

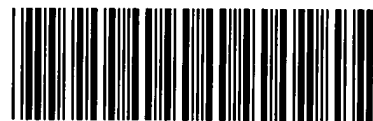
Company No. 5042288 (England & Wales)  
Charity No. 1103922

**THE FORGIVENESS PROJECT**  
(a company limited by guarantee)

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2020**

WEDNESDAY



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09/12/2020

#316

COMPANIES HOUSE

**ALISON WARD ACCOUNTANTS**  
**CHARTERED CERTIFIED ACCOUNTANTS**

**28 HILLS ROAD**  
**BUCKHURST HILL**  
**ESSEX IG9 5RS**

**THE FORGIVENESS PROJECT  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2020**

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**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT - STATUTORY INFORMATION  
FOR THE YEAR ENDED 31 MARCH 2020**

**TRUSTEES**

A C C Birney  
A P Grover - Treasurer  
S Norris - Chair  
L Try  
C Wheeler  
J Winsloe

**SECRETARY**

R Bird

**REGISTERED OFFICE**

10 Buckingham Palace Road  
London SW1W 0QP

**COMPANY NUMBER**

5042288

**CHARITY NUMBER**

1103922

**BANKERS**

Barclays Bank plc  
67 Green Lanes  
Harringay  
London N4 1EB

Triodos Bank  
Deanery Rd  
Bristol  
Avon BS1 5AS

**ACCOUNTANTS**

Alison Ward Accountants  
Chartered Certified Accountants  
28 Hills Road  
Buckhurst Hill  
Essex IG9 5RS

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2020**

The trustees (who are also the directors) present their report and the financial statements of the company for the year ended 31 March 2020. The statutory information is shown on Page 1.

**STATUS**

The company, number 5042288, is limited by guarantee and has charitable status. The charity registration number is 1103922. It has a Memorandum and Articles of Association as its governing document.

**PUBLIC BENEFIT**

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and in planning future activities.

**PRINCIPAL ACTIVITIES**

The charity's objectives are to promote, for the public benefit, the provision of services in the fields of conflict resolution, reconciliation and mediation and the provision of victim support services.

The Forgiveness Project shares the stories of people who have rebuilt their lives following hurt and trauma; presenting alternatives to cycles of retaliation and revenge both to support individuals in their own journeys and to nudge the narrative of our times towards humanising stories.

We work to counter hate and fear, building a growing movement of people who have reconciled with pain and transformed their lives. Our work has its foundations in enquiry rather than argument, and is rooted in the transformative power of sharing stories. The testimonies we collect and share bear witness to the resilience of the human spirit and act as a powerful antidote to narratives of insularity and dehumanisation.

Our work with these stories helps to build understanding, encourage reflection and supports people to reconcile with their own pain and move forward in their lives. Sharing these stories around the world, The Forgiveness Project works to build hope, empathy and understanding in order to create a less divided society.

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**REFLECTIONS AND ACHIEVEMENTS**

The stories we tell ourselves about our society, about who we are and what life means, are atomised, fearful, selfish and small. The world we find ourselves in feels increasingly frightening - not only are we facing a climate emergency, politics have become ever more divisive and polarised, our social structures feel increasingly fragile, views are becoming extremely polarised and the spread of disinformation is on the rise.

2019 was our 15th year anniversary and the work we do is more relevant than ever. If we are to find a way to face the challenges upon us we need to look beyond the narratives of hate, insularity and xenophobia to restorative narratives. Making these alternative perspectives more present in everyday life can start a conversation about how we live our lives and why it matters. We have to regain our faith in our own and others' humanity. Forgiveness is about ourselves, our relationship with society and our belief in the possibility of change as much as it is about the 'other'. While forgiveness must be a choice for any individual, The Forgiveness Project is promoting a 'culture of forgiveness'.

**Community of Storytellers**

Over recent years we have broadened our focus from an organisation that collects and shares stories to an organisation that works with a growing community of storytellers.

It became clear as we gathered to mark our fifteenth anniversary, that being part of TFP is an important part of the ongoing journey of many of our storytellers. In a reading marking the occasion, Marian Partington said,

*TFP is there as a refuge and a community which helps to deepen my courage and purpose.'*

The following storytellers became part of The Forgiveness Project this year:

- Elizabeth and Fernando Jimenez who lost their 24-year-old daughter, Maria, in a fatal car crash on the A3 motorway outside Guildford. Maria's friend, Nick, was later convicted of causing death by dangerous driving. As part of their healing Elizabeth and Fernando chose to support and befriend the young man responsible for their daughter's death.
- Joan Scourfield whose son, James Hodgkinson, was killed in 2011 from a single punch to his head. His attacker, Jacob Dunne, pleaded guilty and served 13 months in prison for manslaughter. Later James' mother, Joan Scourfield, met Jacob through restorative justice.

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**The F Word exhibition**

Our F Word exhibition is a thought provoking collection of testimonies exploring the limits and possibilities of forgiveness. Drawing together voices from around the world, the exhibition examines forgiveness as a healing process, a path out of victimhood and, ultimately, a journey of hope.

The F Word continues to be on permanent display in the University of the Free State in South Africa. The Institute for Restorative Practices in Berlin took on co-ordination of hires in Germany. Consultants Hext continued to oversee responsibility for the USA, with hires from Texas to Nebraska. Here in the UK, the exhibition toured schools and churches across the country from Stockport to Reading, including a ten week stay at St Martin-in-the-Field in London's Trafalgar Square.

*It was phenomenal - life changing. ... I highly recommend the exhibition to other schools.*  
Teacher, Christ the King Sixth Form College, Lewisham

**RESTORE Prison Programme**

RESTORE is our intensive group-based intervention co-facilitated by both victim/ survivors and ex-offenders from our community of storytellers. Using the power of personal stories, RESTORE encourages hope, responsibility and self-awareness, helping prisoners change the narrative of their lives.

The Forgiveness Project has been working with the women in HMP Eastwood Park since 2014 and today RESTORE is regarded by staff as one of the key programmes delivering effective and impactful work for women in their rehabilitative journeys. We work both with the general population and since 2019 also in the NEXUS Unit for women deemed to have personality disorders.

We were commissioned to deliver a total of six programmes over the year to women in the general population and two to NEXUS.

*I no longer live in a pit of nothing. I speak out, I hear things differently. It has changed my outlook completely.*  
Participant, General population, February 2020

We have been contracted to run a further two programmes in the NEXUS Unit in 2020-2021 but in light of the current Coronavirus outbreak, we had to cut short our final programme on the NEXUS Unit and this additional future work is obviously paused until the situation changes

*I feel like...that your story you shared ...it's not just about not being alone... it is actually that there is a light, there is a brighter future, and you don't have to be scared of sharing your story.. it lightens the load.*  
Participant, NEXUS Unit, March 2020

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

In 2019 we delivered six programmes to HMP Peterborough, four to men and two to women. We also devised a training programme for prisoners to lead reflective circle processes and between July and September 2019 trained five men, who then ran four circles for a total of 29 men. The circle training was also attended by three key officers working in Resettlement and Restorative Justice Approaches, as well as one officer working in senior management.

Reporting on our work in January 2020, Davina Patel, Partnerships Co-ordinator at HMP Peterborough stated,

*"RESTORE has been an absolute godsend to HMP Peterborough. The most difficult residents we have had in our care, the ones we thought would never be rehabilitated, went on to the RESTORE programme and finished as a different person to the one who first came into prison. They became more compassionate and wanted to change their lives and this was all down to RESTORE. The programme is fantastic and one that should be embedded into every prison. It truly helps men and women change their lives around and look at things in a different perspective."*

In 2018 RESTORE Programme Manager, Sandra Barefoot and Lead Facilitator, Ruth Chitty were awarded a Griffin Fellowship to explore Shame Resilience Theory (SRT) as an approach to foster positive relationships within the prison community through understanding how shame affects the behaviours of women with lived experience of prison.

The Fellowship afforded us the opportunity to interview women who had participated in RESTORE and since been released to understand whether RESTORE had an enduring impact and how, if any, had this approach of SRT supported an understanding of how shame directly affects the behaviors of women with lived experience of prison.

Sandra and Ruth have now conducted and recorded seven interviews with women who have been out of prison for two to three years. Sandra and Ruth are currently in the process of writing up their findings to submit for peer review with supervisor Loraine Gelsthorpe, Director of Criminology at Cambridge University.

Early findings reveal that key elements of RESTORE are not only grounded in SRT but still continue to have benefit to the women, long after release.

### **Education Programme**

Through our Education Programme, we support schools and educators to empower children and young people to explore forgiveness, justice, empathy and compassion. As well as bringing storytellers into schools, we have developed various multi-media resources which help teachers to explore key issues as well as empower students to develop reasoning and critical thinking.

We worked with Subject Specialists at AQA, one of the largest educational awarding bodies in England to better understand where our stories fit into subject curriculums and ensure that we are using the appropriate language throughout our communications so that teachers feel able to use our work in class. AQA now link to and regularly promote The Forgiveness Project to schools and educators via their regional staff.

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

We invite educators to make contact if they require more bespoke support and in the last year we have worked with 32 educators on specific story recommendations, programming forgiveness 'drop down' days, working with The F Word exhibition and bringing storytellers in to talk with young people.

A ten week hire of The F Word to St Martin's in the Fields in London saw several visits from schools. Bolingbroke Academy was one of them: Year 11's RE Class teacher Ms Winter reported:

*This provided a great foundation for them to enrich their studies of religious and secular views about peace, forgiveness and reconciliation.'*

In total over the past year our Storytellers have spoken to young people on six different occasions, sharing their journeys of forgiveness with Years 9 - 13 (ages 13 - 18). Feedback is always very positive, and talking with a storyteller supports young people to reflect on forgiveness in their own lives.

A highlight of this year's speaker engagements has been a project which has been in the planning for a few years with St Paul's Cathedral. The Cathedral programmed a mini conference for GCSE students entitled Crime, Punishment and Forgiveness. The Forgiveness Project storyteller Mary Foley, whose daughter Charlotte was murdered during a birthday party in East London, shared her journey of forgiveness with over 220 students, and provided an emotional account of how she came to forgive the perpetrator.

In 2019 we piloted a long-term hire of The F Word with associated programming at Langley Academy in Slough for the month of May. The Forgiveness Project has had an ongoing relationship with the school since 2015 when former students were involved in initial evaluation work for a re-design of the exhibition.

The F Word exhibition was installed in the main foyer of the school and was used as a creative stimulus in lessons across the school including English, Sociology, Drama and Religious Education. The Forgiveness Project storyteller Jacob Dunne led a series of talks, including a Year 10 assembly which proved to be powerful and eye opening for many of the students. Head of Museum Learning at Langley Academy said,

*The whole project has been fantastic. The exhibition caused a stir, particularly at the upper end of the school, but then to follow it up with Jacob's talk helped to extend and deepen the impact.'*

Three team members spent a day observing teachers and students in lessons, using the resources and interacting with the exhibition. Observations from the day have enabled us to draft up a hiring guide for the new exhibition and helped us better understand the steps we need to take in order to bring the exhibition to schools and community settings for young people.

Assistant Headteacher, Ashley Johnson reported:

*We are proud of the maturity shown by our students in exploring this complex issue. I would like to thank...The Forgiveness Project for helping to shape our young people into productive citizens equipped to tackle societal challenges head on.'*



**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**Communication and Collaboration**

To mark our fifteenth anniversary, our Founder, Marina Cantacuzino, delivered our ninth Annual Lecture entitled, Power and Persuasion. Amid a seemingly global rush towards hate, division and insularity, her lecture explored how forgiveness and humanising narratives can break cycles of conflict, transform relationships and restore hope. Marina was joined on stage by Jacob Dunne and Joan Scourfield who shared their personal experience of restorative justice, and exploring how dialogue can be a powerful force in ending cycles of violence. The evening was chaired by award winning documentary filmmaker and Professor at the University of the Arts in London, Pratap Rughani.

As one of 23 books selected to mark World Book Night 2019, 2000 copies of our book, Stories for a Vengeful Age, were given out to homeless centres, hostels, hospitals, health centres, prisons and young offenders institutions, and housing projects. As part of the day we spoke at a forensic unit, River House, part of Bethlem Royal Hospital.

We piloted a two day course called The Power of Storytelling, drawing on our 15 years of learning it examined storytelling as a tool for change. 16 people attended and a second pilot was planned for the spring of 2020 (though postponed due to Covid).

*There is no way that you can join this course expecting not to be changed in some way, not to be affected. You need to be prepared to face your demons, to be honest and open about your own life challenges. Acknowledge that everybody suffers and that this is a cause for deep sadness but that there are so many ways we can be positive and celebrate life. This course opens up all these possibilities.*

Course participant, June 2019

**PLANS FOR THE FUTURE**

A great deal of work took place in the six months prior to the pandemic, developing a new strategy and vision for the future of TFP. It's a testament to all the work that was carried out during Oct 2019 to March 2020, that the strategic aims we developed out of the visioning work still hold and form a good framework to guide us in this process:

1. Support and develop our growing community of storytellers to support them to share their story more widely.
2. Develop our capacity to share these stories and our learning with a wider range of audiences and across more diverse and accessible mediums.
3. Continue to develop our reputation as a thought leader and explorer in the field of forgiveness and working with people with lived experience.
4. Build and develop relationships with existing supporters and foster opportunities for engagement with new supporters as we acknowledge sustaining hope as an important thread of our work.
5. Be a credible, sustainable and professional organisation.

While the strategic aims that came out of this work still hold, the work itself needs to find a new form until the virus is eradicated. We are unable to undertake much of our work in lockdown but even as this passes, social distancing will make it impossible to operate as we have done in the past.

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

The only area of our work that can continue in the short and medium terms as before is our online work and we need to find ways to make this not only financially viable in and of itself, but also capable of supporting the whole of TFP for the foreseeable future.

This radical adaptation requires radical reorganisation to a leaner, more agile structure in order to weather this storm and ensure TFP has the best chance of survival in the long run. This will allow for the essential exploration and pilot work to understand how best the work can fit to this new landscape and find a viable funding model to ensure the survival of TFP through this crisis and into a post-Covid landscape.

The only thing that seems to be becoming clearer as the crisis goes on is that we are dealing with a much longer-term situation than we had previously considered. But in this very uncertain environment, the one thing we are certain of is that our storytellers' journeys of reconciliation and resilience have a key role to play in rebuilding our world.

## **RISK ASSESSMENT**

Discussions take place regularly on potential risks to the charity and are a key feature of team meetings and board meetings. We have a risk policy in place outlining The Forgiveness Project's appetite for risk and our framework and lines of responsibility in managing that risk. We have a risk register which all team members contribute towards at the monthly team meetings and through line management meetings; this outlines all major risks along with our mitigation strategy and contingency plans. The top ten risks are discussed at every Board meeting (as selected from the entire risk register by the Director) and the entire risk register and policy is reviewed by the Board annually.

The major risk facing The Forgiveness Project continues to be securing sufficient funds. Fundraising in the current economic climate is of serious concern. Donations from individuals are at risk as we enter recession and funding from trusts is currently being directed towards those charities focusing on Covid-19 and/ or supporting the most vulnerable communities. Trusts are receiving reduced dividend income and many funders have paused their regular funding programmes. There is concern that many small charities are facing a fast looming cliff edge.

The current pandemic has meant we have had to adapt all our work to online for the foreseeable future. Making this financially viable at a time of heightened need and the deepest recession on record continues to be a challenge.

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**RESERVES POLICY**

The policy is to hold a minimum of 4 months running costs as reserves to allow for the continued operation of the charity. Having dipped slightly below this level, with an eye to greater financial stability and to support a longer term vision, the team are now taking active steps to increase our reserves.

**FINANCIAL REVIEW**

The charity has a surplus of £7,989 for the year (2019 - deficit £41,858). Funds carried forward into 2020/21 amount to £75,566.

**TRUSTEES**

The trustees who served during the year are shown below:

A C C Birney  
A P Grover - Treasurer  
E Nelson (resigned 31/12/2019)  
S Norris - Chair  
L Try  
C Wheeler  
J Winsloe

The role of the Trustees is to help define the overall strategic direction and policy of The Forgiveness Project, and to ensure it fulfils its vision whilst conforming to appropriate standards of financial and legal probity. Trustees have and must accept responsibility for ensuring that it is solvent, well-run, and delivering the charitable outcomes for which it has been set up. The Forgiveness Project has developed a form of governance that models a process of exploration and inquiry. Central to this process are the core values of The Forgiveness Project: integrity; empathy; respect for each individual's contribution, story and perspective; open reflection; and restoration. All operational decisions are taken by staff.

New trustees are recruited on the occasion that an existing trustee retires or a gap in skills is identified. Potential new recruits provide a CV and have an interview with a selection of the existing trustees and the Director. Once accepted on to the board of trustees an induction pack is provided. Training is provided to all trustees on their general roles and is also available to enhance specific skills.

All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in the accounts. Trustees are required to disclose all relevant interests and register them with the Director and in accordance with the Trust's policy withdraw from decisions where a conflict of interest arises.

**THE FORGIVENESS PROJECT  
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**TRUSTEES' RESPONSIBILITIES**

Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to:-

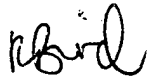
- 1) select suitable accounting policies and then apply them consistently.
- 2) make judgements and estimates that are reasonable and prudent.
- 3) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**SMALL COMPANY EXEMPTIONS**

This report has been prepared and delivered in accordance with the provisions in Part 15 of Companies Act 2006 applicable to companies subject to the small companies' regime.

This report was approved by the board on 14 September 2020 and signed on their behalf.



R Bird  
Secretary

## **INDEPENDENT EXAMINER'S REPORT**

### **TO THE TRUSTEES OF THE FORGIVENESS PROJECT FOR THE YEAR ENDED 31 MARCH 2020**

I report on the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2020.

#### **Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### **Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alison Ward FCCA

14 September 2020

Alison Ward Accountants  
28 Hills Road  
Buckhurst Hill  
Essex IG9 5RSm

**THE FORGIVENESS PROJECT**  
**STATEMENT OF FINANCIAL ACTIVITIES (including the Income and Expenditure Account)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

|                                    | Note | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2020<br>£ | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2019<br>£ |
|------------------------------------|------|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| <b>Income:</b>                     |      |                            |                          |                    |                            |                          |                    |
| Donations and legacies             | 2    | 126,216                    | 75,987                   | 202,203            | 112,197                    | 61,639                   | 173,836            |
| Income from charitable activities  | 3    | 56,340                     | -                        | 56,340             | 43,732                     | -                        | 43,732             |
| Income from investments            | 4    | 141                        | -                        | 141                | 170                        | -                        | 170                |
| <b>Total income</b>                |      | <u>182,697</u>             | <u>75,987</u>            | <u>258,684</u>     | <u>156,099</u>             | <u>61,639</u>            | <u>217,738</u>     |
| <b>Expenditure on:</b>             |      |                            |                          |                    |                            |                          |                    |
| Raising funds                      | 5    | 39,916                     | -                        | 39,916             | 14,795                     | -                        | 14,795             |
| Charitable activities              | 6    | 117,959                    | 92,820                   | 210,779            | 162,477                    | 82,324                   | 244,801            |
| <b>Total</b>                       |      | <u>157,875</u>             | <u>92,820</u>            | <u>250,695</u>     | <u>177,272</u>             | <u>82,324</u>            | <u>259,596</u>     |
| <b>Net (expenditure)</b>           |      | 24,822                     | (16,833)                 | 7,989              | (21,173)                   | (20,685)                 | (41,858)           |
| <b>Reconciliation of Funds</b>     |      |                            |                          |                    |                            |                          |                    |
| Total funds brought forward        |      | 46,244                     | 21,333                   | 67,577             | 67,417                     | 42,018                   | 109,435            |
| <b>Total funds carried forward</b> |      | <u>£ 71,066</u>            | <u>£ 4,500</u>           | <u>£ 75,566</u>    | <u>£ 46,244</u>            | <u>£ 21,333</u>          | <u>£ 67,577</u>    |

The company made no recognised gains and losses other than those reported in the income and expenditure account.

The notes on pages 14 to 23 form part of these financial statements

**THE FORGIVENESS PROJECT**

Company registered number: 5042288

**BALANCE SHEET AT 31 MARCH 2020**

|   | Note | 2020<br>£ | £        | 2019<br>£ |
|---|------|-----------|----------|-----------|
| <b>FIXED ASSETS</b>                                   |      |           |          |           |
| Tangible assets                                       | 8    |           | 7,875    | 12,271    |
| <b>CURRENT ASSETS</b>                                 |      |           |          |           |
| Debtors   | 9    | 25,682    |          | 58,011    |
| Cash at bank and in hand                              |      | 82,420    |          | 64,543    |
|   |      | 108,102   |          | 122,554   |
| <b>CREDITORS: Amounts falling due within one year</b> | 10   | (40,411)  |          | (67,248)  |
| <b>NET CURRENT ASSETS</b>                             |      |           | 67,691   | 55,306    |
| <b>NET ASSETS</b>                                     |      |           | £ 75,566 | £ 67,577  |
| <b>RESERVES</b>                                       |      |           |          |           |
| Unrestricted funds                                    | 11   | 71,066    |          | 46,244    |
| Restricted funds                                      | 11   | 4,500     |          | 21,333    |
|   |      |           | £ 75,566 | £ 67,577  |

In approving these financial statements as trustees of the charitable company we hereby confirm that:


For the year ending 31 March 2020 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

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

The accounts were approved by the board of trustees on 14 September 2020

  
A P Grover  
Treasurer

The notes on pages 14 to 23 form part of these financial statements

**THE FORGIVENESS PROJECT  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. ACCOUNTING POLICIES**

**1a. Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) as amended by Update Bulletin 1 issued in February 2016 and the Financial Reporting Standard applicable in the UK Republic of Ireland (FRS 102).

The Forgiveness Project meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

**1b. Preparation of the accounts on a going concern basis**

The Forgiveness Project has reported a surplus of £7,989 for the year. The trustees are of the view that the charity has sufficient resources to operate for the next 12 months. Therefore the financial statements of the charity are prepared on a going concern basis

The uncertain economic outlook and willingness of the public and trusts to donate is a significant area of uncertainty which the trustees have mitigated by reviewing the activities of the charity. The charity remains in regular contact with donors and trusts to secure their ongoing support.

**1c. Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a specified service is deferred until the criteria for income recognition are met (see note 2).



**THE FORGIVENESS PROJECT  
NOTES TO THE ACCOUNTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. ACCOUNTING POLICIES (CONTINUED)**

**1d. Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. The trustees' annual report contains information about the contribution to the charity made by volunteers.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**1e. Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally on notification of the interest paid or payable by the Bank.

**1f. Funds**

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity.

Restricted funds are restricted income funds given to the charity for specific purposes. They are expendable by the trustees in furtherance of particular projects within the charity objects.

**1g. Operating leases**

The charity has a lease on its offices at on 10 Buckingham Palace Road which it classifies as an operating lease; the title to the property remains with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

**THE FORGIVENESS PROJECT  
NOTES TO THE ACCOUNTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. ACCOUNTING POLICIES (CONTINUED)**

**1h. Tangible fixed assets**

Capital items costing in excess of £500 are capitalised. Fixed assets are shown at historical cost.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life by the straight line method.

|                                 | %  |
|---------------------------------|----|
| Furniture, fittings & equipment | 25 |
| The F Word Exhibition           | 20 |

**1i. Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1j. Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk to changes in value.

**1k. Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**1l. Taxation**

The charitable company is exempt from taxation under sections 466 to 493 of the Corporation Tax Act 2010.

**THE FORGIVENESS PROJECT  
NOTES TO THE ACCOUNTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**1. ACCOUNTING POLICIES (CONTINUED)**

**1m. Pensions**

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

**2 DONATIONS AND LEGACIES**

|  | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2020<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|--|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Westminster Foundation                       |                                     |                                   |                             |                             |
| <i>Donations received in the year</i>        | -                                   | 23,386                            | 23,386                      | 29,639                      |
| <i>Add: Deferred income brought forward</i>  | -                                   | 27,169                            | 27,169                      | 27,169                      |
| <i>Less: Deferred income carried forward</i> | -                                   | (20,868)                          | (20,868)                    | (27,169)                    |
|  | -                                   | 29,687                            | 29,687                      | 29,639                      |
| Anonymous                                    | -                                   | 6,000                             | 6,000                       | 6,000                       |
| The Bromley Trust                            | -                                   | 10,000                            | 10,000                      | 20,000                      |
| The Batchworth Trust                         | 10,000                              | -                                 | 10,000                      | 10,000                      |
| The Leigh Trust                              | -                                   | -                                 | -                           | 6,000                       |
| The Alchemy Foundation                       | -                                   | -                                 | -                           | 1,000                       |
| The Jack Lane Charitable Trust               | -                                   | -                                 | -                           | 1,000                       |
| The Bramble Charitable Trust                 | -                                   | 1,000                             | 1,000                       | -                           |
| The Bernays Trust                            | -                                   | 300                               | 300                         | -                           |
| CAF American Donor Fund                      | 10,000                              | -                                 | 10,000                      | -                           |
| The Earl Fitzwilliam Charitable Trust        | -                                   | 1,000                             | 1,000                       | -                           |
| Fairfied Charitable Trust                    | -                                   | 5,000                             | 5,000                       | -                           |
| Locke Family Trust                           | 500                                 | -                                 | 500                         | -                           |
| McGrath Charitable Trust                     | -                                   | 1,000                             | 1,000                       | -                           |
| Oakdale Trust                                | -                                   | 2,000                             | 2,000                       | -                           |
| The Notgrove Trust                           | -                                   | 2,000                             | 2,000                       | -                           |
| Souter Charitable Trust                      | -                                   | 2,000                             | 2,000                       | -                           |
| The WF Southall Trust                        | -                                   | 3,000                             | 3,000                       | -                           |
| The Worshipful Company of Weavers            | -                                   | 13,000                            | 13,000                      | -                           |
| Other donations and gifts                    | 100,716                             | -                                 | 100,716                     | 100,197                     |
| Legacies                                     | 5,000                               | -                                 | 5,000                       | -                           |
|  | <b>£ 126,216</b>                    | <b>£ 75,987</b>                   | <b>£ 202,203</b>            | <b>£ 173,836</b>            |

In 2019 there were unrestricted grants and donations of £112,197 and restricted grants and donations of £61,639.

**THE FORGIVENESS PROJECT**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**3. INCOME FROM CHARITABLE ACTIVITIES**

|                           | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2020<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|---------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Exhibition hire           | 2,700                               | -                                 | 2,700                       | 3,400                       |
| Annual lecture and events | 10,725                              | -                                 | 10,725                      | 5,350                       |
| RESTORE fees              | 35,800                              | -                                 | 35,800                      | 28,000                      |
| Speakers' fees            | -                                   | -                                 | -                           | 2,396                       |
| Merchandise               | 6,004                               | -                                 | 6,004                       | 3,354                       |
| Other                     | 1,111                               | -                                 | 1,111                       | 1,232                       |
|                           | <u>£ 56,340</u>                     | <u>£ -</u>                        | <u>£ 56,340</u>             | <u>£ 43,732</u>             |

All the income for 2019 above was unrestricted.

**4. INCOME FROM INVESTMENTS**

|                          | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2020<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|--------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Bank interest receivable | 141                                 | -                                 | 141                         | 170                         |
|                          | <u>£ 141</u>                        | <u>£ -</u>                        | <u>£ 141</u>                | <u>£ 170</u>                |

All the income for 2019 above was unrestricted.

**5. EXPENDITURE ON RAISING FUNDS**

|                                      | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2020<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|--------------------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Fundraising expenses                 | 14                                  | -                                 | 14                          | 783                         |
| Fundraising (% of core salary costs) | 34,967                              | -                                 | 34,967                      | 10,792                      |
| Fundraiser's fees                    | 4,935                               | -                                 | 4,935                       | 3,220                       |
|                                      | <u>£ 39,916</u>                     | <u>£ -</u>                        | <u>£ 39,916</u>             | <u>£ 14,795</u>             |

All the expenditure for 2019 above was unrestricted.

**THE FORGIVENESS PROJECT**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

|                         | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2020<br/>£</b> | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|-------------------------|-------------------------------------|-----------------------------------|-----------------------------|-------------------------------------|-----------------------------------|-----------------------------|
| Transformational Models | 38,800                              | 52,633                            | 91,433                      | 49,734                              | 59,688                            | 109,422                     |
| Education               | 12,720                              | 9,500                             | 22,220                      | 16,912                              | 7,530                             | 24,442                      |
| Community outreach      | 26,742                              | 1,000                             | 27,742                      | 3,347                               | 15,106                            | 18,453                      |
| Digital Presence        | 23,278                              | -                                 | 23,278                      | 39,098                              | -                                 | 39,098                      |
| Core activities         | 14,461                              | 29,687                            | 44,148                      | 51,453                              | -                                 | 51,453                      |
| Governance costs        | 1,958                               | -                                 | 1,958                       | 1,933                               | -                                 | 1,933                       |
|                         | <u>£ 117,959</u>                    | <u>£ 92,820</u>                   | <u>£ 210,779</u>            | <u>£ 162,477</u>                    | <u>£ 82,324</u>                   | <u>£ 244,801</u>            |

**7. GOVERNANCE COSTS**

|                        | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2020<br/>£</b> | <b>Total<br/>2019<br/>£</b> |
|------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Accountancy            | 1,944                               | -                                 | 1,944                       | 1,920                       |
| Other governance costs | 14                                  | -                                 | 14                          | 13                          |
|                        | <u>£ 1,958</u>                      | <u>£ -</u>                        | <u>£ 1,958</u>              | <u>£ 1,933</u>              |

All the expenditure for 2019 above was unrestricted.

**THE FORGIVENESS PROJECT  
NOTES TO THE ACCOUNTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**8. TANGIBLE FIXED ASSETS**

|                         | <b>The F Word<br/>Exhibition<br/>£</b> | <b>Furniture<br/>Fittings &amp;<br/>Equipment<br/>£</b> | <b>Total<br/>£</b> |
|-------------------------|--|---|--------------------|
| <b>Cost</b>             |  |   |                    |
| At 1 April 2019         | 44,604                                 | 10,254  | 54,858             |
| At 31 March 2020        | 44,604                                 | 10,254  | 54,858             |
| <b>Depreciation</b>     |  |   |                    |
| At 1 April 2019         | 32,333                                 | 10,254  | 42,587             |
| For the year            | 4,396                                  | -   | 4,396              |
| At 31 March 2020        | 36,729                                 | 10,254  | 46,983             |
| <b>Net Book Amounts</b> |  |   |                    |
| At 31 March 2020        | £ 7,875                                | £ -   | £ 7,875            |
| At 31 March 2019        | £ 12,271                               | £ -   | £ 12,271           |

**9. DEBTORS**

|               | <b>2020<br/>£</b> | <b>2019<br/>£</b> |
|---------------|-------------------|-------------------|
| Trade debtors | 7,052             | 24,073            |
| Other debtors | 17,009            | 20,469            |
| Prepayments   | 1,621             | 13,469            |
|               | £ 25,682          | £ 58,011          |

**THE FORGIVENESS PROJECT**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

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

|  | <b>2020</b>     | <b>2019</b>     |
|--|-----------------|-----------------|
|  | <b>£</b>        | <b>£</b>        |
| Trade creditors  | 240             | 15,342          |
| Other creditors including taxation and social security | -               | 281             |
| Accruals and deferred income                           | 40,171          | 51,625          |
|  | <u>£ 40,411</u> | <u>£ 67,248</u> |

**11. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|  | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>Total<br/>Total</b> |
|--|-------------------------------|-----------------------------|------------------------|
|  | <b>£</b>                      | <b>£</b>                    | <b>£</b>               |
| <b>Fund Balances at 31 March 2020 are represented by</b> |                               |                             |                        |
| Tangible fixed assets                                    | 7,875                         | -                           | 7,875                  |
| Current assets   | 82,734                        | 25,368                      | 108,102                |
| Current liabilities                                      | (19,543)                      | (20,868)                    | (40,411)               |
| <b>Total Net Assets</b>                                  | <u>£ 71,066</u>               | <u>£ 4,500</u>              | <u>£ 75,566</u>        |

**Fund Balances at 31 March 2019 were represented by**

|                       |               |               |               |
|-----------------------|---------------|---------------|---------------|
| Tangible fixed assets | 12,271        | -             | 12,271        |
| Current assets        | 74,052        | 48,502        | 122,554       |
| Current liabilities   | (40,079)      | (27,169)      | (67,248)      |
|                       | <u>46,244</u> | <u>21,333</u> | <u>67,577</u> |

**12. NET EXPENDITURE**

|   | <b>2020</b>    | <b>2019</b>    |
|---|----------------|----------------|
|   | <b>£</b>       | <b>£</b>       |
| Net expenditure is stated after charging: |                |                |
| Operating leases - office rent            | 47,249         | 29,946         |
| Independent examiner's fees               | 1,944          | 1,920          |
| Depreciation                              | 4,396          | 4,396          |
| Staff costs (note 14)                     | <u>104,492</u> | <u>103,951</u> |

**THE FORGIVENESS PROJECT**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2020**

**13. LEASE COMMITMENTS**

The charity has entered into a 2 year lease on 10 Buckingham Palace Road. This ends in December 2021.

The minimum annual rentals under the leases are as follows:

|                    | 2020<br>£       | 2019<br>£       |
|--------------------|-----------------|-----------------|
| Property:          |                 |                 |
| - within 1 year    | 15,808          | 45,938          |
| - within 2-5 years | 16,791          | 34,454          |
|                    | <u>£ 32,599</u> | <u>£ 80,392</u> |

Rents are payable to Grosvenor Estates. During the year The Westminster Foundation gave a grant of £23,386 towards net rent and made donations equivalent to the VAT on the lease for the period of the lease. The amount relating to the period after 31 March 2020 is shown in deferred income in these financial statements. After the year end, at the time the new lease for reduced rent was signed, The Forgiveness Project agreed to repay £8,129 of this. The period to which the grant relates are follows:

|                    |                 |                 |
|--------------------|-----------------|-----------------|
| - within 1 year    | 12,739          | 29,639          |
| - within 2-5 years | -               | 23,386          |
|                    | <u>£ 12,739</u> | <u>£ 53,025</u> |



**THE FORGIVENESS PROJECT  
NOTES TO THE ACCOUNTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2020**

**14. STAFF COSTS AND REMUNERATION OF KEY MANAGEMENT PERSONNEL**

The charity considers its Key Management Personnel to be the directors/trustees and the Director.

| Staff costs during the year amounted to: | <b>2020</b>      | <b>2019</b>      |
|--|------------------|------------------|
|  | <b>£</b>         | <b>£</b>         |
| Wages and salaries                       | 95,081           | 96,016           |
| Social security costs                    | 5,780            | 5,764            |
| Other pension costs                      | 3,631            | 2,171            |
|  | <u>£ 104,492</u> | <u>£ 103,951</u> |

The average monthly number of employees during the year was 3 (2019 - 3).

No employee earned more than £60,000 during the year.

The trustees neither received nor waived any emoluments during the year  
Trustees' expenses of £ Nil were paid during the year (2019 - £-).

**15. RELATED PARTIES**

There were no related party transactions during the year.

During the year the charity received a donation of £18,500 from the parents of the Director.

**16. EVENTS AFTER THE REPORTING PERIOD**

There are no events to be reported.