

Registered Number : 02977740
Charity number: 1042046

DEMOS
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 DECEMBER 2019



DEMOS

(A company limited by guarantee)

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DEMOS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2019**Trustees**

Dame Julie Mellor (Chair)

Alessandra Buonfino

Nicholas Claydon - resigned December 2019

Ian Corfield

Matt Nixon

Neil Sherlock CBE - resigned December 2019

Baroness Simone Finn

Tilly McAuliffe - appointed December 2019

James Wise - appointed December 2019

All directors are members of the charitable company and guarantee to contribute to the assets of the company in the event of it being wound up such amounts as may be required not exceeding £1. The number of guarantees at 31 December 2019 was 7 (2018 - 8). The directors have no beneficial interest in the charitable company nor in its activities and are not remunerated. A register of business interests is maintained.

Company registered number

02977740

Charity registered number

1042046

Registered office

15 Whitehall, London, SW1A 2DD

Company secretary

Polly Mackenzie

Chief Executive Officer

Polly Mackenzie

Independent auditors

CBHC Ltd, The Hamilton Centre, Suite 3, Rodney Way, Chelmsford, CM1 3BY

Bankers

Santander, Bridle Road, Bootle, Merseyside, L30 4GB

Solicitors

Russell-Cooke LLP, 2 Putney Hill, SW15 6AB

DEMOS

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2019

The trustees present their report and the financial statements for the year ending 31 December 2019.

Reference and administrative information set out on page one forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards.

ACTIVITIES AND REVIEW

2019 was a year of renewed impact, growth and development for Demos, as the charity benefited from the increasing strength of its leadership team. Building on our long term strategy to revolutionise the ways in which citizens are brought into policy debate and discussion in the UK, Demos expanded our research capabilities, invested in our ability to secure lasting change through our work, and further improved our financial position. As 2020 began, Demos was on track to have six months' reserves in place by the middle of the year, which has ensured the charity is well placed to weather any short term difficulties associated with the outbreak of Covid-19 in the UK and beyond.

Demos, in all its work, draws on the insights and lived experience of citizens, helping to repair the broken relationship between the institutions of our government and those they govern. The charity uses research and policy design to develop and campaign for new ways to empower citizens, seeking ways to deliver:

- Power and voice for individuals
- Connection for communities
- And a stake in the economy for every worker and every consumer.

Our teams worked to bring that vision into being by conducting research, convening events, and developing and promoting ideas for policy change in government, business, and civil society.

This work was underpinned by improved governance including:

- Strategic and business planning and regular performance monitoring
- Introduction of 3 board subcommittees overseeing 'finance audit and risk', 'fundraising' and 'nominations and remuneration'.
- Review of policies, protocols & compliance with these protocols and a review of Demos' charitable objects.
- Annual board effectiveness reviews
- Recruitment plan for trustees to bring diversity of skills, experience and background to the board.

Additionally, over the course of the year, Demos continued to improve its financial health and sustainability with the charity running a healthy surplus. This enabled the charity to return to a net asset position for the first time since the 2008 financial crisis, and start the process of building reserves. Working with the board, Demos' chief executive reformed financial oversight to improve cost control, supplier management and forecasting capabilities, enabling the charity to confidently invest in extending our research capabilities under a new senior management team. Revenues rose by £249,873 to £1,214,137 while expenditure – largely as a result of staffing investment – rose from £797,511 to £1,051,877. This resulted in a surplus of £162,260.

The charity started 2020 in a far healthier financial position than at any time since 2008 and with a resilient cash position.

The strategy for 2020 is to steadily build reserves in line with Charity Commission guidelines, while investing in the quality and impact of our research

Charitable objects

The Chair and Trustees conducted a full review of Demos' charitable activities, and concluded that in order to fully reflect the current and future work of Demos, the charity's objects should be updated. Demos is a research and education charity which has used the insights and findings of its research to advance social and policy change.

Some of its work, while research-led, has a secondary objective of advancing other charitable purposes such as tackling social exclusion, promoting sustainable development, relieving poverty, or improving the efficiency of public services which serve a charitable purpose.

The Trustees therefore held an Extraordinary General Meeting on 25 June where they resolved to update the charitable objects, which are now:

(1) To promote education for the public benefit in issues of politics, economics, technology and the digital economy, methods and practices of public deliberation, the environment and public policy.

(2) To promote for the public benefit research in any of the above fields of education and to publish the useful results of such research.

(3) To further such other purposes which are exclusively charitable under the law of England and Wales as the Trustees shall determine, with a focus on preventing social exclusion, promoting sustainable development, promoting the efficiency and effectiveness of public services, and relieving poverty.

(4) For the purposes of Article 3:

(a) "social exclusion" means being excluded from society, or part of society, as a result of being a member of a socially and economically deprived community; and

(b) "sustainable development" means development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

Organisational structure and quality assurance

The principal activities of research, education and publication, to the public benefit, are reflected in the organisational structure of the charity. The overall management of Demos is the responsibility of the Chief Executive who provides leadership to the organisation and specifically leads the development of the intellectual and research agenda of the charity. Reporting to the Chief Executive are the Research Director, External Affairs Director, Innovation Director, Director of CASM and the Director of Major Projects. Research projects are managed by senior staff; a team of researchers undertakes research projects, supported by temporary assistants and interns, while the external affairs team manages the programme of events. Freelance and sub-contracted collaborations are entered into to fulfil technical and consultancy roles, as well as helping with particular aspects of research, writing and the production of publications. All projects have a budgetary review before contracts with funders are signed, and are subject to an extensive quality review process from initiation through to publishing the final report. All staff are encouraged to contribute to any appropriate aspects of research, administration, the achievement of the charitable objects and the planning processes.

Achievements during 2019

Leading achievements for 2019 include:

- Publishing a manifesto for consensus politics in the run up to the 2019 General Election, informed by research on political division.
- Secured funding to launch the Public Participation Lab, a suite of digital tools to enable large scale public debate and deliberation on public policy research.
- Published the ground-breaking Good Credit Index, mapping for the first time access to affordable credit across the UK, and launched our place-based financial inclusion initiative in South Yorkshire.
- Launched the Good Web Project, bringing together an archive of new and existing work with a digital policy focus through a dedicated micro-instance.
- Hosted 20 events across a dramatic party conference season, focusing on social mobility, financial inclusion, climate change and the future of work
- Held public-facing events, including launching our work on fraud protections for the vulnerable with the Minister of State and hosting high profile speakers including the deputy opposition leader Tom Watson and Conservative peer Lord Shinkwin.

PUBLICATIONS

Titles published during the year include:

Winter is coming. HealthTech is here; Elliot Jones, a report examining how innovation and technology could help alleviate pressures on the NHS during the winter months.

Pathways from Poverty: the future of the DWP; Ben Glover, a report exploring how institutions beyond the DWP could deliver employment support to sick and disabled people.

Virtual Inclusion: Testing the use of VR in Resilience; Alex Krasodonski-Jones, with the Open University, a report on a Demos pilot of three virtual reality workshops in UK schools to test the use of this technology in building empathy and resilience.

Exploring how to measure social integration using digital and online data; Alex Krasodonski-Jones, Andrew Gloag, Elliot Jones and Hettie O'Brien, a report highlighting the potential opportunities and pitfalls of using digital and online data in measuring social integration in London.

Suspicious minds: Conspiracy Theories in the Age of Populism; Alex Krasodonski-Jones, a policy brief providing a data-driven comparative analysis of a group of conspiracy-oriented Twitter accounts in Spain, Germany and Poland.

Active Ageing; Anchor Hanover and Demos, a report highlighting the costs to the NHS of physical inactivity in older people.

Warring Songs: Information Operations in the Digital Age; Alex Krasodonski-Jones, a report reviewing hostile information operations around the world with new data analysis to understand information operations and the role of 'fake news'.

The Wealth Within: the 'Preston Model' and the new municipalism; Alan Lockey and Ben Glover, a report exploring how the Preston model of community wealth building might help us answer some of the most pressing political questions of our time.

Future Homes; Ben Glover, a report analysing the demographic, economic, technological and environmental challenges to future housing provision..

Protected by Design: New fraud protections for people at risk; Andrew Gloag, Polly Mackenzie and Asli Atay, a report identifying ways in which adults with cognitive impairments are targeted by fraudsters and how this might be addressed.

Quality Control; on the modern attention economy; Andrew Gloag and Alan Lockey, a report examining how people explore online content and harm might be reduced.

Able to Excel; on the experiences of disabled graduates Kevin Shinkwin with Demos, a discussion paper on the experiences of disabled graduates, highlighting barriers to employment, including accessible transport and housing.

The Good Credit Index; Sacha Hilhorst and Elliot Jones, a report mapping the UK's credit environment for the first time, to be followed up in 2020 and 2021.

Bringing Britain Together: A manifesto for consensus politics; Polly Mackenzie, Tessa van Rens and Ben Glover, a paper making the case for a more deliberative politics, where politicians talk more about issues that unite people.

Holy Alliances: Church-secular partnerships for social good; Sacha Hilhorst with David Barclay of the Good Faith Partnership, a report exploring partnerships between churches and non-faith voluntary organisations to tackle local issues such as poverty, mental health and loneliness.

Research 4.0: Research in the age of automation; Ben Glover, an interim report on a project seeking to understand how AI technologies are being used in the research sector, to be followed by a full report in 2020.

Giving a Bit: Charitable fundraising in our digital age; Andrew Gloag and Alex Krasodonski-Jones, a report exploring how charitable fundraising has been revolutionised by digital channels and its future potential.

Stand By Me: Managing wellbeing in the Civil Service during times of change; Asli Atay and Ben Glover, a good practice guide from the second part of a two-stage engagement process to build a practical, evidence-based handbook for supporting wellbeing.

People Powered Planning; on public involvement in the planning system; Ben Glover, a report on how people engage with the planning system.

Value Added: How better government procurement can build a fairer Britain; Ben Glover and Rose Lasko-Skinner, a report exploring how central government could use public procurement more effectively to bring about a fairer economy.

Emerging divisions on trade after Brexit; a report by York University with Demos identifying major divisions and areas of uncertainty in public attitudes to trade.

The Liquidity Trap: Financial experience and inclusion in the liquid workforce; Ben Glover and Rose Lasko-Skinner and Ava Berry, a report exploring financial insecurity for workers without standard employment contracts, such as gig economy workers and the self-employed.

Beyond the Bubble: The online conversation on research and development; Elliot Jones, Josh Smith and Ellen Judson, a report on how research and development is discussed and communicated about online, proposing a stronger role for researchers to tackle misinformation.

Over the Character Limit; Josh Smith, Agnes Chauvet, Elliot Jones, a report using analysis of Twitter exchanges to explore how virtuous terms such as courage and honesty are used and defined online.

Events

Demos organised a wide range of events including:

- **Pathways from poverty: the future of the DWP.** A panel discussion featuring Demos Associate Tom Pollard on his research, which asked the provocative question: will the Department for Work and Pensions (DWP) ever be capable of delivering a pathway from poverty for ill and disabled people? Other panellists included then MP Heidi Allen and Deven Ghelani, Director and Founder, Policy in Practice.

- How do we design fraud protections for at risk adults? with The Rt Hon Ben Wallace MP, Minister of State for Security and Economic Crime. Demos launched a new report on protecting at risk adults from fraud and financial abuse. The research, supported by Cifas, included new insights on how financial firms, regulators, government and civil society can work to find new ways to protect vulnerable consumers. Panellists included Mike Haley, Chief Executive of Cifas and Peter McCabe, Chief Executive of Headway.
- Recognising Potential – Discussion Paper launch with Lord Shinkwin. Demos, in association with Conservative Peer Lord Shinkwin, is launched a discussion paper reflecting on the experiences of disabled graduates in the UK, as we approach the 25th anniversary of the Disability Discrimination Act (DDA). Speakers included Dominic Raab MP.
- The evolution of expertise. A panel event on how our social relationship with trust has changed in the digital age, and what the future of trust might hold. Panellists included Will Moy, Director of Full Fact and Bobby Duffy, of King's College

The Centre for the Analysis of Social Media

This year's focus has been on building out the Centre's ability to influence and input into policy. As part of deliberations around the Online Harms White Paper, researchers worked closely with wider civil society and with multiple parts of government to better inform the debate around forthcoming digital regulation. In setting out a policy goal - the articulation, measurement and advocacy of a 'Good Web', CASM has begun to set the agenda here, with the language of the Good Web Project increasingly being echoed by organisations in the UK and US. Our civil society links have strengthened through sustained outreach, and we have now built a foundation for an international coalition to pursue our aims. The Good Web Project has supported some dedicated research, too, with papers launched on Anonymity, Public and Private Spaces and a forthcoming piece on Content Moderation. Alongside this work, our methods have become increasingly widely used within Demos, such as on the large Google project on the future of learning and in the Life after COVID commission. Technological developments in unsupervised algorithmic classification, language annotation and geographic annotation continue.

Public Participation Lab

The foundations of the Public Participation Lab were built in 2019, with Harry Carr joining from Sky News to lead the project in August. We conducted our first ever in-house polls, and became a partner of the Market Research Society and the only charity to be a member of the British Polling Council. We continued the development of our own iteration of Polis - a tool similar to a poll which allows participants to submit their views and agree or disagree with each other's (and the ones you pre-load), then performs an automatic cluster analysis to map them - visualising and highlighting which statements define different groups, which are most divisive, and which build the greatest degree of consensus. With the help of Julie Mellor, we built relationships with freelance experts in deliberative research Suzanne Lansdell and Diane Beddoes. At a breakfast in the House of Lords, we conducted a soft launch of the Public Participation Lab with eminent researchers, journalists and research funders. And we worked to integrate the component methods brought together by the Public Participation Lab, beginning the process of familiarising researchers with polling methods and research capabilities developed by CASM - in addition to our traditional quantitative, qualitative and secondary research skills base.

Action Research

Our action research programme brings public, private and voluntary sector stakeholders together to instigate change. Going beyond the traditional think tank model, we test out policy ideas in practice and evaluate both their impact and the implementation process, to better influence policy and develop replicable models for practice change. In 2019, the current programme included the Good Credit Project, a place-based financial inclusion initiative aiming to transform credit provision throughout the UK, starting with the Sheffield City Region. It followed our ground-breaking Good Credit Index, which mapped access to credit across the UK and identified 'credit deserts', where it is difficult to obtain good credit despite high need. We're working with Mayor Dan Jarvis MP, MBE and local stakeholders from across sectors to co-design tailored initiatives to improve the local credit environment.

We also continued delivery and evaluation of 10Today, supported by Sport England, an innovative pilot of short, peer-led physically active routines aimed at older people, delivered via online videos, community radio broadcasts and a network of champions. We established a wide range of partnerships to promote the pilot, including nationwide Active Partnerships, Arthritis Action and the Royal College of GPs. We're tracking participants to understand the programme's long term impacts and will report in summer 2020. In response to the coronavirus pandemic, we scaled up the programme at speed to reach even more older people, at risk of increased inactivity and isolation while self-isolating at home. This included a partnership with BBC Sounds which saw us reach over 100,000 plays and downloads in the first three weeks alone.

DEMOS PROJECTS LIMITED

The charity controls Demos Projects Limited (company number 2667039), a company limited by guarantee. The two Directors of Demos Projects Limited are the chief executive of Demos and one of the charity's trustees. Demos Projects traded profitably during the year 2019 and donated over £106,000 to its parent in the financial period.

FINANCE REVIEW

The results of the year's activity are set out in the attached financial statements. Total incoming resources were £1,214,137 : an increase of £249,873 in the previous year (£964,264). Prior to 2017, the majority of income streams are broadly similar year on year ([2016 – 969,023], [2015 - £1,064,870],) and the 2019 income figures show a step in revenues, including the donation from Demos Projects reflecting its increased activity in the financial period. Similarly, until 2017, resource expenditure remained relatively consistent ([2016 - £1,103,760], [2015 - £1,064,870], [2014 - £1,182,685]). However, 2018 saw a continuation in decreased spending. In 2017, spending dropped to £883,409 whilst in 2018 spending fell further to £797,511 which is a decrease of £85,898 on the previous year. 2019 shows a significant increase in expenditure, reflecting in the main the significant increase in staff to support new projects undertaken. This increase in spending coupled with revenue growth allowed Demos to end 2019 with a surplus of £162,260 and bringing overall reserves into positive £127,661.

RESERVES & GOING CONCERN

As set out in the Accounting Policies in Note 1.4 to the financial statements, the accounts have been prepared on the going concern basis, i.e. on the basis that the charity will continue in operational existence for the foreseeable future (being at least 12 months from the date of signing the financial statements). The trustees have made this judgement on the grounds that 2019 represented a good base year and that there is every sign that even allowing for the uncertainties of COV-ID and other factors, the charity will continue to build on this last successful year. The chief executive has taken substantial measures to manage costs and resources and deliver revenues wherever possible, working with the trustees to establish and embed improved governance and financial risk management. The trustees have set an overarching goal to improve net assets, in which the charity holds an appropriate balance of reserves, as soon as possible, recognising that this is likely to be achieved in the medium term.

Trustees have considered the impact of Covid-19 on the charity's ability to continue its work. The pandemic has affected the charity's pipeline of funded projects, but there are still a substantial number of projects in development with funders whose resource allocations will not be affected. At the time of writing, Demos' reserves have more than doubled since the end of 2019. In the event of a serious decline in revenues into 2021, the charity retains substantial flexibility on staffing, and would be able to downsize to meet its needs. Therefore the trustees consider the charity is well-placed to withstand the impact of the pandemic.

RISK ASSESSMENT

Demos continued to make significant improvements to its risk management approach in 2019. Demos instigated new project management controls including the deployment of new technology and processes that encourage Demos personnel to recognise and prepare for risk events at project outset and consider "lessons learned" at their conclusion. In addition to this, Demos continued to review its operations against the operational risk register and developed numerous new internal policies relevant to risk areas, including but not limited to employee safeguarding, data protection and anti-fraud. To address financial risk, Demos overhauled numerous financial management processes and spending controls.

Demos selected new suppliers for its accountancy and legal requirements as part of strengthening risk management. Whilst rolling out these improvements, Demos' received ongoing guidance and scrutiny at a Governance level from Demos' Finance and Audit subcommittee.

Future Development

The trustees have reviewed the latest results for 2019 and anticipated income and workflow projection for 2020 and beyond. The charity is now trading with a surplus on a month by month basis. The trustees are confident that Demos will continue to build its reserves. Trustees continue to scrutinise budgets, spending and revenue forecasts to ensure Demos can meet its liabilities as they fall due for the foreseeable future and have therefore prepared the financial statements on the going concern basis.

Credit risks

The charitable company's principal financial assets are bank balances, cash and trade debtors which represent the company's maximum exposure to credit risk in relation to financial assets.

The company's credit risk is primarily attributable to its trade debtors. Credit risk is managed by monitoring the aggregate amount and duration of exposure to any one funder depending upon their credit rating. The amounts presented in the balance sheet are net of allowances for doubtful debts, estimated by the charitable company's management based on prior experience and their assessment of the current economic environment.

The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings and / or with Government support, where applicable, assigned by international credit-rating agencies. The company has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees (who are also directors of Demos for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards, including FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and

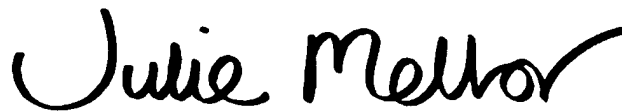
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

AUDITORS

The auditors, CBHC Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the trustees on 11 November 2020

and signed on their behalf by

A handwritten signature in black ink that reads "Julie Mellor". The signature is written in a cursive, flowing style.

Julie Mellor

Chair

Demos

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REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF DEMOS

Opinion

We have audited the financial statements of Demos (the 'charitable company') for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the charity's affairs as at 31 December 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material misstatement in the financial statements or a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

The prior period financial statements were not audited.

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Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees 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.

Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for or audit work, for this report, or the opinions we have formed.

P. Soutain
on behalf of
CBHC Ltd

The Hamilton Centre
Suite 3, First Floor
Rodney Way
Chelmsford
Essex
CM1 3BY

11 November 2020

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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating income and expenditure account)
FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income	2	108,045	36,000	144,045	6,360
Activities for generating funds	3	-	-	-	85,599
Investment income - bank interest		989	-	989	90
Incoming resources from charitable activities	4	894,998	160,355	1,055,353	837,456
Other incoming resources	6	13,750	-	13,750	34,759
TOTAL INCOMING RESOURCES		1,017,782	196,355	1,214,137	964,264
RESOURCES EXPENDED					
Charitable activities	7	852,603	175,037	1,027,640	773,525
Governance costs	10	16,855	-	16,855	4,984
Other resources expended	8	-	7,382	7,382	19,002
TOTAL RESOURCES EXPENDED		869,458	182,419	1,051,877	797,511
MOVEMENT IN TOTAL FUNDS FOR THE YEAR NET INCOME/(EXPENDITURE)					
FOR THE YEAR		148,324	13,936	162,260	166,753
Total funds at 1 January 2019		(52,108)	17,509	(34,599)	(201,352)
TOTAL FUNDS AT 31 DECEMBER 2019		96,216	31,445	127,661	(34,599)

The notes on pages 16 to 30 form part of these Financial statements.

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**BALANCE SHEET
AS AT 31 DECEMBER 2019**

			2019	2018
	Note	£	£	£
FIXED ASSETS				
Tangible assets	14		990	7,318
CURRENT ASSETS				
Debtors	16	280,958	302,013	
Cash at bank and in hand		203,916	97,038	
		<u>484,874</u>	<u>399,051</u>	
CREDITORS: amounts falling due within one year	17	<u>(358,203)</u>	<u>(440,968)</u>	
NET CURRENT ASSETS			<u>126,671</u>	<u>(41,917)</u>
NET ASSETS			<u>127,661</u>	<u>(34,599)</u>
CHARITY FUNDS				
Restricted funds	18	31,445	17,509	
Unrestricted funds	18	96,216	(52,108)	
TOTAL SURPLUS			<u>127,661</u>	<u>(34,599)</u>

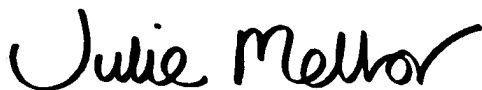
For the year ending 31 December 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as a charity, it is subject to audit under the Charities Act 2011.

No members have required the company to obtain an audit of its accounts for the year ending 31 December 2019 in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees on 11 November 2020 and were signed on their behalf, by :



Julie Mellor, Chair

The notes on pages 16 to 30 form part of these financial statements.

DEMOS
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS FOR THE
YEAR ENDED 31 DECEMBER 2019**

	2019	2018
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES		
Net cash provided by operating activities	107,318	98,184
Interest paid	(366)	(1,476)
Net cash inflow from operating activities	106,952	96,708
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest received	989	90
Proceeds from sale of tangible fixed assets	-	-
Purchase of tangible fixed assets	(1,063)	-
NET CASH PROVIDED BY / (USED BY) INVESTING ACTIVITIES	(74)	90
Change in cash and cash equivalents in the year	106,878	96,798
Cash and cash equivalents at the beginning the year	97,038	240
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	203,916	97,038
Reconciliation of net incoming / (outgoing) resources from operating activities		
Net movement of resources in year	162,260	166,753
Interest received	(989)	(90)
Finance costs	366	1,476
Depreciation	7,390	7,917
Profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	21,055	(180,835)
(Decrease)/increase in creditors	(82,764)	102,963
NET CASH PROVIDED BY OPERATING ACTIVITIES	107,318	98,184

DEMOS

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The charity constitutes a public benefit entity as defined by FRS 102. These financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice (SORP) applicable to charities preparing their financial statements in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006 and the Charities Act 2011.

Consolidated financial statements have not been prepared as the group constitutes a small group.

1.2 Incoming resources

All incoming resources are included in the Statement of financial activities when the company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

This is shown net of VAT.

Income from projects, grants, events and seminars is recognised by reference to the stage of completion when the stage of completion, costs incurred and costs to complete can be estimated reliably. Should income invoiced exceed the income that should be recognised in the accounts for the year, then this difference will be deferred.

Rental income is recognised in the period to which it relates.

1.3 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Support costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Projects	90%
Publications and subscriptions	5%
Events and seminars	5%

DEMOS

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES (continued)

1.4 Going concern

Due to the surplus made in the year ended 31 December 2019, the charity has moved from a negative to positive reserves position as at 31 December 2019. Due to the manner in which Demos obtains funding and is commissioned to undertake projects, it continually undertakes business development activities. Careful management of cash in the financial year has led to a significant increase in cash over the period which has enabled the charity to develop resources to acquire, manage and deliver projects. The charity enters each year in the knowledge that its anticipated income for the year is not fully secured hence it carefully monitors its pipeline of new work and the success of the bids makes for funding. Historically this business model has proven to be appropriate and hence the trustees consider there are no material uncertainties over going concern, and there is a valid expectation that the charity will continue in operational existence for the foreseeable future (at least 12 months from the date of signing the financial statements). The financial statements have been prepared on a going concern basis.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	5 years
Computer equipment	3 years

1.6 Investments

Investments are stated at market value at the balance sheet date. The Statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

1.7 Operating leases

Rentals under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.8 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

1.9 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Exchange gains and losses are recognised in the Statement of financial activities.

DEMOS

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES (continued)

1.10 Fund accounting

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

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

Investment income, gains and losses are allocated to the appropriate fund.

1.11 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks.

1.12 Impairment of non-current assets

At each reporting period end date, the company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

DEMOS

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES (continued)

1.13 Financial instruments

The company has elected to apply the provision of section 11 'Basic financial Instruments' of FRS 102 to all of its Financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

DEMOS

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1 ACCOUNTING POLICIES (continued)

Basic financial liabilities

Basic financial liabilities, including trade and other payables, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.14 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or non-current assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.15 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period the revision and future periods where the revision affects both current and future periods.

1.16 Critical judgements

Revenue from contracts is assessed on an individual basis with revenue earned being ascertained based on the stage of completion of the contract which is estimated using the time spent to date compared to the total time required to undertake the contract. Estimates of the total time required to undertake the contracts are made on a regular basis and subject to a management review. These estimates may differ from the actual results due to a variety of factors such as efficiency of working and accuracy of assessment of the progress to date. See note 17 for disclosure of the amount by which billing exceeds revenue.

DEMOS
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019**

2 VOLUNTARY INCOME

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Donations	<u>108,045</u>	<u>36,000</u>	<u>144,045</u>	<u>6,360</u>

3 ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Rental income	-	-	-	85,599
	<u>-</u>	<u>-</u>	<u>-</u>	<u>85,599</u>

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****4 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Projects	694,182	63,276	757,458	458,129
Events and seminars	138,625	-	138,625	142,897
Publications and subs	990	-	990	981
Grant funded research	61,201	97,079	158,280	235,449
	<u>894,998</u>	<u>160,355</u>	<u>1,055,353</u>	<u>837,455</u>

**5 PROJECT AND GRANT FUNDED
RESEARCH**

	Total Funds 2019 £
Charities and Foundations	275,107
Commercial organisations	380,906
Cultural and Educational organisations	17,915
NDPB	96,128
Local government	-
Government department	27,825
Non UK organisation	67,857
Other	50,000
Total	<u><u>915,738</u></u>

6 OTHER INCOMING RESOURCES

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Other income	88	-	88	268
Secondments income	3,708	-	3,708	25,324
Internships Income	9,954	-	9,954	9,167
	<u>13,750</u>	<u>-</u>	<u>13,750</u>	<u>34,759</u>

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****7 EXPENDITURE BY CHARITABLE ACTIVITY
SUMMARY BY FUND TYPE**

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Projects	774,824	174,437	949,261	717,485
Events and seminars	77,329	600	77,929	47,270
Publications and subscriptions	450	-	450	8,770
	852,603	175,037	1,027,640	773,525

8 OTHER RESOURCES EXPENDED

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Irrecoverable VAT	-	7,382	7,382	19,002

9 DIRECT COSTS

	Total Funds 2019 £	Total Funds 2018 £
Other costs	287,653	189,337
Wages & salaries	537,323	363,228
National Insurance	46,695	32,315
Pension costs	23,358	19,497
Depreciation	7,191	7,084
	902,220	611,461

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****10 SUPPORT COSTS**

	Governance	Projects	Events & Seminars	Publications & Subscriptions	Total Funds 2019	Total Funds 2018
	£	£	£	£	£	£
Auditor's remuneration	8,000	-	-	-	8,000	4,984
Other costs	8,855	13,337	741	741	23,674	24,966
Premises costs and rates	-	93,453	5,192	5,192	103,837	129,276
Office costs	-	5,910	328	328	6,566	6,988
Wages and salaries	-	-	-	-	-	-
Depreciation	-	178	10	10	198	833
Profit on sale of Fixed assets	-	-	-	-	-	-
	<u>16,855</u>	<u>112,878</u>	<u>6,271</u>	<u>6,271</u>	<u>142,275</u>	<u>167,047</u>

11 ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Direct costs 2019 £	Support costs 2019 £	Total Funds 2019 £	Total Funds 2018 £
Projects	-	112,878	112,878	145,857
Events and seminars	-	6,271	6,271	8,103
Publications and subscriptions	-	6,271	6,271	8,103
	<u>-</u>	<u>125,420</u>	<u>125,420</u>	<u>162,063</u>

12 INDEPENDENT AUDITORS

	2019 £	2018 £
Fees payable to the company's auditors for the independent audit of the company's annual accounts:	4,000	3,000
Fees payable to the company's auditor and its associates in respect of accounts preparation services	4,000	5,250
	<u>8,000</u>	<u>8,250</u>

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****13 STAFF COSTS**

Staff costs were as follows:

	2019 £	2018 £
Wages	537,323	363,228
Social	46,695	32,315
Pension	23,358	19,497
	<u>607,376</u>	<u>415,040</u>

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

	2019 No.	2018 No.
Projects	14	11
External affairs	3	2
Support costs	<u>2</u>	<u>1</u>
	<u>19</u>	<u>14</u>

The number of higher paid employees was:

	2019 No.	2018 No.
In the band £60,001 - £70,000	-	1
In the band £90,001 - £100,000	1	-
	<u>1</u>	<u>1</u>

Total remuneration paid to key management personnel, including benefits such as employer pension contributions, amounted to £90,865 (2018: £66,207).

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****14 TANGIBLE FIXED ASSETS**

	Computer Equipment £	Fixtures & Fittings £	Total £
Cost			
At 1 January 2019	3,865	36,274	40,139
Additions	942	120	1,062
Disposals	-	(35,959)	(35,959)
At 31 December 2019	<u>4,807</u>	<u>435</u>	<u>5,242</u>
Depreciation			
At 1 January 2019	3,864	28,957	32,821
Charge for the year	132	7,258	7,390
Released on disposals	-	(35,959)	(35,959)
At 31 December 2019	<u>3,996</u>	<u>256</u>	<u>4,252</u>
Net Book Value			
At 31 December 2019	<u>811</u>	<u>179</u>	<u>990</u>
At 31 December 2018	<u>1</u>	<u>7,317</u>	<u>7,318</u>

15 INVESTMENTS

The Charity owns 100% of Demos Projects Limited (company number 02667039), a company limited by guarantee and registered in England and Wales. The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

	2019 £	2018 £
Net liabilities	<u>-</u>	<u>-</u>
Profit	<u>2019 £</u>	<u>2018 £</u>
	<u>-</u>	<u>-</u>

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019**

16 DEBTORS	2019	2018
	£	£
Trade Debtors	155,985	187,900
Other debtors	59,935	26,500
Prepayments & accrued income	65,038	87,613
	<u>280,958</u>	<u>302,013</u>
17 CREDITORS		
Amounts falling due within one year	2019	2018
	£	£
Trade creditors	46,678	132,672
Bank loans and overdrafts	-	-
Other taxation & social security	72,578	54,963
Other creditors	31,587	70,174
Accruals & deferred income	207,360	183,159
	<u>358,203</u>	<u>440,968</u>
Other taxation and social security	2019	2018
	£	£
PAYE/NI	18,841	6,677
VAT	53,737	48,286
	<u>72,578</u>	<u>54,963</u>
Deferred income:	2019	
	£	
Deferred income at 1 January 2019	135,380	
Resources deferred during year	152,253	
Amounts released from previous years	(135,380)	
Deferred income at 31 December 2019	<u>152,253</u>	

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****18 STATEMENT OF FUNDS**

	Brought Forward £	Incoming Resources £	Resources Expended £	Carried Forward £
Unrestricted funds:				
General funds - all funds	(52,108)	1,017,782	(869,458)	96,216
Restricted funds				
Restricted funds - all funds	17,509	196,355	(182,419)	31,445
Total funds	<u>(34,599)</u>	<u>1,214,137</u>	<u>(1,051,877)</u>	<u>127,661</u>

SUMMARY OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Carried Forward £
General funds	(52,108)	1,017,782	(869,458)	96,216
Restricted funds	17,509	196,355	(182,419)	31,445
	<u>(34,599)</u>	<u>1,214,137</u>	<u>(1,051,877)</u>	<u>127,661</u>

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Tangible fixed assets	990	-	990	7,318
Current assets	453,429	31,445	484,874	399,051
Creditors due within one year	(358,203)	-	(358,203)	(440,968)
	<u>96,216</u>	<u>31,445</u>	<u>127,661</u>	<u>(34,599)</u>

DEMOS

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019****20 RESTRICTED FUNDS**

	Brought Forward £	Incoming Resources £	Outgoing Resources £	Carried Forward £
Digital Power and Trust Online	1,200	-	(1,200)	-
Character and social media	3,036	-	(3,036)	-
Active Radio	(292)	80,840	(80,548)	-
The Wealth Within	9,750	-	(9,750)	-
Pathways from Poverty	3,815	21,000	(24,815)	-
Gendered Disinformation	-	3,500	-	3,500
GCI Interventions	-	57,779	(33,886)	23,893
Power	-	28,536	(28,536)	-
Nuffield Bid	-	4,700	(648)	4,052
	<u>17,509</u>	<u>196,355</u>	<u>(182,419)</u>	<u>31,445</u>

The following funders provided funding for these restricted projects:

Open Society Foundations - Digital Power and Trust Online
The Jubilee Centre for Character and Virtues (University of Birmingham) - Character and Social Media
Sport England - Active Radio (Scoping)
Sport England - Active Radio (Delivery)
The Politics and Economics Research Trust - The Wealth Within
Joseph Rowntree Foundation - Pathways from Poverty
NDI - Gendered Disinformation
New Day - GCI Interventions
Charles Seaford - Power
Nuffield - Nuffield Bid

DEMOS
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2019**

21 PENSION COMMITMENTS

Contributions totaling £9,744 (2018: £13,709) were payable at the balance sheet date and are included in creditors.

22 OPERATING LEASE COMMITMENTS

At 31 December 2019 the company had annual commitments under non-cancellable operating bases as follows:

	Land and buildings	
	2019	2018
Expiry date:	£	£
Within 1 year	4,200	105,600
Between 2 and 5 years	-	49,600

23 RELATED PARTY TRANSACTIONS

During the year, no Trustees received any remuneration or benefits in kind (2018 - £Nil). During the year, no Trustees received reimbursement of expenses (2018 - £Nil).

At the balance sheet date £21,800 (2018 - £26,800) was owed to Trustees in respect to loans received.