shown commitment to delivering high level services in partnership with us.

We continued to expand our work on Learning Disability Hate Crime and the helpline has now helped about 400 people since its inception. The helpline has enabled us to further develop our Learning Disability resources and work in more parts of the UK. We now employ a full time Hate Crime Advocate that helps ensure that people and agencies are more joined up and that users of our service are better informed and empowered to ensure they get the best possible outcomes.

We began our work on workshops for Roma communities across Yorkshire and Humber and as part of this project were able to commit to providing The Stop Hate Line for Roma across Yorkshire and Humber on an ongoing basis.

In addition we continued to secure contracts to provide training and consultation events in new areas which further developed our reputation.

The Stop Hate Line continues to be widely used and the use of the line remains at nearly 2500 connections per annum.

New promotional resources continue to be added to our extensive portfolio to help local areas run campaigns to suit their local needs and priorities.

We continued to be involved with Police Scrutiny in Leeds and Sheffield and with CPS scrutiny across Yorkshire and Humber.

Awareness raising was supported by the successful climb in the Himalayas by one of our volunteers. Since the year end a team of supporters completed the National 3 Peaks to raise awareness and funds for our work.

Stop Hate UK continues to work with agencies across the UK to improve services to victims. Stop Hate UK is grateful for the support of volunteers who have given their time throughout the year. Structured training to volunteers has continued to be developed and the modular training programme introduced last year continues to grow.

## STOP HATE UK

### DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2014

#### FINANCIAL REVIEW

The Statement of Financial Activities shows net incoming resources for the year of £5040 and the reserves stand in total at £44128 at 31 March 2014, of which £2000 are restricted.

The trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') should be sufficient to sustain the organisation in the event of a closure. The free reserves at 31 March 2014 are £42128 and it is conservatively estimated that closure costs would be in the region of £32273. The trustees are considering ways in which additional unrestricted funds will be raised and intend to review the reserves policy each year.

The trustees and Chief Executive are monitoring the performance of the charity very closely and are very aware of the difficult funding environment. Our financial situation for 2014/15 is at the date of this report looking positive and therefore the Chief Executive and trustees are able now to concentrate on future year's income opportunities and development opportunities for the organisation. The trustees are confident that the actions of the last few years have meant that the organisation is in a strong position to grow and attract future funding and therefore consider it appropriate to prepare the accounts on a going concern basis.

#### PLANS FOR FUTURE PERIODS

Stop Hate UK focuses on expanding its training and consultancy work and fundraising activities. We have been particularly excited about our work with Roma communities across Yorkshire and a new partnership established with The National Holocaust Centre. It will plan to continue to expand the Stop Hate Line and other services to other parts of the UK and to be able to use its expertise wherever it is needed. We can already report expansion of the Stop Hate Line in 2014/15 into Devon, Cornwall and the Isles of Scilly, Birmingham and secured funding to expand across all Merseyside again. Although funding for the Stop Learning Disability Hate Crime is not secured beyond 31<sup>st</sup> March 2015 we will be actively pursuing funding beyond this date and in recognition of how vital this service is to Learning Disabled people across England and Wales. Employees and Volunteers based in various parts of the UK will enable us to develop relationships and other business opportunities that enable us to fulfil our key objective of supporting victims of Hate Crime.

The Stop Learning Disability Hate Crime service has created a model that we hope can be used for other specialist services in the future and discussions are ongoing with a number of partner organisations.

#### STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that period.

In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

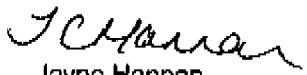
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets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

**STOP HATE UK**

**DIRECTORS' AND TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2014**

**SMALL COMPANY RULES**

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. It was approved by the Board and signed on its behalf.



Jayne Hannan  
Director and Trustee

2 October 2014

**STOP HATE UK****INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF STOP HATE UK**

I report on the accounts of the charitable company for the year ended 31 March 2014, which are set out on pages 8 to 18.

**Respective responsibilities of trustees and examiner**

The trustees (who are also directors of the company for purposes of company law) are responsible for the preparation of the accounts; the trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the charity's trustees as a body. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body for my examination work, for this report, or for the statements I have made.

**Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

Ian Pickup BSc ACA DChA  
Ian Pickup & Co  
Chartered Accountants  
123 New Road Side  
Leeds  
LS18 4QD

Date:

**STOP HATE UK****STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2014  
(Including Income and Expenditure Account)**

	NOTE	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS 2014	TOTAL FUNDS 2013
<b>INCOMING RESOURCES</b>		£	£	£	£
Incoming resources from generated funds					
Voluntary income:					
Donations		1934	-	1934	7496
Activities for generating funds:					
Room hire, photocopying and other income		4431	-	4431	8201
Fundraising		353	-	353	2045
Investment income		103	-	103	68
Incoming resources from charitable activities					
Grants and contracts	2	169721	85916	255637	213180
Sales of promotional items		8022	-	8022	18846
Consultation & facilitation income		9595	-	9595	-
Training income		9924	-	9924	7186
Total incoming resources		204083	85916	289999	257024
<b>RESOURCES EXPENDED</b>					
Charitable activities:					
Advice and support work	6	192904	85916	278820	239838
Community work		-	-	-	13426
Governance costs	6	6139	-	6139	4441
Total resources expended	6	199043	85916	284959	257705
Net income / (expenditure) for the year and net movement in funds	3	5040	-	5040	(681)
Balance brought forward at 1 April 2013		37088	2000	39088	39769
Balance carried forward at 31 March 2014	12	42128	2000	44128	39088

The notes on pages 10 to 18 form part of these accounts

There were no recognised gains and losses for 2014 and 2013 other than those included in the income and expenditure account.

**STOP HATE UK****BALANCE SHEET AS AT 31 MARCH 2014**

	NOTE	2014 £	2013 £
<b>FIXED ASSETS</b>			
Tangible assets	7	-	-
<b>CURRENT ASSETS</b>			
Stock	8	7945	5378
Debtors	9	35985	69086
Cash at bank and in hand		59693	68675
		103623	143139
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	10	(59495)	(104051)
<b>NET CURRENT ASSETS</b>		44128	39088
<b>NET ASSETS</b>		44128	39088
<b>CAPITAL</b>			
Unrestricted Funds:			
General Fund	12	42128	37088
Restricted Funds	12	2000	2000
		44128	39088

The directors:

1. Confirm that for the year ended 31 March 2014 the company was entitled to the exemption under section 477(1) of the Companies Act 2006.

2. Confirm that no notice requiring an audit has been deposited under section 476 of the Companies Act 2006 in relation to the accounts for the financial year; and

3. Acknowledge their responsibility for:

(a) Ensuring that the company keeps accounting records that comply with section 386 of the Companies Act 2006; and

(b) Preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 396 of the Companies Act 2006 relating to accounts, so far as applicable to the company.

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small companies.

These financial statements were approved by the directors and trustees on 2 October 2014 and signed on its behalf

Jayne Hannan  
Director and Trustee

The notes on pages 10 to 18 form part of these accounts

Company number: 3293987

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****1. ACCOUNTING POLICIES****a) Basis of preparation of accounts**

The financial statements are prepared under the historical cost convention and include the results of the charity's operations which are described in the Directors' and Trustees' Report and all of which are continuing. The accounts have been prepared in accordance with the Companies Act 2006 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice issued in March 2005. The financial statements have been prepared on a going concern basis as discussed in the trustees' report on page 5.

**b) Tangible fixed assets and depreciation**

Fixed assets costing more than £1000 are capitalised. Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is calculated to write off the cost of fixed assets (less expected residual value) on a straight-line basis over their expected useful economic lives. The rate of depreciation applied

is:

	%
Office Equipment	25
Furniture and Fittings	25
Other Equipment	20

**c) Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

income and the amount can be quantified with reasonable accuracy.

- Voluntary income is received by way of donations and gifts and is included in the Statement of Financial Activities when receivable.

- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

- The value of services provided by volunteers is not included.

- Investment income is included when receivable.

- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

- Where income is received specifically for expenditure in a future accounting period that amount is deferred.

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****1. ACCOUNTING POLICIES (CONTINUED)****d) Resources expended**

Resources expended are recognised in the period in which they are incurred, and include attributable VAT which cannot be recovered:

- 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 directly allocated to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis e.g. floor areas, or estimated usage; see note 6.

**e) Unrestricted funds**

Unrestricted funds are incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

**f) Restricted funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of general overhead costs.

**g) Pensions**

The company contributes to the Pensions Trust's Growth Plan. The Plan is a multi employer pension plan. It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to the charity. Accordingly in accordance with FRS17 the scheme is accounted for as a defined contribution pension scheme. Contributions paid during the year are charged directly to the statement of financial activities.

**h) Stock**

Stocks are valued at the lower of cost and net realisable value, and consist of items for resale.

**2. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted funds £	Restricted funds £	2014 Total £	2013 Total £
Restricted grants (note 12)	-	85916	85916	42999
Safer Leeds	15000	-	15000	15000
Other grants and contracts	154721	-	154721	155181
Grants and contracts	<u>169721</u>	<u>85916</u>	<u>255637</u>	<u>213180</u>

**3. NET INCOME / (EXPENDITURE) FOR THE YEAR**

This is stated after charging:

	2014 £	2013 £
Independent Examiner's fee & accountancy	2250	2102

## STOP HATE UK

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2014

#### 4. EMPLOYEE INFORMATION

Employee costs during the year were:

	2014	2013
	£	£
Wages and salaries	186681	173950
Social security costs	15681	13786
Pension costs	3577	2945
	<hr/> <u>205939</u>	<hr/> <u>190681</u>

In addition the following costs were incurred on staff working for the charity but not employed by the charity £6473 (2013: £4099).

No employee earned £60,000 or more during the year (2013: no employee earned £60,000 or more).

The average number of employees, calculated on a full-time equivalent (FTE) basis analysed by function was:

	2014	2013
	FTE	FTE
Advice and support	5.5	3.5
Community	-	1.5
Management and administration	<hr/> <u>2.0</u>	<hr/> <u>2.0</u>
	<hr/> <u>7.5</u>	<hr/> <u>7.0</u>

#### 5. TRUSTEE INFORMATION

The trustees received no remuneration from the charity during the year (2013: £nil). Three trustees received travel expenses totalling £566 from the charity during the year (2013: a trustee received £10 for travel expenses).

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****6. TOTAL RESOURCES EXPENDED**

	Basis of allocation	Advice and support	Governance	2014 Total	2013 Total
		£	£	£	£
<b>Costs directly allocated to activities:</b>					
Staff payroll costs	Direct	205939	-	205939	190681
Staff costs other	Direct	589	-	589	123
Payroll administration	Direct	1208	-	1208	1177
Recruitment	Direct	36	-	36	-
Printing and stationery	Direct	1373	-	1373	1022
Postage	Direct	1711	-	1711	1510
Travel and transport	Direct	7095	566	7661	5595
Training	Direct	55	600	655	-
Contracted services	Direct	12711	210	12921	9980
Translation & Interpretation	Direct	147	-	147	344
Telephone & Internet	Direct	6437	-	6437	5093
Advertising and Publicity	Direct	10975	-	10975	8349
Fundraising event costs	Direct	-	-	-	1556
Sundry equipment	Direct	2894	-	2894	6779
Insurance	Direct	2087	-	2087	3128
Rent, rates, heat and light	Direct	8690	-	8690	12435
Subscriptions	Direct	12746	-	12746	3080
Independent examiner fee & accountancy	Direct	-	2250	2250	2102
<b>Support costs:</b>					
Secretarial support	Direct	3960	-	3960	1760
Finance support	Direct	-	2513	2513	2339
Bank charges	Direct	167	-	167	187
Legal fees	Direct	-	-	-	465
Total		278820	6139	284959	257705

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****7. TANGIBLE FIXED ASSETS**

	Office Equipment £	Furniture & Fittings £	Total £
Cost or valuation:			
At 1 April 2013 and 31 March 2014	<u>22780</u>	<u>3633</u>	<u>26413</u>
Depreciation:			
At 1 April 2013 and 31 March 2014	<u>22780</u>	<u>3633</u>	<u>26413</u>
Net book value:			
At 31 March 2014 and 31 March 2013	<u>-</u>	<u>-</u>	<u>-</u>

**8. STOCK**

	2014 £	2013 £
Goods for resale	<u>7945</u>	<u>5378</u>

**9. DEBTORS**

	2014 £	2013 £
Trade debtors	<u>32678</u>	<u>66800</u>
Prepayments and other debtors	<u>3307</u>	<u>2286</u>
	<u>35985</u>	<u>69086</u>

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

	2014 £	2013 £
Accruals	<u>7241</u>	<u>5799</u>
Deferred income (note 11)	<u>52254</u>	<u>98252</u>
	<u>59495</u>	<u>104051</u>

**11. DEFERRED INCOME**

	2014 £	2013 £
Balance at 1 April 2013	<u>98252</u>	<u>89333</u>
Released to Statement of Financial Activities	<u>(98252)</u>	<u>(83897)</u>
Amount deferred in the year	<u>52254</u>	<u>92816</u>
Balance at 31 March 2014	<u>52254</u>	<u>98252</u>

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****12. MOVEMENT IN FUNDS**

	<b>Balance 1 April 2013</b>	<b>Incoming Resources</b>	<b>Resources Expended</b>	<b>Balance 31 March 2014</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted funds:				
General fund	37088	204083	(199043)	42128
Restricted funds:				
Ministry of Justice - Victims Fund	-	73416	(73416)	-
Lloyds TSB Foundation	-	12500	(12500)	-
Leeds City Council CCTV work	2000	-	-	2000
Total restricted funds	2000	85916	(85916)	2000
Total funds	39088	289999	(284959)	44128

**Purpose of restricted funds:**

Ministry of Justice - Victims Fund: to develop working to support vulnerable victims of hate crime and to provide a dedicated helpline and casework service to support victims with learning difficulties.

Leeds City Council CCTV: To provide funding for CCTV protection in the Leeds area.

Lloyds TSB Foundation: - Funds towards the Stop Hate Line Service, salary of the Caller Care Advocate, publicity, travel, stationery, postage and phones, volunteer expenses.

**13. ANALYSIS OF NET ASSETS BY FUND**

	<b>Tangible fixed assets</b>	<b>Net current assets</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted Funds	-	2000	2000
Unrestricted Funds	-	42128	42128
		44128	44128

**14. TAXATION**

Stop Hate UK is a registered charity and is exempt from income and corporation tax to the extent that income and gains are applicable and applied for charitable purposes only.

**15. COMMITMENTS**

	<b>Land and Buildings</b>	
	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Expiry date: Within one year	11520	-

## STOP HATE UK

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2014

#### 16. LIABILITY OF MEMBERS

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while he is a member, or within one year after he ceases to be a member, for payment of the Company's debts and liabilities contracted before he ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves.

#### 17. PENSIONS COSTS

Stop Hate UK participates in The Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted-out of the State scheme. The Plan is a multi-employer pension plan.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan allow for the declaration of bonuses and/or investment credits if this is within the financial capacity of the Plan assessed on a prudent basis. Bonuses/investment credits are not guaranteed and are declared at the discretion of the Plan's Trustee.

The Trustee commissions an actuarial valuation of the Plan every three years. The purpose of the actuarial valuation is to determine the funding position of the Plan by comparing the assets with the past service liabilities as at the valuation date. Asset values are calculated by reference to market levels. Accrued past service liabilities are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

If the actuarial valuation reveals a deficit, the Trustee will agree a recovery plan to eliminate the deficit over a specified period of time either by way of additional contributions from employers, investment returns or a combination of these.

The rules of the Plan state that the proportion of obligatory contributions to be borne by the member and the member's employer shall be determined by agreement between them. Such agreement shall require the employer to pay part of such contributions and may provide that the employer shall pay the whole of them.

Stop Hate UK paid contributions at the rate of 5% during the accounting period. Members paid contributions at the rate of 5% during the accounting period.

As at the balance sheet date there were 2 active members of the Plan employed by Stop Hate UK. Stop Hate UK continues to offer membership of the Plan to its employees.

It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to individual participating employers. The Plan is a multi-employer scheme, where the assets are co-mingled for investment purposes, and benefits are paid out of the Plan's total assets. Accordingly, due to the nature of the Plan, the accounting charge for the period under FRS17 represents the employer contribution payable.

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****17. PENSIONS COSTS (continued)**

The valuation results at 30 September 2011 were completed in 2012 and have been formalised. The valuation of the Plan was performed by a professionally qualified Actuary using the Projected Unit Method. The market value of the Plan's assets at the valuation date was £780 million and the Plan's Technical Provisions (i.e. past service liabilities) were £928 million. The valuation therefore revealed a shortfall of assets compared with the value of liabilities of £148 million, equivalent to a funding level of 84%

The financial assumptions underlying the valuation as at 30 September 2011 were as follows:

	% p.a.
<b>Rate of return pre retirement</b>	<b>4.9</b>
<b>Rate of return post retirement:</b>	
<b>Active/Deferred</b>	<b>4.2</b>
<b>Pensioners</b>	<b>4.2</b>
<b>Bonuses on accrued benefits</b>	<b>0.0</b>
<b>Retail Prices Index</b>	<b>2.9</b>
<b>Consumer Prices Index</b>	<b>2.4</b>

In determining the investment return assumptions the Trustee considered advice from the Scheme Actuary relating to the probability of achieving particular levels of investment return. The Trustee has incorporated an element of prudence into the pre and post retirement investment return assumptions; such that there is a 60% expectation that the return will be in excess of that assumed and a 40% chance that the return will be lower than that assumed over the next 10 years.

The Scheme Actuary has prepared a funding position update as at 30 September 2013. The market value of the Plan's assets at the date was £772 million and the Plan's Technical Provisions (i.e. past service liabilities) was £927 million. The update, therefore, revealed shortfall of assets compared with the value of liabilities of £155 million, equivalent to a funding level of 83%.

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustee must prepare a recovery plan setting out the steps to be taken to make up the shortfall.

The Pensions Regulator has the power under Part 3 of the Pensions Act 2004 to issue scheme funding directions where it believes that the actuarial valuation assumptions and/or recovery plan are inappropriate. For example, the Regulator could require that the Trustee strengthens the actuarial assumptions (which would increase the Plan liabilities and hence impact on the recovery plan) or impose a schedule of contributions on the Plan (which would effectively amend the terms of the recovery plan). A copy of the recovery plan in respect of the September 2011 valuation was forwarded to the Pensions Regulator on 2 October 2012 as is required by legislation.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan and The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The debt for the Plan as a whole is calculated by comparing the liabilities for the Plan (calculated on a buy-out basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Plan. If the liabilities exceed assets there is a buy-out debt.

**STOP HATE UK****NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2014****17. PENSIONS COSTS (continued)**

The leaving employer's share of the buy-out debt is the proportion of the Plan's liability attributable to employment with the leaving employer compared to the total amount of the Plan's liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any 'orphan' liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Plan liabilities, Plan investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy-out market. The amounts of debt can therefore be volatile over time.

When an employer withdraws from a multi-employer defined benefit pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). Due to a change in the definition of money purchase contained in the Pensions Act 2011 the calculation basis that applies to the Growth Plan will be amended to include Series 3 liabilities in the calculation of an employer's debt on withdrawal.

The Growth Plan is a "last man standing" multi-employer scheme. This means that if a withdrawing employer is unable to pay its debt on withdrawal the liability is shared amongst the remaining employers. The participation employers are therefore, jointly and severally liable for the deficit in the Growth Plan. As at 30 September 2013 the total deficit calculated on the buy-out basis was £219.9m.

The cost to the charity for the year for pension arrangements was £3577 (2013 - £2945). At the year end no amounts were accrued or unpaid to the schemes

**18. CONTINGENT LIABILITY – PENSION COSTS**

Stop Hate UK has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2013. As of this date the estimated employer debt for Stop Hate UK was £29951.

The Pensions Trust has confirmed that the debt on withdrawal figure quoted as at 30 September 2013 is likely to have reduced by approximately 6% to 31 March 2014.