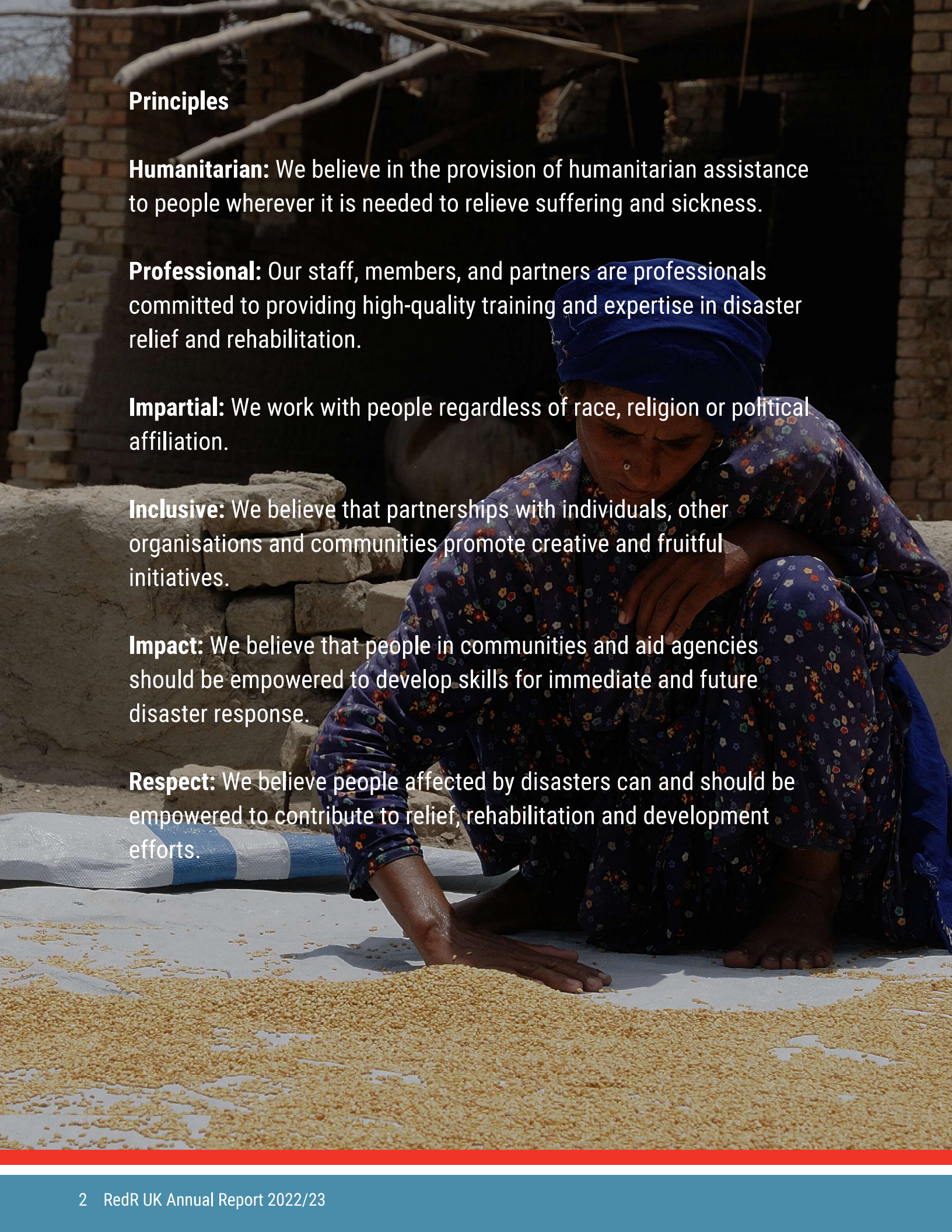




redruk
people and skills for disaster relief

2022/23

ANNUAL REPORT



Principles

Humanitarian: We believe in the provision of humanitarian assistance to people wherever it is needed to relieve suffering and sickness.

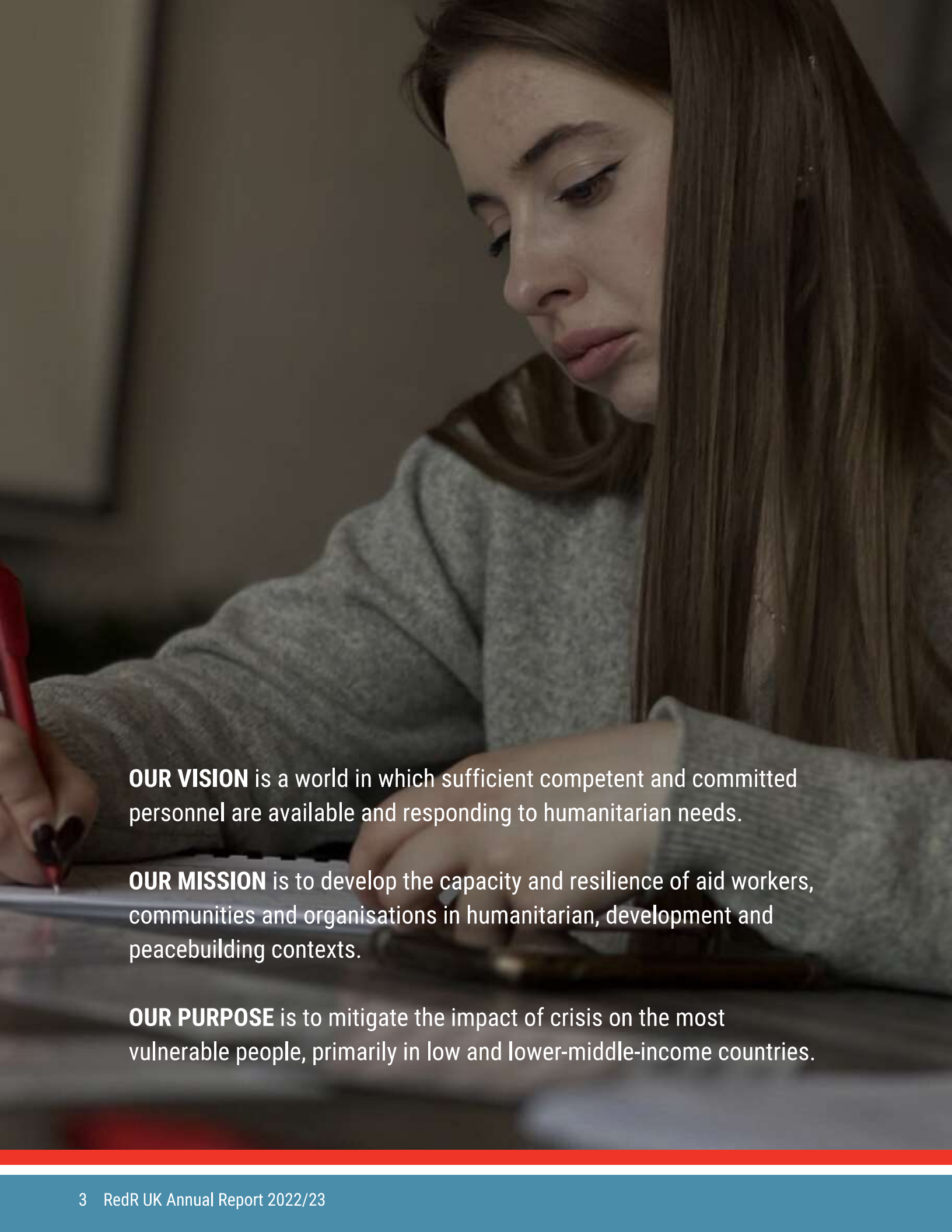
Professional: Our staff, members, and partners are professionals committed to providing high-quality training and expertise in disaster relief and rehabilitation.

Impartial: We work with people regardless of race, religion or political affiliation.

Inclusive: We believe that partnerships with individuals, other organisations and communities promote creative and fruitful initiatives.

Impact: We believe that people in communities and aid agencies should be empowered to develop skills for immediate and future disaster response.

Respect: We believe people affected by disasters can and should be empowered to contribute to relief, rehabilitation and development efforts.



OUR VISION is a world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

OUR MISSION is to develop the capacity and resilience of aid workers, communities and organisations in humanitarian, development and peacebuilding contexts.

OUR PURPOSE is to mitigate the impact of crisis on the most vulnerable people, primarily in low and lower-middle-income countries.

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OVERVIEW

FROM THE CHAIR AND CEO

Developing new, innovative ways of delivering our services for the humanitarian sector has been key in ensuring that RedR UK survived the Covid-19 pandemic and its negative effects on the charity sector. We are pleased to report that RedR UK is in a stronger, more stable position compared to recent years.

Going forward, we will continue strengthening and developing capacity and capability with our partners around the world to create resilience, preparedness and prompt response in the face of disaster.

However, disasters related to climate change, seismic activity and conflict are growing in number and severity. In turn, the pressure on vital infrastructure, such as water supply, sanitation services, transport links and energy supply, is mounting.

As a result, food and water shortages are growing, affecting migration patterns and growing the numbers of internally displaced people and asylum seekers. This means that the need to protect lives and livelihoods is ever-increasing, and need for the work of RedR UK equally so.

In response to increasing climate-change related pressures, the humanitarian sector has devised a climate and environment charter. RedR will continue to engage in related discussions and integrate relevant actions throughout the coming year.

The Covid-19 pandemic necessitated a move towards online programming. RedR UK has now transitioned to offering virtual learning and support packages as a primary mode of delivery alongside a suite of hybrid and face-to-face courses, which has helped to increase the accessibility of our training. We will continue taking steps to improve access, particularly for participants with limited resources, connectivity and technology access.

The Türkiye and Syria earthquakes in February 2023 had a devastating impact. As RedR UK was already delivering structural assessment training in Syria, we were in a strong position to respond quickly on the ground. Our earthquake appeal was met with an encouraging response from the UK public, who collectively donated over £45,000. It also touched the engineering world, as over 100 structural engineers and seismic specialists volunteered to help train, coach and mentor in-country engineers.

Our Türkiye and Syria-based teams faced the enormous challenge of supporting assessment of the impacted buildings and infrastructure, with estimated damages of \$5.1bn damages in Syria alone, and the deaths of close to 59,000 people. A member of our team, Mohammed Bashein, visited Türkiye with a group from the Institution of Structural Engineers to help survey damaged buildings and to ascertain learning needs assessments - ensuring RedR UK's support was relevant and appropriate.

We would not be able to deliver our work without the support of our donors and partners. This year, we initiated a partnership with BHA/USAID, who successfully conducted a detailed assessment in February 2023 in relation to a partnership with ACAPS around data analytics and decision-making. We hope this will lead to further commissions from this key donor. We also secured a framework with our valued long-term partner UNICEF to deliver humanitarian training for field workers.

This work, alongside core activities in Africa, Pakistan and Ukraine, reflects RedR UK's well-developed pipeline that places us in a strong position to progress into the coming years.

Another vital part of the RedR UK family we would like to acknowledge and thank is the pool of Associate Trainers (ATs). We have seen exciting growth in the breadth of skills represented by our training pool, with the number of ATs growing from 240 to 270, bringing in new skills in climate change, as well as language and local experience and expertise in Ukrainian, Polish and Romanian as part of the Ukraine response.

From a governance perspective, several internal changes took place in the second half of 2022. The Board would like to take the opportunity to thank past CEO, Jo de Serrano, for her hard work through her years at the helm of RedR UK.

The Board would also like to thank Sally Sudworth, Interim CEO, for taking up the reins in December 2022. During her tenure, Sally has helped strengthen the RedR UK team, overseen the launch of a Strategy Refresh and managed the recruitment process of the new CEO with tremendous passion.

We welcomed Bernadette Sexton as CEO in July 2023, who will build on these solid foundations to lead RedR UK into an exciting future.



During 2022-23, the Board of Trustees welcomed several new joiners who were recruited to expand the skillset of the Board in climate change, monitoring and evaluation, and engineering.

A key part of the RedR UK network is our membership. As of June 2023, we have around 1400 members registered, of whom 381 are active members. As well as keeping our members informed via our monthly newsletter, RedR UK established the Members' Council which was voted in at the EGM in June 2022. The Council consists of ten elected members and two nominated representatives who also sit on the Board of Trustees. We would like to thank Rob Buckley and Asim Jan for fulfilling this role and leading the membership work for RedR UK. We welcome Samwell Cheruiyot as Vice Chair from June 2023.

Finally, with the addition of two permanent full-time posts in the senior leadership team, the leadership and governance of RedR UK is in a strong and stable position to strive towards our vision, and to enhance and broaden the services we provide.

As we reflect on this past year, with so many challenges and urgent needs, we see that RedR UK's mission is never-ending. The invaluable support of donors, trainers and members is proving again, that, collectively, we can fulfil this need. It is extremely heart warming to see your generous support.

Thank you for sharing this journey with us.



SALLY SUDWORTH AND SOPHIE GILLIBERT

Interim CEO and Board Chair



21 February 2024



THE YEAR IN NUMBERS

6707 PEOPLE REACHED

134 NATIONALITIES REPRESENTED

57% NATIONAL STAFF

55% WOMEN AND NON-BINARY

88% ONLINE LEARNING

96% of training
RATED EXCELLENT OR GOOD

STRATEGY REFRESH

A strategy refresh was initiated in December 2022 to ensure that RedR UK continues to meet its core aims and focus areas. A literature review was conducted and key informant interviews were undertaken with RedR UK staff and board members, humanitarian practitioners and engineering organisations.

The strategy refresh took a collaborative exercise approach that incorporated views from both internal and external stakeholders to promote RedR UK's alignment to the changing needs of the organisation and sector.

The evidence was analysed and shared with in three separate workshops held with RedR UK staff, the Board of Trustees and key stakeholders from the engineering sector. Suggestions for future operating models were captured alongside other opportunities, risks and mitigation measures.

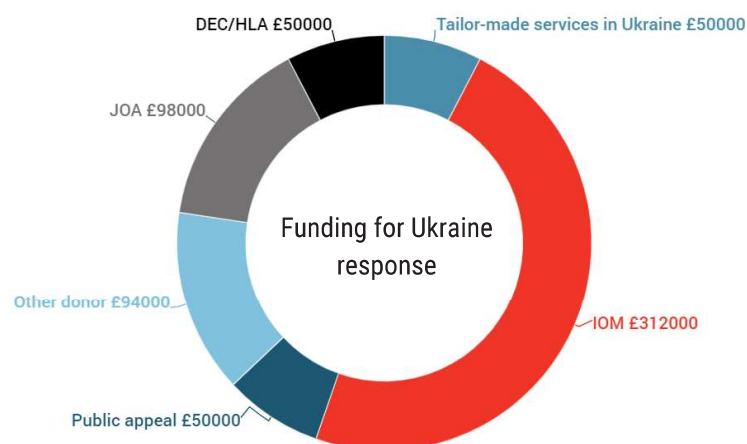
This information and material has been compiled and will be used by our new CEO, Bernadette Sexton, to finalise our strategy refresh and set the exciting future direction for RedR UK.



SPECIAL FOCUS: UKRAINE

Since the full-scale invasion of Ukraine, seven million people have been displaced internally. RedR UK sought to **bolster local capacities** for principled and effective humanitarian assistance.

Our assistance was much-needed in a geographical area in which a large-scale crisis response was something new and, hence, where many actors were new to the humanitarian sector.



4800

people working with displaced people in Ukraine and neighbouring countries trained. Participants are directly involved in communities, as well as policy makers, academics, members of media, government and donors.

24

free online instructor-led training modules on topics that practitioners identified as the most urgent. Some modules delivered in up to four languages including sign language interpretation.

24

Local trainers recruited coached, and mentored from Ukraine and neighbouring countries.

7

open-source self-paced training modules, available in English and Ukrainian, on the essentials of humanitarian practice and the "Do No Harm" principle.

"The main thing these capacity-building trainings do is give people confidence. They can do this. They don't have to reinvent the wheel. They don't have to figure out the intricacies by themselves. RedR UK has humanitarian knowledge hard-won in disasters in other parts of the world, so we can use it now here in Ukraine.

Maria Dmytryeva, Associate Trainer

"



As the war continues, so does the response of RedR UK. We will continue ongoing capacity-building work, focusing on displaced people, humanitarian ethics, inclusion and protection. Additionally, as a result of learning needs assessments in February 2023, we are expanding our focus in accordance with current local priorities.

To support appropriate, timely response to significant infrastructure damage, RedR UK is developing a programme focusing on construction and reconstruction. This expansion of our focus allows RedR UK to equip local engineers with the knowledge and skills they need to respond effectively to this unprecedented large-scale humanitarian crisis.

NATALIA'S NEW ROLE: DIGNITY FOR THE DISPLACED

Delivered in partnership with the United Nations' International Organisation for Migration (IOM), RedR UK's Minimum Standards for Displacement Site Management training gave ordinary people like Natalia confidence that she was making a difference.

When war broke out, her workplace transformed from a higher education college to a collective centre. She had to prepare for the arrival of people displaced by war from all over Ukraine.

As Natalia told us: "Everything became complicated because we had no experience of working with people who were suffering from a war. We were not mentally or physically ready."

The training showed Natalia how to respond appropriately. Now, she's keen to learn more, reporting that she is eager to make positive changes at a higher, legislative level.

RedR UK believes that displaced people have the right to live with dignity and have their voices heard by crisis responders. We created this training to help equip respondents on-the-ground with the tools and knowledge to help displaced people live in an inclusive, dignified environment, where they are safe from harm and able to meaningfully participate in decisions affecting their future and current living conditions.



THE RAMBOLL PROJECT UKRAINE

RedR UK, together with Ramboll UK, is working to support the safe and effective repair and reconstruction of damaged buildings, housing and social infrastructure in Ukraine.

The project, running until December 2023, aims to support structural and construction engineers in Ukraine to better assess structural damages to infrastructure. Engineers will work alongside the housing and public sectors to support reconstruction of homes, schools, social infrastructure and health centres.

The course will be trialled once, refined accordingly and delivered twice - **ultimately training a total of 65 engineers**. Upon completion of the course, participants will be able to use their existing skills in a post-conflict setting to can make informed decisions on whether to repair a building, dismantle it or carry out further detailed analysis.

Project design has drawn upon RedR UK's existing structural detailing and damage assessment training, which has been delivered extensively across the Middle East. The course will be tailored to the Ukraine context through cooperation with local and international experts, ensuring that it is appropriate for the current types of damages seen from this conflict.

To date, RedR UK and Ramboll UK have conducted a desk review alongside a sector-wide learning needs assessment to better understand the needs and capacity gaps of engineers and other technical specialists in Ukraine. This will ensure that the training helps to fill core skills caps of local actors.

RedR UK and Ramboll UK are currently developing the content for the training, which will be delivered in the second half of 2023.





TÜRKİYE AND SYRIA EARTHQUAKES

The earthquakes of 6 February 2023 in south and central Türkiye and north and western Syria killed over 60,000 people and made over 1.5 million people homeless. Many of those affected by the earthquakes were Syrian refugees who were already displaced before enduring further crisis.

RedR UK began a rapid response, building on our existing structural damage assessment programmes in the region.

H2H Network - Humanitarian Action Support £30K

Public Appeal £40K

Funding for Türkiye and Syria Response

Jersey Overseas Aid £75K



We're in contact with **3000** engineers on the ground.

We're coordinating a pool of around **100** structural and seismic specialists, providing additional technical expertise.

We've trained **500** engineers on the ground on rapid damage assessments, including **25** in advanced skills to support and train others on the ground.



Due to our extensive experience in the region, RedR UK already had connections with a number of key actors. As such, we had an important role to play in supporting effective stakeholder coordination - which ultimately helped to facilitate a quick response that saved lives.

RedR UK delivered highly technical and contextualised training support on topics including damage assessments, structural evaluations and repairs, debris management, protection and community engagement.

We are also fostering coordination across the sector, working with the Shelter & Non-Food Items and Early Recovery and Livelihood Clusters in Türkiye and Northwest Syria, as well as the Damage Assessment and Rehabilitation Working Groups, helping to promote longer-term recovery from the earthquake. We are also liaising with Engineering Syndicates in Northwest Syria and national authorities in Türkiye, to align and support localised approaches.

This work is taking place in collaboration with engineering partners WSP, Arup, Ramboll and Buro Happold, as well as our local partners such as Violet Syria, who are supporting technical committees in Syria on damage assessments.

In April 2023, RedR UK published learning needs assessment results in English and Arabic, sharing vital insights to support the development of evidence-informed training and strengthen the capacity of those working on the earthquake response. In response to findings, we are developing six additional training modules as well as adapting our existing project planning and coordination materials to be better contextualised to this current response.

Acknowledging the importance of listening to and learning from local partners, RedR UK developed new training to help international actors to better engage and coordinate with local technical experts in Northwest Syria. This training provides a guide towards maintaining sustainable relationships and addresses the importance of localised responses. Currently, RedR UK is renewing and expanding our partnerships with local NGOs that demonstrated exceptional standards during the earthquake response.





Climate Change Adaptation and Disaster Risk Reduction is in its fourth year – 346 people trained.

Trainers have travelled to Nigeria, Mali, Ukraine, Rwanda, Burkina Faso and Syria.

Humanitarian Skills for Engineers in Uganda continues with microgrants for engineers working in local partnerships - 155 engineers trained.

Structural damage assessment and detailing training continues in Iraq and Syria - 108 engineers trained on the full course to date.

Our emergency responses to the Horn of Africa drought and floods in Pakistan continue - 169 people trained.

Over the course of this year, the thematic focus of RedR UK has extended to essentials of humanitarian practice, programme cycle management, security management, needs assessment, and proposal and report writing.

We trained **714 people through tailor-made programmes**. We conducted 30 projects for organisations such as Global Support and Development, Médecins Sans Frontières Holland, Sphere, IOM, Care International, Norwegian Refugee Council, the German Agency for International Cooperation (GIZ), Plan International, Transaid, SOS Children's Villages of India, People in Need, UNICEF and the World Health Organisation.

Furthermore, RedR UK conducted 18 online, hybrid, and face-to-face open training courses in the UK, Lebanon and Türkiye. Topics ranged from Essentials of Humanitarian Practice to personal safety and security, Hostile Environment and Awareness Training, and groundwater drilling in partnership with Cranfield University. **We trained 228 people through open courses, with 92% assessing training as "excellent".**

The year marked our first international face-to-face training since the COVID-19 outbreak. Our trainers have since travelled to Nigeria, Mali, Ukraine, Rwanda, Burkina Faso and Syria to deliver courses. We look forward to deploying additional trainers where needs arise and we are confident in adding to and enhancing local capacity.



OTHER PROGRAMMES

This year, RedR UK designed two simulation exercises to enable Tearfund to test their emergency response procedures, mechanisms, systems and tools in Africa. This training was attended by Tearfund's national, sub-national, regional and global staff. **100% of participants said they felt better prepared for their role in disaster response.**

For UK-based Transaid, an organisation which operates in countries including Uganda, Tanzania, Zambia, and Ghana, we designed a simulation exercise on crisis management for the Senior Management Team, which was highly rated by participants.

Over the financial year, we have identified and implemented new grant funding of £395,000, far exceeding our target of £272,000. We were awarded a USAID grant of \$2.5 million, in partnership with ACAPS. This places RedR UK in a strong position from which to grow impact into the coming financial year and beyond.

In early 2023, RedR UK commissioned a climate change strategy. This involved carrying out a comprehensive learning needs assessment to baseline the current level of skill and understanding in the humanitarian sector. The climate change strategy will inform any future learning programmes to be developed and delivered alongside our popular Climate Change Adaptation and Disaster Risk Response course.

The Climate Change Adaptation and Disaster Risk Response course is a hybrid, 6 week long course that was successfully rolled out in Kenya, Somalia and Uganda. Through this programme, **we have trained over 180 participants.** Furthermore, in Uganda, we were able to support local communities with a small grants program to enable training graduates to implement their new skills and learning in a real-world context. This resulted in the construction of important social and public works projects, including a new pipeline to reduce flooding in a rural area and an improved waste management project in a large town.

MEMBERSHIP

Following agreement at the Extraordinary General Meeting (EGM) in July 2022, the Members' Council was appointed and has been successfully running since. The ' Council facilitates two-way structured communication on the views and interests of members between RedR UK Members, the Board and the Senior Leadership Team.

The Members' Council also provides advice, guidance and support to the Board and Senior Leadership Team on key issues relevant to the humanitarian, development and peace nexus, topical learning and development issues, and membership plans and policies.

The Council consists of eight representatives elected by RedR UK Members and two Trustees elected by Members, who report back to the Membership at the Annual General Meeting. The Members' Council is keen to encourage wider engagement from the Global South as a focus area for the coming year.

Over the past 12 months the Members' Council has updated the application and assessment process for new Members. This will be tested in the coming year with a pilot project aimed at prospective Members.



ASSOCIATE TRAINERS

RedR UK's programmes are supported by 240 highly qualified Associate Trainers, or ATs. Their areas of expertise range from Needs Assessments to Climate Change Adaptation and Camp Coordination and Management. They are skilled learning and development experts, capable of designing and delivering face-to-face, online-facilitated and self-paced trainings. This combination of practical experience in the humanitarian sector and strong training expertise provides the bedrock of RedR UK's work.

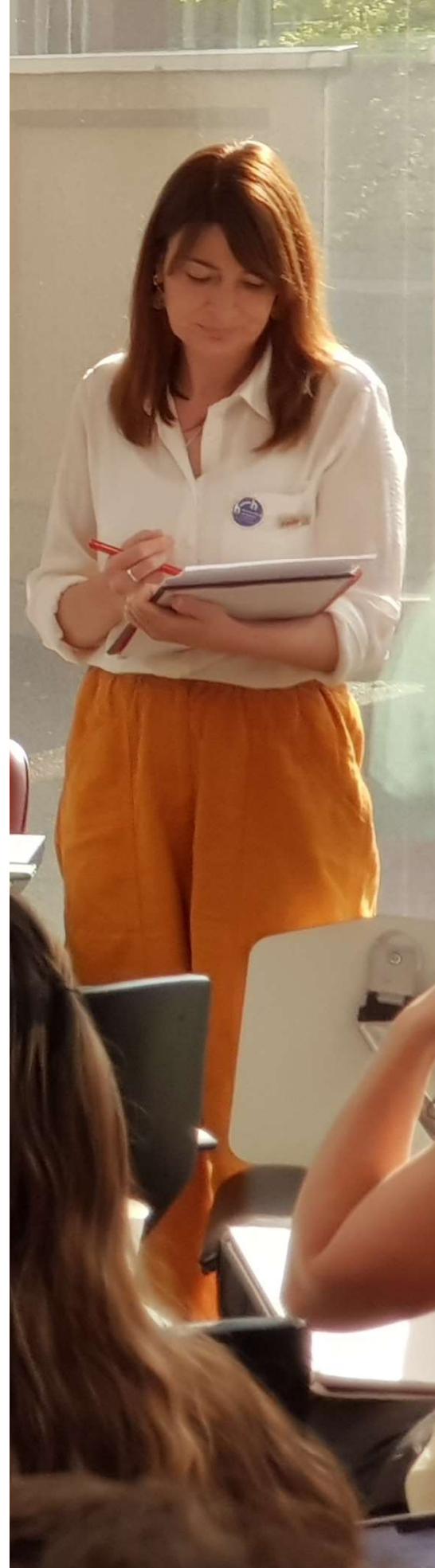
ATs go through a rigorous selection and certification process including a written application, interview, training demonstration and reference checks. Once selected, they undergo internal training on our training approach. They have the opportunity to receive coaching from experienced ATs before being added to our pool.

At the beginning of RedR UK's response to the crisis in Ukraine, it quickly became clear that we would need to enhance our capacity both in languages, and in local context expertise - both of which were undertaken with care and urgency.

In the past year, we conducted two rounds of AT recruitment to increase our local effectiveness, successfully recruiting 24 ATs out of over 250 applications. This has enabled us to develop and deliver trainings in Ukrainian, Romanian and Polish. Our most recent recruiting efforts have focused on deepening our Climate Change expertise. We selected six candidates out of a pool of over 300 applicants.

Going into this year, our focus is on reconnecting with our AT Community. We will be inviting ATs to become RedR Members and are planning a comprehensive update of AT profiles, including new skills, language, experiences, and geographic specialisations. This is essential to highlight their experience and expertise to secure future grant applications and project bids.

Several of our ATs, particularly those in the Global South, have shown interest in engaging more with the RedR UK network. We plan to leverage this interest and further invest in and engage with ATs by providing professional development opportunities. This is particularly important given the continually growing demand for new training modalities and use of novel e-learning techniques.



FUNDRAISING AND ENGAGEMENT



RedR UK has focused on diversifying our income streams and securing new funding sources over the course of the year. Several corporate partners, including Arup and Ramboll, have committed to strategic partnerships beyond a financial contribution. As well as financial support, our corporate partners are highly committed to helping strengthen our programs and reach.

The Go Red for RedR UK 2022 campaign was a success thanks to the collective engagement and efforts of our corporate partners, who raised £7,766. We celebrated their support by handing out trophies for the winning office, best champion and best fundraising ideas.

AXA staff showed their support this year by completing the Yorkshire Three Peaks Challenge - climbing the highest peaks in Yorkshire within 24 hours. **They raised £16,000, which was generously matched by AXA to total £32,000.** AXA has also shown their ongoing commitment to the humanitarian sector by fully funding our Climate Change Adaptation and Disaster Risk Reduction programme for a fourth year in a row - for which we are enormously grateful.

In November, we hosted our Annual Reception, thanking our patrons, major donors and corporate partners alongside Her Royal Highness The Princess Royal, President of RedR UK. At the headquarters of the Institution of Civil Engineers, donors and partners heard about how their support contributes to RedR UK's humanitarian efforts worldwide, particularly our humanitarian response in Ukraine. Our Interim CEO, Sally Sudworth, delivered a speech concerning the frequent rise of disasters around the world, and the need for training of local actors, who are the first to respond but often lack capacity and are subsequently side-lined in the international system.

We have made significant strides in improving our communications, helping to share the compelling aspects of our work and engage more meaningfully with our supporters. We have seen an increase in donations from individuals, particularly in response to emergency appeals. We also relaunched our legacy campaign in June 2023.

Challenges remain in sustaining fundraising efforts in the long term - particularly due to the economic impact of the pandemic and ongoing rises in the cost of living, which continues to affect donor behaviour. We will strive to innovate and adapt our fundraising strategies to ensure our continued success.



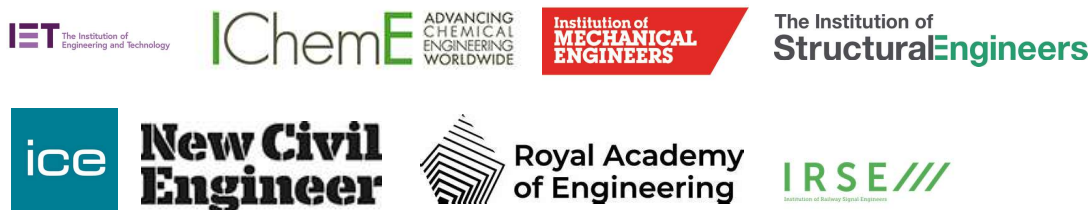
40 YEARS WORKING WITH INTERNATIONAL AGENCIES ACROSS THE WORLD



CORPORATE PARTNERS



INSTITUTIONAL PATRONS



STRUCTURE, GOVERNANCE, AND MANAGEMENT

RedR UK is a company limited by a guarantee, governed by its memorandum and articles of association. It is registered as a charity with the Charity Commission. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

RedR UK is part of the RedR International family. RedR International is the umbrella body of RedR organisations globally. RedR UK has two nominees on the General Assembly of RedR International and one on the board of RedR USA.

The Board of Trustees governs the organisation in line with its memorandum and articles of association, vision, aims and charitable objectives, as well as providing overall policy direction. Trustees meet at least quarterly as a full board and are responsible for compliance with all the legal and statutory requirements of a UK charity and of a registered company.

RedR UK has taken out Charity Trustees Liability insurance to indemnify all its Trustees, existing and retired, and the directors of its subsidiary company, RedR UK Trading Limited.



This liability insurance indemnifies any Trustee and director of RedR UK Trading Limited for any proceedings commenced against them as a result of their service with the charity and the company. All Trustees give their time freely, with none receiving remuneration in the year. Upon admission to the board, the Trustees receive an induction on RedR UK.

Details of Trustees expenses are disclosed in note 5 to the accounts. The Board has a governance manual that stipulates the provisions for appointments to the Board of Trustees, their term limits, nominations and appointments to the positions of Chair, and terms of reference for subcommittees which include:

- Governance Committee
- Remuneration Committee
- Income Generation Committee
- Finance and Risk Committee

Each Trustee has taken responsibility for monitoring the charity's activities in specific operational areas. Constant attention is paid to the collective skill set of Trustees to ensure that the Board has the necessary skills required to contribute fully to the charity's development. Members of the Board are directors of the charitable company (the company) and its Trustees for the purposes of charity law.

Throughout this report, they are collectively referred to as the Trustees. The Trustees are responsible as a body for governance, policy making, monitoring of implementation, general conduct, overall performance and for reporting to the membership at general meetings.

The Trustees delegate operational management of the organisation to the Chief Executive Officer (CEO).



TRUSTEES 2022/23

NAME	POSITION	YEAR APPOINTED
SOPHIE GILLIBERT	CHAIR	2020
SEBASTIAN WOOD ^{1*}	VICE CHAIR	2018
HEATHER MCKINLAY*	TREASURER, VICE CHAIR	2020, 2023
JACK JONES		2019
MELANIE SALLIS ²		2020
IAN SMOUT ³		2008
BEN WEBSTER		2022
ROBERT BUCKLEY		2022
RICHARD BARTLETT		2022
ELIZABETH BROWN		2022
SAMWEL CHERUIYOT		2023

REFERENCE AND ADMINISTRATIVE DETAILS

Company no. 38929653
Charity no. 1079752

Registered address
91-94 Lower Marsh
London SE1 7AB

Postal address
8 Fitzroy Street
London W1T 4BJ

Bankers
National Westminster Bank Plc
30 Market Place, Newbury
Berkshire RG14 5GP

*also senior independent director (SID)
1 Vice Chair and SID transferred to Heather McKinlay

Auditors
Moore Kingston Smith LLP
9 Appold Street
London EC2A 2AP

2 Resigned October 2022
3 Resigned December 2022

Principal Staff
Bernadette Sexton - Chief Executive Officer beginning July 2023
Sally Sudworth - Interim Chief Executive (CEO)
Honorary Officers
Sophie Gillibert - Chair
Heather McKinlay - Vice Chair and Treasurer

RESERVES POLICY

Good management of RedR UK's finances and other assets enables it to succeed in delivering its charitable aims. RedR UK is committed to the prudent use of funds and therefore requires reserves to ensure it can fund its operations, fund any unexpected expenditure or any shortfalls in income. Reserves enable us to carry on running operations despite future uncertainties. The rules for the financial provisions are as described in sections 50 to 55, inclusive, of the Articles of Association.

RedR UK's reserve policy is to ensure that reserves are maintained to meet all statutory requirements and obligations should a decision be taken by RedR UK to wind down its operations. The focus in this financial year has been to improve cashflow and build reserves. At 31 March 2023 the balance of reserves is £165,969 of which £89,377 was restricted and £76,592 unrestricted (2022 £137,404 £87,188 restricted and £50,216 unrestricted) which equates to 5 weeks of running costs. Our aim is to increase this to 12 weeks of running costs.

PUBLIC BENEFIT

In shaping our objectives and planning our activities, the Trustees considered the Charity Commission's guidance on public benefit, including the guidance: 'Public Benefit: running a charity (PB2).' Our strategy in 2022-23 for increasing the capacity of humanitarian actors resulted in the activities described in our learning and development programmes.

The ultimate beneficiaries of RedR UK's learning and development programmes, are those directly affected by disasters and other humanitarian crises demonstrating the provision of public benefit is at our core.





PAY POLICY FOR SENIOR STAFF

The Trustees consider the senior leadership team, comprising the CEO, Programmes Director, Head of Fundraising and Communications, Head of Finance and Director of Operations, as key management personnel of the charity.

RedR UK has a Remuneration Committee that regularly reviews external benchmarking data for staff salaries in the sector to maintain oversight of remuneration for key management personnel. In making recommendations and decisions, the committee have regard to the overall RedR UK pay policy, affordability, and the need to be able to recruit, retain and motivate high-quality staff.

RISK MANAGEMENT

The Trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures have been established to manage those risks. A detailed risk register is maintained and updated by the CEO. The relevant risks are considered by the appropriate Board Committee and discussed by the Board as appropriate. When a significant risk arises, such as COVID-19, the Finance and Risk Committee may choose to monitor the risk register more regularly. High and emerging risks are reported and discussed at the board.

Our Finance and Risk Committee continues to meet more regularly than the required quarterly meetings to maintain a close overview of risks and finances.

SAFEGUARDING AND ETHICAL PRINCIPLES

The safety and security of our staff, volunteers, trainers or others under RedR's duty of care is of utmost importance to us. RedR has implemented a due diligence process for all Associate Trainers. Staff and Trustees have been screened against the Specially Designated Nationals (SDN) list maintained by the Office of Foreign Assets Control (OFAC) of the U.S. Treasury, SAM.gov and the United Nations Security Council Consolidated List as required by ADS 303 mab, Section M14.

We are committed to improving our safeguarding continually. RedR UK has

implemented a Prevention of Sexual Abuse, Exploitation and Abuse (PSEA) Policy and a Safeguarding Policy. Our Code of Conduct translates these principles into practical guidance that empowers RedR UK, its staff, volunteers, Trustees, its business partners and their employees to realise these aspirations. In 23/24 RedR UK aims to promote safeguarding training consistently across all aspects of our work and communicate policies, procedures and mandatory annual staff training on Safeguarding, Whistleblowing, safer recruitment practices, including background checks, references and interview questions.



STATEMENT OF RESPONSIBILITIES OF THE BOARD OF TRUSTEES

The Trustees (who are also directors of RedR UK for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and regulations. The Board of Trustees presents its report and the audited financial statements for the financial year including the period of the 1st of April 2022 to the 31st of March 2023.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102) and the following Charities SORP (FRS102). 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 of the surplus or deficit 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.
- Make judgments accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will continue in operation.

- Observe the methods and principles in the Charities SORP.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain charities transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on Charity's website in accordance with the legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of charity's website is the responsibility of the Trustees. The Trustees responsibility also extends to the ongoing integrity of the financial statements contained therein. The charitable company qualifies as small under section 383 of the Companies Act 2006 and so no strategic report

has been prepared, which is a requirement of medium and large companies under the Companies Act 2006 (Strategic Report and Directors Report) Regulation 2013. Approved by the board of Trustees and signed on its behalf by Sophie Gillibert, Chair of the Board of Trustees.



Dated: 21 February 2024



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REDR UK

Opinion

We have audited the financial statements of RedR UK ('the company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REDR UK

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REDR UK

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion

Use of our report

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

Moore Kingston Smith LLP

Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC1A 2AP

Date: 23/02/2024

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Restricted £	Unrestricted £	2023 Total £	2022 Total £
Income					
Donations and legacies	2	72,751	326,129	398,880	375,024
Investment income		-	3,949	3,949	3,875
Charitable activities	3				
Improving competence		960,273	354,373	1,314,646	961,890
Total income		1,033,024	684,451	1,717,475	1,340,789
Expenditure					
Raising funds					
Fundraising		8,357	269,674	278,031	203,458
Publicity		-	31,660	31,660	27,564
Total costs of raising funds		8,357	301,334	309,691	231,022
Charitable activities					
Improving competence		1,022,478	351,927	1,374,405	1,107,140
Total expenditure	4	1,030,835	653,261	1,684,096	1,338,162
Net (losses)/gains on investments			(4,814)	(4,814)	10,451
Net (expenditure)/income		2,189	26,376	28,565	13,078
Transfers between funds		-	-	-	-
Net movement in funds		2,189	26,376	28,565	13,078
Balance brought forward at 1 April 2022		87,188	50,216	137,404	124,326
Balance carried forward at 31 March 2023	13	89,377	76,592	165,969	137,404

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

The notes on pages 38 to 53 form part of these financial statements

Balance sheet

As at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	8	5,943	1,768
Investments	9	<u>127,442</u>	<u>132,256</u>
		133,385	134,024
Current assets			
Debtors	10	153,372	73,260
Cash at bank and in hand		<u>334,614</u>	<u>360,801</u>
		487,986	434,061
Creditors: amounts falling due within one year	11	<u>(425,402)</u>	<u>(390,681)</u>
Net current assets		62,584	43,380
Creditors: amounts falling due in more than one year	11	(30,000)	(40,000)
Net assets	12	<u>165,969</u>	<u>137,404</u>
Funds	13		
Restricted funds		89,377	87,188
Unrestricted funds			
Designated funds		-	-
General funds		<u>76,592</u>	<u>50,216</u>
Total funds		<u>165,969</u>	<u>137,404</u>

These financial statements have been prepared in accordance with the provision applicable to companies subject to the small companies regime.

Approved by the Board of Trustees and authorised for issue on 21 February 2024
and signed on its behalf by



Heather McKinlay - Treasurer



Sophie Gillibert - Chair of the Board of Trustees

Company registration number: 3929653

The notes on pages 38 to 53 form part of these financial statements

Cash flow statement

For the year ending 31 March 2023

	2023 £	2022 £
Cash flow from operating activities		
Net cash (used in)/ provided by operating activities	<u>(24,582)</u>	<u>201,603</u>
Cash flow from investing activities		
Investment income and interest received	3,949	3,875
Purchase of fixed assets	(5,554)	(1,944)
Type text here	<u>(1,605)</u>	<u>1,931</u>
Net (decrease)/increase in cash and cash equivalents	(26,187)	203,534
Cash and cash equivalents at beginning of year	360,801	157,267
Cash and cash equivalents at end of year	<u>334,614</u>	<u>360,801</u>
Reconciliation of net income to net cash flow from operating activities		
	2023 £	2022 £
Net (expenditure)/income	28,565	13,078
Adjustments for:		
Depreciation charges	1,379	176
losses/(gains on investments)	4,814	(10,451)
Investment income	(3,949)	(3,875)
(Increase)/Decrease in debtors	(80,112)	64,997
Increase in creditors less than one year	34,721	147,678
(Decrease) in creditors greater than one year	(10,000)	(10,000)
Net cash (used in)/ provided by operating activities	<u>(24,582)</u>	<u>201,603</u>
Analysis of changes in net debt		
	As At 1st April 2022	As At 31st March 2023
Cash at bank and in hand	360,801	334,614
Loans falling due less than 1 year	(10,000)	(10,000)
Loans falling due greater than 1 year	(40,000)	(30,000)
Movement in net debt	<u>310,801</u>	<u>294,614</u>

Notes to the financial statements

For the year ended 31 March 2023

Company Status

member is limited to £1 per member.

1. Accounting policies

RedR UK, (the "charitable company"), is a registered charity that seeks to relieve suffering caused by disasters by selecting, training and providing competent and committed personnel to humanitarian programmes worldwide.

The entity is registered in England and Wales with a registered office of 91-94 Lower Marsh, London, SE1 7AB. Its company number is 3929653 and charity number is 1079752.

a) Basis of preparation of financial statements

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a public benefit company for the purpose of FRS102 and therefore the charity also prepares its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Accounting and Reporting by Charities: Financial Reporting Standard applicable in the UK and Republic of Ireland (the FRS102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

These financial statements are prepared in pounds sterling, which is the functional currency of the charitable company. Monetary amounts in the financial statements are rounded to the nearest pound (£).

For the year ended 31 March 2023

a. Basis of preparation of financial statements (continued)

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

The Trustees have considered the pipeline of contracts and bids in process along with current projects under contract in considering the organisation as a going concern. The implementation of a new staffing structure and the way the programmes are delivered has also helped to inform their decision.

The Trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are described in the following paragraphs.

b) Income

Fundraising income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably. Legacies are also included when receivable. Donated services and facilities are recognised as income where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.

When donors specify that donations and grants given to the charity must be used in future accounting periods the income is deferred accordingly. When donors impose conditions that have to be fulfilled before the charity becomes entitled to use them the income is deferred and not included in the incoming resources until these conditions have been met.

Grants are recognised in line with the expenditure on the programme relating to the grant, such that income from the grant is deferred in the accounts until this point.

Notes to the financial statements

For the year ended 31 March 2023

1. Accounting policies (continued)

c) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement is required and the amounts of the obligation can be reliably measured. All expenditure is accounted for on an accrual basis.

Expenditure includes attributable VAT which cannot be recovered.

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work and raising the profile of its work through its corporate communications.

Charitable costs relate to providing relief personnel through the charitable company's recruitment service and improving competence through training in the UK and overseas and its technical support service.

Support costs are comprised of those costs which are incurred directly in support of expenditure on the objects of the charity and includes governance costs. Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements.

d) Fund accounting

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.

Unrestricted funds are donations and other income received or generated for the charitable purposes. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds set aside by the board of Trustees for specific future purposes or projects.

e) Pension costs

The charity participates in a New Generation Stakeholder Pension Plan (a defined contribution scheme). Employees set their own contribution level (minimum 3% net of tax) while the charity contributes up to 5% of earnings to the plan. Pension costs are charged to the Statement of Financial Activities in the period to which they relate.

f) Foreign currency translation

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions denominated in foreign currencies are translated into sterling at the rates ruling at the date of the transaction. Any gains or losses arising due to fluctuations in exchange rates are charged to the Statement of Financial Activities.

Notes to the financial statements

For the year ended 31 March 2023

1. Accounting policies (continued)

g) Tangible fixed assets and depreciation

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset evenly over its estimated useful life. The useful lives in use are as follows:

Office equipment	5 years
Computer equipment	3 years
Office refurbishment	5 years (period of the lease)

Tangible fixed assets purchased from restricted funds for a particular project are charged to that project and are not capitalised.

h) Leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the minimum lease term.

i) Financial instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire options, derivatives or other complex financial instruments.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short-term deposits with a short maturity of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

Critical accounting judgements and estimates

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the financial statements

For the year ended 31 March 2023

2. Voluntary income

For the year ended 31 March 2023

	Restricted	Unrestricted	2023	2022
	£	£	Total	Total
			£	£
Trusts		23,000	23,000	10,000
Individual giving	72,751	101,036	173,787	235,821
Patrons and corporate supporters		93,350	93,350	114,697
Legacies		17,196	17,196	650
Events		63,257	63,257	9,673
Other		28,290	28,290	4,183
Total	72,751	326,129	398,880	375,024

For the year ended 31 March 2022

	Restricted	Unrestricted	2022	2021
	£	£	Total	Total
			£	£
Trusts	-	10,000	10,000	13,000
Individual giving	66,079	169,742	235,821	157,135
Patrons and corporate supporters	-	114,697	114,697	136,847
Legacies	-	650	650	100
Events	-	9,673	9,673	5,150
Other	-	4,183	4,183	2,762
Total	66,079	308,945	375,024	314,994

Notes to the financial statements

For the year ended 31 March 2023

3. Charitable activities

For the year ended 31 March 2023

	Restricted	Unrestricted	2023	2022
	£	£	Total	Total
			£	£
Grants				
CDR	45,000	-	45,000	92,357
Lloyd's of London	-	-	-	13,348
ACP	-	-	-	19,456
The Clothworkers' Foundation	60,000	-	60,000	60,000
Arup - Bhutan	11,209	-	11,209	-
RAE Uganada	46,993	-	46,993	-
Haiti Souter	6,000	-	6,000	-
EPS Uganda	-	-	-	20,641
DEC Ukraine	54,075	-	54,075	-
MSC	258,935	-	258,935	-
H2H	53,700	-	53,700	-
JTIF Ukraine	93,959	-	93,959	-
JOAC	99,736	-	99,736	-
Asia Rolt	-	-	-	17,474
Haiti Response	-	-	-	29,688
Vitol Foundation	-	-	-	570
Ramboll Foundation	46,603	-	46,603	22,908
Training fees	184,063	354,373	538,436	685,448
	960,273	354,373	1,314,646	961,890

Notes to the financial statements

For the year ended 31 March 2023

3. Charitable activities

For the year ended 31 March 2022

			2022	2021
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Grants				
CDR	92,357	-	92,357	77,000
Lloyd's of London	13,348	-	13,348	15,103
ACP	19,456	-	19,456	45,352
UNICEF	-	-	-	134,967
The Clothworkers' Foundation	60,000	-	60,000	150,000
Whitbybird	-	-	-	41,970
H2H	-	-	-	202,044
EPS Uganada	20,641	-	20,641	29,289
Asia Rolt	17,474	-	17,474	4,671
Haiti Response	29,688	-	29,688	-
Vitol Foundation	570	-	570	-
Ramboll Foundation	22,908	-	22,908	-
Training fees	442,317	243,131	685,448	319,216
	718,759	243,131	961,890	1,019,612

Notes to the financial statements

For the year ended 31 March 2023

4. Analysis of total expenditure

For the year ended 31 March 2023

	Fundraising £	Publicity £	Improving Competence £	Support £	2023 Total £	2022 Total £
Staff costs (Note 6)	189,504	17,230	468,202	175,570	850,506	558,437
Office administration	-	-	3,127	120,641	123,768	175,594
Training	-	-	594,982	-	594,982	524,995
Fundraising/PR	26,363	7,351	-	-	33,714	34,602
Organisation administration	-	-	478	80,331	80,809	40,066
Communication	-	-	317	-	317	4,468
Total resources expended	215,867	24,581	1,067,106	376,542	1,684,096	1,338,162
Support costs allocated	62,164	7,079	307,299	(376,542)	-	-
Total resources expended	278,031	31,660	1,374,405	-	1,684,096	1,338,162

Support costs are those costs that, whilst necessary to deliver an activity, do not themselves produce or constitute the output of the charitable activity. Similarly, costs will be incurred in supporting income generation activities such as fundraising, and in supporting the governance of the charity. Support costs include the central or regional office functions such as general management, payroll administration, budgeting and accounting, information technology, human resources, and financing.

Notes to the financial statements

For the year ended 31 March 2023

4. Analysis of total expenditure (continued)

For the year ended 31 March 2023

Support costs

Included within support costs are governance costs.
Governance costs are comprised of the following:

	2023	2022
	£	£
Staff costs	33,270	20,548
Audit and accountancy Fees	23,615	17,987
Professional fees	571	10,694
Meetings	-	90
Other	2,325	-
	<u>59,781</u>	<u>49,319</u>

Analysis of total expenditure

For the year ended 31 March 2022

	Fundraising £	Publicity £	Improving Competence £	Support £	2022 Total £	2021 Total £
Staff costs (Note 6)	126,963	18,169	318,063	95,242	558,437	626,685
Office administration	-	-	3,332	172,262	175,594	336,563
Training	-	-	524,995	-	524,995	369,203
Fundraising/PR	31,306	3,296	-	-	34,602	33,225
Organisation administration	169	-	11,300	28,597	40,066	43,599
Communication	-	-	4,468	-	4,468	6,094
Total resources expended	158,438	21,465	862,158	296,101	1,338,162	1,415,369
Support costs allocated	45,020	6,099	244,982	-	-	-
Total resources expended	<u>203,458</u>	<u>27,564</u>	<u>1,107,140</u>	<u>-</u>	<u>1,338,162</u>	<u>1,415,369</u>

Notes to the financial statements

For the year ended 31 March 2023

5. Net (expenditure)/ income

	2023	2022
	£	£
This is stated after including:		
Depreciation	1,279	176
Trustees' reimbursed expenses	2,399	-
Operating lease charges: UK property rent	30,000	26,414
Operating lease charges: Overseas property rent	7,221	8,136
Foreign exchange (gain)	(27,478)	(1,160)
Auditors' remuneration:		
Current year statutory audit UK	15,500	11,550
Current year statutory audit Overseas	1,933	1,325
Other services	1,286	1,130

6. Staff costs and numbers

Staff costs were as follows:	2023	2022
	£	£
Salaries and wages	759,688	499,776
Social security costs	52,798	32,892
Pension costs	21,117	15,869
Recruitment costs	6,994	4,350
Staff development costs	83	279
Travel, subsistence and other staff costs	9,826	5,271
	<u>850,506</u>	<u>558,437</u>

Employees earning more than £70,000 during the year:

	2,023	2022
	No.	No.
£70,000 - £70,999	2	2

Pension contributions in respect of these employees was £2,793 (2022: £3,567).

The key management personnel of RedR UK during the year is comprised of the Chief Executive Officer, the Programmes Director, Head of Fundraising and Communications.

The total employee benefits of the key management personnel were £263,794 (2022: £204,158).

There were no redundancy payments in the year (2022: Nil).

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2023	2022
	No.	No.
Improving competence	6.3	6.4
Fundraising & publicity	6.5	4.4
Administration	1.0	0.7
Governance	0.5	0.2
Staff employed on overseas programmes:		
Middle East	0.9	1.3
	<u>15.2</u>	<u>13.0</u>

Notes to the financial statements

For the year ended 31 March 2023

7. Taxation

The charitable company benefits from exemptions on income and gains falling within sections 466-493 of the corporation tax act 2010 to the extent that they are derived from charitable activities.

8. Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2022	6,104	6,104
Additions in year	5,554	5,554
Disposals /writeoffs in year	-	-
At 31 March 2023	11,658	11,658
Depreciation		
At 1 April 2022	4,336	4,336
Charge for the year	1,379	1,379
Eliminated on disposal / writeoff	-	-
At 31 March 2023	5,715	5,715
Net Book Value		
At 31 March 2023	5,943	5,943
At 31 March 2022	1,768	1,768

9. Investments

	2023 £	2022 £
Market value at 1 April	132,256	121,805
Disposal in year	-	-
Net unrealised investment (losses)/gains	(4,814)	10,451
Market value at 31 March	127,442	132,256
Historical cost at 31 March	82,256	82,256
The investments are comprised of:		
CCLA - COIF Charities Investment Fund	122,329	126,938
Equity shares	5,113	5,318
	127,442	132,256

Notes to the financial statements

For the year ended 31 March 2023

10. Debtors

	2023 £	2022 £
Accrued income	51,094	19,326
Other debtors	67,153	30,308
Prepayments	35,125	35,342
	<u>153,372</u>	<u>84,976</u>

11. Creditors: Amounts falling due within one year

	2023 £	2022 £
Taxation & social security	12,371	9,243
Other creditors	109,623	73,098
Accruals	67,345	61,227
Deferred income	226,063	237,113
Loan	10,000	10,000
	<u>425,402</u>	<u>390,681</u>

As at 31st March 2023 there are no outstanding pension contributions (2022: £Nil).

Deferred income occurs when training courses which are due to occur after the balance sheet date are invoiced beforehand and grants where amounts have been received in the period but the criteria for entitlement to the income has not been met.

Natwest Bank PLC hold a fixed and floating charge over the undertaking and all property and assets, both present and future.

11a. Deferred income

	2023 £	2022 £
Deferred income as at 1 April	237,113	54,705
Amount released in the year	(1,024,629)	
Amount deferred in the year	1,013,579	182,408
Deferred income as at 31st March	<u>226,063</u>	<u>237,113</u>

11b. Creditors: Falling due in more than one year

	2023 £	2022 £
Bounce Back Loan	30,000	40,000
	<u>30,000</u>	<u>40,000</u>

The Bounce Back Loan is the UK government-backed Covid-19 support loan to help businesses impacted by the pandemic and is due on 30 March 2027. This unsecured loan was granted on 30 March 2021 and was interest-free for the first 12 months. Thereafter, the loan is repayable over the remaining five years at a rate of 2.5% interest.

Notes to the financial statements

For the year ended 31 March 2023

12. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
For the year ended 31 March 2023				
Investments	-	-	127,442	127,442
Tangible assets	-	-	5,943	5,943
Net current assets	89,377	-	(26,793)	62,584
Amounts falling due in more than one year	-	-	(30,000)	(30,000)
Net assets at 31 March 2023	89,377	-	76,592	165,969
For the year ended 31 March 2022				
Investments	-	-	132,256	132,256
Tangible assets	-	-	1,768	1,768
Net current assets	87,188	-	(43,808)	43,380
Amounts falling due in more than one year	-	-	(40,000)	(40,000)
Net assets at 31 March 2022	87,188	-	50,216	137,404

Notes to the financial statements

For the year ended 31 March 2023

13. Funds

For the year ended 31 March 2023

	At 1 April 2022	Income	Expenditure	Transfers	As at 31 March 2023
	£	£	£	£	£
Restricted funds:					
Middle East	5,451	-	-		5,451
Europe & Global Initiatives	31,082	960,272	(960,272)		31,082
Ukraine Appeal	50,655	21,176	(39,194)		32,637
Pakistan Flood Appeal	-	7,296	(7,296)		-
Syria & Turkiye Earthquake Appeal	-	44,280	(24,073)		20,207
Total restricted funds	87,188	1,033,024	(1,030,835)	-	89,377
Unrestricted funds					
Designated funds					
Fixed asset funds	-	-	-	-	-
Total Designated Funds	-	-	-	-	-
General funds	50,216	679,637	(653,261)	-	76,592
Total unrestricted funds	50,216	679,637	(653,261)	-	76,592
Total funds	137,404	1,712,661	(1,684,096)	-	165,969

Notes to the financial statements

For the year ended 31 March 2023

13. Funds

For the year ended 31 March 2022

	At 1 April 2021	Income	Expenditure	Transfers	As at 31 March 2022
	£	£	£	£	£
Restricted funds:					
Middle East	5,451	0	-	(5,451)	-
Europe & Global Initiatives	31,080	718,759	(718,757)	6,678	37,760
Ukraine Appeal		66,079	(15,424)	(1,227)	49,428
					-
Total restricted funds	36,531	784,838	(734,181)	-	87,188
Unrestricted funds					
Designated funds					
Fixed asset funds	-	-	-	-	-
Total Designated Funds	-	-	-	-	-
General funds	87,795	566,402	(603,981)	-	50,216
					-
Total unrestricted funds	87,795	566,402	(603,981)	-	50,216
Total funds	124,326	1,351,240	(1,338,162)	-	137,404

Notes to the financial statements

For the year ended 31 March 2023

13. Transfers between funds (continued)

Purposes of restricted funds

The Middle East Fund was used for providing training and addressing technical and coordination competencies. Funding has been secured from Trust funds in support of this work.

The Europe & Global Initiatives Fund represents a number of contracts secured from a variety of major institutional donors; these vary in the timing of cashflow income and expenditure.

The Ukraine Appeal was set up to analyse and address the most urgent training needs and capacity gaps of local organisations and responders providing humanitarian assistance in relation to the Ukraine emergency, followed by further and more in-depth training on selected areas of humanitarian response in English, Ukrainian, Polish and Romanian languages.

The Pakistan Flood Appeal and Syria & Türkiye Earthquake appeals were set up to analyse and address the most urgent training needs and capacity gaps of local organisations responding to those emergencies.

14. Related parties

RedR International is the umbrella body of the various RedR organisations around the world. The charity has two nominees on the committee of RedR International.

The charity has established a wholly owned subsidiary trading company, RedR UK Trading Limited, a company registered in England & Wales. The company remains dormant.

Office accommodation is donated by Whitby Wood, Sebastian Wood is a Trustee of the charitable company. The cost of this Office accommodation is recorded as expenditure in the Statement of Financial Activities, with an equal amount recorded as a donation in income.

15. Operating lease commitments

At 31 March 2023, the charity had the following minimum lease payments under non-cancellable operating leases which fall due as follows:

	Land and buildings	
	2023	2022
	£	£
within one year	-	-
between two and five years	-	-
over five years	-	-
	-	-

16. Capital commitments

There are no capital commitments not provided for in the financial statements (2022:None)



redruk

people and skills for disaster relief

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