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Charity Number: 1101575

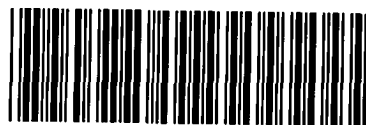
The British Institute of Human Rights

(A company limited by guarantee not having a share capital
and a registered charity)

Trustees' Report and Financial Statements

For the year ended 31 December 2017

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The British Institute of Human Rights
(A company limited by guarantee not having a share capital
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Trustees' Report and Financial Statements
For the year ended 31 December 2017

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The British Institute of Human Rights

(A company limited by guarantee)



Reference and Administrative Details for the year ended 31 December 2017

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2017

STATUS:	The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.	
REGISTERED CHARITY NUMBER:	1101575	
REGISTERED COMPANY NUMBER:	04978121	
COUNTRY OF INCORPORATION:	England and Wales	
REGISTERED OFFICE:	School of Law, Queen Mary University of London Mile End Road, London E1 4NS	
DIRECTORS AND TRUSTEES AT 31 DECEMBER 2017:	Sir Nicolas Bratza (Chair) Jane Gordon (Vice-Chair) Rosalyn Parker (Treasurer) Sarah Cooke OBE The Baroness Tanni Grey-Thompson DBE Imran Khan Stephen Pittam Edith Prak	
KEY MANAGEMENT:		
DIRECTOR/CEO:	Stephen Bowen (Resigned 4 July 2017)/Sanchita Hosali from 4 July 2017	
DEPUTY DIRECTOR:	Sanchita Hosali, to 4 July 2017	
INDEPENDENT EXAMINER	Olivia Geraghty Tom Geraghty & Associates Chartered Accountants Northgate Business Centre, 38 Northgate Newark-on-Trent Nottinghamshire NG24 1EZ	
BANKERS:	CafBank Limited PO Box 289 West Malling ME19 4TA	Barclays Bank PLC Leicestershire LE87 2BB
SOLICITORS:	Bates, Wells & Braithwaite 10 Queen Street Place London EC4R 1BE	
WEBSITE ADDRESS:	www.bihhr.org.uk	

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 DECEMBER 2017

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 December 2017 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

ABOUT THE BRITISH INSTITUTE OF HUMAN RIGHTS

Founded over forty-five years ago, the British Institute of Human Rights (BIHR) has been a pioneer in promoting and upholding human rights in the UK. Our current Strategic Plan focuses on empowering people to know, use and protect human rights as a means of ensuring social justice and positive change.

BIHR's unique approach to providing outreach, education and development support, together with practical information, research and national advocacy, translates human rights into practical tools to transform people's lives.

"We have been able to develop conversations with those we work with regularly about human rights. There is real benefit to this. It will have a wider impact than can be captured now. This project has provided a grounding which will have a huge impact over the next few years."

BIHR project partner working in health and social care, 2017

Our mission and vision

Our vision is of a society in which every one of us can live free from fear and free from want, safe in the knowledge that our human rights are valued, respected and protected by the rule of law. We envision a society in which the equal dignity of every person is valued, and built on the foundation of respect for human rights.

Our mission is to bring human rights to life in the UK by supporting and empowering organisations and people to know what human rights are, to use them in everyday life, and to protect and progress human rights here at home.

How we do this: our strategic aims and activities

BIHR's core charitable objectives, as set out in the charity's governing documents, are to promote and advance human rights throughout the UK, in line with the Charity Commission guidance. Ensuring people are treated with dignity and respect by those with public power underpins our commitment to putting universal human rights at the heart of people's

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everyday experiences across the UK. As a minimum, we seek to ensure that the rights and freedoms contained in the European Convention on Human Rights remain directly applicable in UK law through the Human Rights Act.

We believe that prevention is better than cure. By ensuring that people and organisations understand how universal human rights are protected by the law here at home, we can reduce the risk of human rights being compromised, thereby benefitting everyone. Our role is to support and galvanise voluntary organisations, public services, and the wider British public on how to ensure people are treated fairly and with dignity, by understanding and using human rights laws in everyday life here in the UK. We do this through:

- education, outreach and the provision of practical information and resources;
- partnership programmes and consultancies to develop human rights approaches;
- research and national advocacy, including by supporting the wider social justice and equalities sectors to participate and be heard in debates about the protection of human rights here at home.

Throughout 2017 BIHR's activities were guided by our 2013 – 2018 Strategic Plan, which has three key external aims:

1. **Know:** support organisations and people to know what human rights are;
2. **Use:** work in partnership with others to use human rights approaches to achieve positive social change; and
3. **Protect:** protect and progress human rights law and policy in the UK

These aims are supported by an additional internal aim which focuses on nurturing a sustainable and professional BIHR.

PUBLIC BENEFIT

The trustees have referred to the Charity Commission's general guidance on public benefit; guidance on campaigning and political activity; and the supplementary guidance on advancement of education in reviewing BIHR's objectives and future plans. The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

ACHIEVEMENTS AND PERFORMANCE IN 2017

This report sets out the progress we have made on our strategic plan in 2017.

STRATEGIC OBJECTIVE: Know human rights

This strategic objective focuses on ensuring people **KNOW** and realise their human rights by promoting better awareness of, and respect for, human rights. We do this through face to face outreach and education services, the provision of practical information resources, and via our online platforms.

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Outreach and education

Our educational activities include full day training sessions, workshops, conference and event speeches, leadership and board sessions, and more. Our educational and outreach work supports a broad mix of organisations ranging from “household name” charities to small local community groups, and a range of public services and statutory agencies.

During 2017 our educational and outreach activities directly supported 27 voluntary / community groups and 17 public service providers (including those provided by statutory organisations and not for profit groups), and over 5,000 members of the public and / service users in 33 locations across the UK.

These focused on improving knowledge and confidence to understand how to use human rights to deliver positive change in a range of areas including:

- general health care
- special educational needs
- mental health
- mental capacity
- learning disabilities
- social work
- staff nursing levels
- campaigning for change
- advocacy for vulnerable adults
- adult social care
- policing

Whilst our offices are based in East London, BIHR's work is truly UK-Wide, with the majority of our education, outreach and programmes taking place outside London. During 2017 our educational activities supported communities across the UK, including:

- Aberdeen
- Birmingham
- Blackburn with Darwen
- Brighton
- Bristol
- Cardiff
- Cardigan
- Cheltenham
- Chelmsford
- Coventry
- Durham
- Jersey
- Keynsham
- Leeds
- Liverpool
- Llandudno
- Manchester
- Middlesbrough
- Northampton
- Norwich
- Oswestry
- Pontypridd
- Southampton
- Sheffield
- Taunton
- Yeovil
- York

BIHR's evaluates the impact of our educational activities by testing people's knowledge and confidence on using human rights before and after our interventions. For example, data collected as part of the independent evaluation of one of our projects revealed that:

- Before training events, 82% of participants rated their knowledge of the Human Rights Act as non-existent to average. **After the training 85% of participants rated their knowledge as good or excellent.**
- Before training, 77% of participants rated their confidence as non-existent to average. **After training 82% rated their confidence as good or excellent**

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We have found that whilst case study evidence of change is best generated through human rights approaches programmes (see below), our one-off training sessions are also effective in supporting people to think and act differently. For example:

"Before today human rights was a scary concept to me. Today I befriended it and feel confident speaking about it only with one day course."

Attendee at our Open Course for care providers on the CQC's human rights approach, November 2017

For the most part our educational services are paid for services. Much of our work is generated through recommendations and reputation, with clients regularly noting BIHR's ability to develop and deliver human rights training which is accessible and practical for people working in many different fields:

"Training is of a very high standard. The BIHR staff are so knowledgeable. The way it was presented was excellent and made it really accessible."

"It was really important to use case studies that were highly relevant to peoples' work. It brought it all closer to home and people were better able to relate to the concepts. The trainers were really good at making it relevant and not abstract. That led to people sharing their experiences and asking questions about the human rights implications of certain interventions."

Despite limited proactive marketing, demand for our services is increasing. However, whilst voluntary/community groups and public services have identified the need for our educational support to assist them in providing the best outcomes for people, the ability to pay for our services is challenging in the current economic climate. Our model has stepped fees which enables us to distribute income generated from larger clients to provide lower cost services to smaller community organisations. However the need to provide sustainable infrastructure support to organisations requiring one off training and to support the development of human rights approaches (see below) remains a concern.

Our open calendar of training courses included a full day session on the Care Quality Commission's human rights approach for service providers. Building on our programme with the CQC (see Objective 2) we are now providing support for registered health and care providers to ensure they are skilled up on the new human rights approach to regulation.

March for Human Rights

Following on the success of 2016, we combined both our Human Rights Tour (community outreach across the UK on human rights) and our digital campaign to create a space for positive discussion about human rights in the UK. This combination means that for those who did not have a Tour event in their area were still able to engage and share their support for human rights. We held 7 events in 7 locations across Great Britain, combining education and information with activism.

During March, we encouraged people to use social media to show their support for human rights, and were pleased to host a number of blogs about our events and the campaign, including from Pembrokeshire People First, a learning disability led group, and York Human Right City. Our social media output was significantly increased during March (approx. 5 times our normal rate) and tweets earned 238.9k impressions, gaining over 200 new followers. Our

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March activities also generated significant pickup in the number of people coming to our website from social media. The importance of providing a positive space for both face to face and online discussions about the practical value of human rights was a repeated theme in the feedback:

“Excellent event - would love it to go to all communities! I think many more people would enjoy it (even though there was already a big turnout).”

“Enjoyable and informative. Awareness of a very complex topic that is badly needed.”

“This is so important - thank you”

Practical information resources for change

Our practical resources are key to supporting people and organisations to make best use of human rights in everyday life. Some of our most popular resources are those on Midwifery, End of Life Care, Learning Disabilities and Autism, and Dementia. 2017 saw BIHR develop a number of new resources including toolkits, posts and pocket-cards and several new short animations. In total during 2017 our resources reached over 8,500 people across the UK.

Human Rights and Advocacy: A Short Guide

Produced with support from the Evan Cornish Foundation and working to work with advocates in the North East (see Strategic Objective 2) this guide enables advocates to use human rights as a tool to support people facing vulnerable situations (e.g. older people, those with health issues, people with learning disabilities, those with housing needs, people facing violence and abuse, etc.) Thirteen local groups in the North East were involved in the Guide's development. Despite being launched at the end of 2017, the guide was distributed to almost 300 organisations / people (and proved very popular the following year).

“BIHR resources are used by all my advocates – booklets come out in meetings and strategically placed to remind other professionals of clients’ human rights.”

Mandy, an advocate from north-east England

Learning Disability, Autism and Human Rights Booklet

Produced as part of a project supported by the Department of Health (see Strategic Objective 2), this was developed with support from organisations, families, carers and people with lived experience. Launched in Liverpool in March 2017 this guide supports people to better understand what rights they have when accessing health and care and what to do to use their human rights in discussions with staff. The Guide's accessible format remains highly popular; during 2017 it was our fourth most downloaded resource.

“There is a need for this product as people ... So many [people with learning disabilities and/or autism] have got used to their rights been trampled on that they expect and accept it as a way of life because of their disability. Sometimes they feel they are not entitled to the same choice and self-determination as everyone else. So we really need this.”

Worker supporting people with learning disabilities

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New formats: posters and films

2017 saw the development of new forms of human rights resources, in response to needs identified by people and organisations, including:

- A2 companion posters, including for our mental health/capacity advocacy toolkit: Human rights in health and care (and an accessible version), and for our learning disability and autism guide: a double-sided accessible poster: (1) How to identify a human rights issue; (2) How to raise a human rights issue in advocacy
- Credit card sized pocket-card on human rights in health and care for people using services, including an accessible version.
- 3 short animations on how we use human rights to change lives. These feature Lorraine, who was forced to use a bucket for a toilet when in a mental health hospital, Debartri and her children, who were denied accommodation when fleeing domestic violence, and Barbara and Jerry, an older couple who faced having to leave their house for care homes because of inadequate support.

Digital reach and engagement

In 2017 we had 174,873 visits to our website (139,439 of which were unique individuals), with over 1,500 unique downloads of resources and practical information from our website. Our most popular downloads from 2017 included our Midwifery and End of Life Care guides, our generic practitioners' guide on mental health/capacity and human rights, and our Learning Disability, Autism and Human Rights booklet resource. During 2017 we continued to invest in the growth and development of our digital presence. This included:

- Developing our website further, including a human rights in health and care hub containing our resources and toolkits, and drawing on the evidence of our programmes to show how human rights approaches change organisations and individual lives.
- A blog series from advocates, health and care workers sharing their insights into the value of using human rights approaches;
- Increasing the number of human rights in real life case study stories, adding 24 new stories in 2017.

We continued to grow our social media presence, with a 3,324 new Twitter followers gained over the 12 month period, and 43% of social media referrals to our website come via Twitter.

STRATEGIC OBJECTIVE: Use human rights

This strategic objective focuses on ensuring voluntary sector groups and public services (including regulators) are equipped to use human rights in everyday practice. This enables those with human rights responsibilities to live up to their legal duties and empowers people to ensure they are treated with dignity and respect when interacting with public services, often at the most vulnerable moments in their lives. Through our programmes and consultancies we develop and test human rights approaches with our partners. This work is supported through a combination of project funding and paid for consultancy services.

Human rights approaches in Health and Care

Our Strategic Plan identifies the importance of developing human rights approaches in health and care. Our theory of change is that health and social care which respects, protects and fulfils human rights has an important role in ensuring people can live dignified lives.

Delivering Compassionate Care: Connecting Human Rights to the Frontline

We worked with 7 different types of service provider (NHS, local authority and independent) across England to test and embed human rights into mental health/mental capacity services, ultimately seeking to help frontline staff better fulfil their role in respecting and protecting patients' dignity and delivering compassionate care.¹ Our activities and reach included:

- 7 mapping events with 261 mental health/capacity practitioners gathering evidence of need and potential for change
- 7 mental health/capacity pilot services across England recruited, supporting 63 Human Rights Champions with specialist training and capacity building sessions
- 270 frontline staff in 7 services receiving training support services
- 8 human rights toolkits for practitioners coproduced with pilot services, with over 4000 copies downloaded or distributed in 2017.

Independent evaluation, completed in 2017 found BIHR's model had been successful in achieving the project's outcomes to (1) empower frontline mental health/capacity practitioners to deliver rights respecting care and (2) enable frontline mental health services to embed a human rights approach:

"There is substantial evidence that a human rights approach is being applied and used in the day to day work of those practitioners involved in the project and in some cases beyond, through wider organisational application. This includes integration of a human rights approach into decision making, care planning, risk assessments, safeguarding, the recovery approach and service user engagement."

Those involved in the project reported:

"The project has helped build in our organisation a culture that is rights respecting. We now tell people about their rights, even if that means people challenge our decisions. The language is being weaved into our day to day work as an organisation."

"The most crucial bit of the project for me was the resource. It is fantastic and I have got terrific feedback about it from practitioners, managers and councillors. I have shared it very broadly and everyone has said it's very good. The issues ... are spot on and that makes it really relevant."

¹ Our seven partners worked in a range of areas: learning disability and mental health; dementia; social intervention and deprivation of liberty; Child and Adolescent Mental Health; mental health rehabilitation; early intervention; and mental health accommodation provision. Our partner services were Avon and Wiltshire Mental Health Partnership NHS Trust, Bristol City Council, Bristol Dementia Partnership, Mersey Care NHS Foundation Trust, North Essex Partnership University NHS Foundation Trust, St Martins, and Tees, Esk and Wear Valleys NHS Foundation Trust.

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Care and Support: A Human Rights Approach to Advocacy

This project worked with six partners and trained them to use human rights in mental health/capacity advocacy² to support people. Each of them have increased the service users control and autonomy over treatment decisions and are ensuring they are treated with dignity and respect. Key activities of this project included:

- Working with 6 advocacy and support groups, including developing internal staff human rights leads whose confidence was strengthened by learning sets with partners across the project, as well as training 143 further staff across the partner organisations
- Human rights learning sessions for 324 people using services, being supported by the partners
- 43 open access and collaboration events across England reaching 568 advocates and practitioners
- 5 high level roundtables in the partners' local areas and 3 regional summits to disseminate learning

Independent evaluation, completed in 2017 found BIHR's model had been successful in achieving the project's outcomes: (1) empowering voluntary and community groups to support people with mental health/ capacity issues to have increased control and autonomy over treatment decisions and be treated with dignity and respect; (2) enabling advocacy and support organisations to embed a human rights approach across their work; and (3) improving knowledge and confidence of service users to advocate for their human rights in health and care settings.

"The project has demonstrated that there is appetite on the part of those working in the third sector to engage with human rights ... Significant evidence emerged of where utilising a human rights approach made a difference to service users. BIHR has collected 28 case studies, which have been used in the project resources and collated on the online hub."

Significant evidence was captured from partners demonstrating the effectiveness of BIHR's support to use human rights to effect change at a range of levels:

"Our clients have better confidence in us as it has given us another level of service we can deliver. It has improved our relationships with clients as a human rights based approach has opened new doors."

"It has changed the frame of discussions. The language of human rights changes the conversation and dynamics. The resources have really helped us raise issues with service providers because they are not confrontational, but facilitative."

Learning Disability, Autism and Human Rights: accessible resource

² BHA Leeds Skyline, a local HIV support and prevention service; Healthwatch Blackburn with Darwen, the local independent voice on health and care; Mind in Brighton and Hove, promoting good mental health locally including through advocacy, information and support; n|compass, an advocacy, information and support organisation working across the Northwest; NSUN (National Service User Network), an England-wide network of people and groups with experience of mental distress seeking to change things; WISH, the national user-led charity working with women with mental health needs in prison, hospital and the community.

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This extension to the above project focused on working with people with learning disabilities and/or autism, families and support workers to produce a specific human rights resource for this group. This project was completed in 2017, with the final booklet launched in Liverpool along with accessible companion posters. Independent evaluation found that this project had achieved the objectives of producing a resource to improve people's knowledge of, and confidence to use, human rights, and which can be used by groups to share information on human rights with their service users. Feedback included:

"[It] beaks down the information into manageable chunks. And it's practical. It makes it clear what to do if you have a problem. The resource encourages the idea that it's about creating a culture of rights not just about going to court."

"This resource was developed in an open way, involving service users. This is very important and gives the resource credibility. The culture of co-production is very important."

Human rights and hospital discharge

Through workforce innovation funding from Skills for Care we were pleased to start a new project with St Martin of Tours (a partner on our Compassionate Care project) to further embed a human rights approach with staff, extending to the issue of hospital discharge. This project will be completed by March 2018; the early indications are that staff are already seeing the benefit of a human rights approach in this area.

Human rights and general well-being advocacy

With funding from the Evan Cornish Foundation, we completed a project to build the capacity of advocacy organisations in North East England to understand and use human rights in health and wellbeing settings to better support people. Working with local organisations, and particularly our partners at the York Human Rights City, we developed and delivered an introductory and an advanced capacity-building session on using human rights for advocates. We followed this up with a 'short-guide', developed and tested with advocates, to provide an easy go-to resource to help sustain the learning and to support advocates nationwide. Our sessions reached 28 health and wellbeing advocates (an additional 20 wanted to attend). Evaluation data shows that during the introductory session over 80% of attendees increased their knowledge; and following the advanced session, 100% of respondents had progressed in confidence to use human rights in advocacy support.

"A great session which reminds us of the vital importance of human rights and how it underpins our daily practice."

Feedback from Healthwatch Manager after Introductory session

Our 8-page short guide on **Human Rights and Advocacy** combines reliable, relevant human rights information which includes two easy-to-read flow charts for 1) identifying, and 2) resolving, human rights issues in everyday advocacy situation.

"I will [use the resource to] double check families are aware of the human rights and how they may help get their loved one the care and treatment they should be getting. The flowcharts are useful and easy to follow...a wonderful resource – the content is perfect."

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Expert by Experience in Transforming Care after reading the finished resource

We launched our guide at the National Advocacy Conference on 19 October, where BIHR was both a key note speaker and hosted workshops. By the end of 2017 we had distributed two thirds of the 2000 hardcopies, and almost 300 online copies.

Regulators and accountability mechanisms

The year under review saw the completion of BIHR's contract with the **Care Quality Commission** to support staff to implement their human rights based approach to regulation. We delivered 35 additional sessions to inspection and registration staff in London, Bristol, Newcastle, Leeds, and Birmingham. As with the full programme during 2015-16, consistently high feedback was reported from staff:

"I feel more confident in challenging poor practice and using human rights more to support the judgements I make."

Stephanie, Inspector

During 2017 BIHR was also commissioned by the **Independent Police Complaints Commission** (now the Independent Office for Police Conduct) to deliver training on the public sector equality duty and equality impact assessments. With 6 staff sessions across England and Wales, 80% of attendees reported they were more likely to consider the public sector equality duty and equality impact assessments as a result of BIHR's intervention.

"The course was very engaging, informative and enjoyable. I feel better equipped to undertake my responsibilities under the Equality Act"

Tom, IPCC staff member

Voluntary sector consultancy

Demands for BIHR's support services within the voluntary sector remain high. The ability of organisations to fund this remains problematic, and with limited funding available to BIHR to provide such infrastructure support, groups have to buy-in BIHR's services. Some new funding streams to support human rights approaches in the sector have supported this, enabling BIHR to strengthen organisations on a one-to-one basis (rather than enabling wider access to support which has more strategic impact). During 2017 two important new partnerships emerged with:

- **The Latin American Women's Rights Service (LAWRS)** to support the organisation to embed a human rights approach across its service. This project runs until March 2018; initial feedback from sessions with the staff, volunteers, service users and Board have been very positive.
- **Youth Access** to support the organisation to use human rights as the basis for young people to campaign on mental health issues. A number of sessions were held with young people and youth workers in the identified "hubs" across England and a core team of young campaigners. This provided a space for training and discussion on human rights and how to take this forward in campaigning. The project runs until March 2018, however the initial feedback, especially from young people, has been very positive. All the young

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people involved in the project considered human rights to be relevant to their lives; as one reported:

“Human rights make sure you are safe and get the basic things that you need ... It is good to see how human rights laws effect people in daily life and can be used to challenge injustices.”

Young person, Manchester

During 2017 we developed our partnership with **Sue Ryder**, trialling a new approach to supporting the delivery of human rights training. Our partnership model enables Sue Ryder to use and adapt BIHR's training to reach a greater number of practitioners, providing their staff with support and development and enabling quality control of training materials and delivery. The six month evaluation of the work (October 2017) shows the work is going well, with staff reporting high levels of increased confidence to use human rights to balance risk in decision-making, deliver better person centred care, improve the way that service users, their families and carers are involved in decision-making, and resolve conflicts between the needs of different service users:

“it really opened my eyes to a subject I had no knowledge of ... I think it is essential for practitioners to understand how human rights is a key factor in helping patients and families make difficult decisions at end of life, and this session really helped me to understand this. It also allowed me to reflect on situations I had come across in the past; if we'd had the knowledge of human rights, would we have made the same decisions?”

End of life care worker

Public sector and others consultancy

During 2017 we continued a number of training contracts with public services. This included supporting a County Council to enable adult social care staff to better understand the human rights implications of their work, to make rights respecting decisions, and mitigate unconscious bias.

Our Young Human Rights Researcher Project with Surbiton High School (girls) and Tiffin Boys School, continued to develop. This provides 14 year old students with the chance to learn about human rights and to produce a written research report into a relevant chosen topic and present their findings at an evening event. Interest among students at both schools remains high and we expect next year's applications to be equally as engaging.

STRATEGIC OBJECTIVE: Protect and progress human rights

BIHR's distinctive position of working to practically support voluntary sector and community groups, as well as public services, provides us with a unique evidence base on the role of human rights in policy and practice. Our position within the human rights world reflects this, bringing together traditional defenders with those whose voices are rarely heard in national human rights debates but whose everyday impact on social justice and change is vital to securing rights across the UK.

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BIHR undertakes national advocacy and policy work both through our own work and by supporting other organisations to collaborate and strengthen our voices through shared positions and joint work, primarily through our Human Rights Alliance. The Alliance continues to grow, bringing together small community led groups with international NGOs. It provides a means of sharing information, networking, and identifying allies and collaborations. This has been particularly important given the two major issues dominating policy work during 2017: the snap General Election (GE) in June and the subsequent push towards Brexit with the introduction of the EU (Withdrawal) Bill.

The snap General Election

Compliance with guidance around the elections from both the Charity Commission and the Electoral Commission was key to BIHR's activities during the snap General Election (2017). Our work focused on supporting organisations to be informed about human rights considerations and understanding the impact of manifesto commitments. A number of organisations explicitly included retaining or recognising the importance of the Human Rights Act in their election pledges, including CRAE, Humanists UK, Mind and Stonewall, and Pembrokeshire People First, a learning disability service user-led Welsh organisation which also produced easy read election materials based on our resources. BIHR's own GE work focused on telling the story of the practical impact of human rights for people across the UK, with media coverage in The Economist and a Bright Blue podcast.

Brexit

Brexit has substantially informed activities during 2017; and in particular the government's policy approach to exclude human rights provisions from the EU (Withdrawal) Bill. BIHR ensured the Human Rights Alliance provided a forum for groups to make connections and learn from each other, support lobbying and shared positions. We did this through briefing and networking events and sharing a range of expertise, and ensuring other key networks were plugged in, such as the Repeal Bill Alliance. This supported organisations to join together, to identify similar activities and reduce repetition, and to increase strength. This led to additional mutual working, for example, a BIHR Brexit feature in the Children in Scotland magazine, and supporting the Women's Resource Centre's parliamentary work.

Additionally, through this we identified and filled gaps in our joint policy work. For example the Joint Committee on Human Rights EU evidence call was during the same timeframe as the House of Commons Withdrawal Bill debates on human rights, leaving groups with reduced capacity to work on both. BIHR developed and coordinated joint evidence from 31 groups to the JCHR as well as outline shared concerns and policy positions on human rights and Brexit. We briefed the House of Lords Human Rights Day debate on 12 Dec, which focused on Brexit, highlighting Alliance members' research around Brexit, which were referenced during the debates. We also worked with the EHRC as a critical friend to inform their Brexit work, sharing views with the Alliance to increase their civil society engagement.

Human Rights law in the UK: domestic and international opportunities

BIHR continued to support people and organisations to see the value of UK human rights law and to speak up for its importance. We have done this through our work on international reporting, using UN mechanisms to shine a spotlight on the negative direction of government

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policy and media rhetoric on human rights. We have continued to strengthen our work to support UK groups to speak up for people's human rights across the UK, including through coordinated work on Human Rights Day.

International

Following our 2016 Human Rights Check UK project (2016) we continued work to support civil society to engage with and be heard as part of the UN's Universal Period Review of the UK.

Key activities included:

- Securing access to key government UPR reports to the UN, when these had not initially been made available.
- Engaging with diplomatic missions in the UK, who in turn brief the UN Council members, representing the concerns of civil society.
- Selected as 1 of only 4 groups from the UK to speak at special session in Geneva with the UN. With the other speakers being part of BIHR's Human Rights Alliance, we were able to coordinate our work in Geneva, ensuring a strong shared message about safeguarding the Human Rights Act in the UK on the international stage.
- Following the review, the UK Government again did not share its final report with civil society. We secured national media coverage on this issue of transparency, along with social media activity, which eventually led to securing the relevant government reports, and enabling these to be analysed and commented upon.
- We coordinated 60 civil society groups to call on the government for better transparency and a complete plan to respond to and implement UN recommendations. As a result, the issues raised were directly raised at the UN.

Domestic: Human Rights Day

Our annual Human Rights Day letter provides an important positive and proactive point in the year for civil society to show support for our human rights laws here at home. This year our letter was published on 10 December in The Sunday Telegraph, signed by 145 organisations. We were pleased to have new organisations join this annual initiative, including the British Medical Association. The letter to the Prime Minister linked key concerns about human rights protection in Brexit with the Human Rights Act, demonstrating the growing confidence of charities to stand up for human rights even in the politically contested context. Our corresponding social media campaign was also highly successful, with a "social reach" of over 1.1 million people on the day. In addition, BIHR's twitter account generated over 25,000 impressions that day.

Strategic health and social care interventions

Despite the Brexit-heavy agenda, 2017 has also seen significant BIHR activity in the health and social care fields, translating the important evidence from our practice-based projects into strategic policy learning. This includes:

- Acting as a critical friend to the Care Quality Commission as part of its Mental Health Act evidence and analysis group. This has informed the CQC's reporting on services under the MHA for 2016 (published 2017) and 2017 (to be published in 2018), and the CQC's review of the MHA Code of Practice.

Trustees Report and Financial Statements for the year ended 31 December 2017

- Supporting the introduction of the proposed Mental Health Units (Use of Force) Bill, referred to as "Seni's Law" in response to restraint-related deaths in mental health services.
- Supporting an important Mental Health Act survey, examining people's experiences of being treated with dignity and respect, as part of our membership of the Mental Health Alliance, including sharing evidence with the media and others.
- Releasing a series of blogs from staff working in mental capacity services to mark National Mental Capacity Action Day, sharing learning from our partners on the value of human rights approaches in dementia, carer and learning disability services.
- Steering group for the CQC's "Equally outstanding Equality and human rights – good practice resource: How can a focus on equality and human rights improve the quality of care in times of financial constraint?" which references BIHR's human rights in health and care projects as good practice.
- Providing critical human rights input to NHS Improvement's development of new Learning Disability Quality Standards, and co-authoring an academic article for publication in 2018 on the importance of a human rights approach to ensuring quality improvement in services, as well as guest blogging.
- Joining the Steering Group of the Reducing Restraint Network, which will be developing new standards in relation to the use of restraint for health and care purposes.

STRATEGIC OBJECTIVE: To nurture BIHR

This objective focuses on nurturing BIHR as a sustainable, professional and well-respected human rights organisation.

Our team

The 12 month period ending December 2017 has been one of important transition for BIHR. The scale of our operations returned to more familiar levels after the rapid temporary expansion during the previous years that was necessary to meet the needs of our major programmes.

BIHR has a multidisciplinary team combining a decades of experience of working on human rights and social change nationally and internationally. The staff bring a variety of experiences including project management; teaching and training; research, policy and legal practice; health and care expertise; and voluntary sector support. Stephen Bowen stepped down as Director in July 2017, following seven years at BIHR. Sanchita Hosali, the former Deputy Director was appointed Acting Director for six months (to the end of 2017); and following a review process she was confirmed as Director at the start of 2018.

Volunteers: We did not engage office volunteers during the year under review.

Our funders

During 2017 BIHR was supported by continued funding from Trusts and Foundations, including:

- The Joseph Rowntree Charitable Trust
- The Bromley Trust

With the conclusion of several large commissions and contracts, and the ending of significant grant opportunities (such as Department of Health grants) during 2017, it has been important

Trustees Report and Financial Statements for the year ended 31 December 2017

for BIHR to develop new income streams and funding relationships. At the end of the year new funding relationships were developed with grants for projects which will continue into 2018, including:

- Allen and Overy Pro Bono Grants
- People's Postcode Trust
- The Eleanor Rathbone Charitable Trust
- The Legal Education Foundation

In addition, we have seen the development of increased consultancy income from new clients within with voluntary and public sectors (as noted above), as well as training income.

During 2017 we also explored Christmas donations through The Big Give to raise income for 2018 activities associated with March for Human Rights. Donor giving is an area we will continue to explore.

FINANCIAL REVIEW

The Statement of Financial Activities shows total net outgoing resources in the year of £127,380 (2016: outgoing resources of £95,606) and total funds being carried forward at year-end of £32,852 (2016: £160,232). The balance in the unrestricted funds decreased by £58,990 (2016: decreased by £86,465) from £83,526 at 1 January 2017 to £24,536 at 31 December 2017. The balance in the restricted funds decreased by £68,390 (2016: decreased by £9,141) from £76,706 at 1 January 2017 to £8,316 at 31 December 2017.

Risk: Trustees have identified the main risks facing the organisation and these are contained in a risk register which is maintained by the Director. The risk register is reviewed regularly by Trustees at their formal meetings. In 2017, the Trustees considered that the need to generate sufficiently diverse income sources to place the charity on the pathway to long-term sustainability continued to be the most significant risk.

Reserves: BIHR's reserves policy aims to hold the equivalent of four months' spend in reserves. The year under review saw a reduction in our overall reserves, with the year-end figure being £24,536. We continue to budget cautiously and to ring-fence a substantial proportion of BIHR's training and consultancy income as a contribution to reserves.

PLANS FOR FUTURE PERIODS

A key theme for our work across 2018 will be the 70th anniversary of the Universal Declaration of Human Rights, and 20 years of bringing rights for everyone home through our Human Rights Act. These anniversaries mark important positive point in which to share our evidence on the value of human rights for people across the UK. This will support us to continue to engage with others to join us in speaking up for human rights and integrate human rights approaches to their policy, practice, research and campaigns for the benefit of their beneficiaries and the wider public. Key activities will include:

- March for Human Rights and the Human Rights Tour
- Further sustaining our role as the support provider for voluntary and public sector organisations to develop human rights approaches to their work
- Provision of tailored human rights knowledge and skills training

Trustees Report and Financial Statements for the year ended 31 December 2017

- Influencing the health and social care policy agenda with strategic interventions based on our learning from nation-wide projects
- Maintaining a watching brief on government policy around human rights standards, including: the implications of Brexit; policy statements on the Human Rights Act and European Convention of Human Rights; coordinating and supporting organisation to monitor the UK's implementation of the UN's Universal Periodic Review Recommendations; supporting organisations reporting to UN Treaties on human rights implementation;
- Support organisations to network, share information, and develop joint positions on UK human rights policy through the Human Rights Alliance
- Marking the 20th anniversary of the Human Rights Act
- Marking the 70th anniversary of the Universal Declaration of Human Rights and coordinating and supporting civil society celebrations of Human Rights Day

STRUCTURE, GOVERNANCE AND MANAGEMENT

The British Institute of Human Rights is a company limited by guarantee without a share capital incorporated on 27 November 2003 and registered with the Charity Commission on 16 January 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

Trustee Selection Methods: New trustees are appointed by existing trustees, who use a variety of methods – including open advertising and search and selection – depending on the needs of the organisation. Trustees serve for a term of three years and are eligible for re-appointment. The trustees meet quarterly, with additional meetings as required.

Trustees determine pay and remuneration for key management personnel on the advice of the Chair, Vice-Chair and Honorary Treasurer, who act as the remuneration sub-committee of the Trustee Board. In doing so, Trustees have regard to both performance and the pay scales established by the charity, which seek to be consistent with remuneration levels in organisations of comparable size, reach and status.

The ongoing management of the charity is delegated to the Director. In 2017 we delivered our activities mainly through the work of on average six staff members, supported by trustees.

THE BOARD OF TRUSTEES

The following people acted on the Board of Trustees during the year:

Sir Nicolas Bratza

Jane Gordon

Rosalyn Parker

Sarah Cook

The Baroness Tanni Grey-Thompson

Imran Khan

Stephen Pittam

Edith Prak

Chair

Vice-Chair – Resigned December 2017

Treasurer

Appointed July 2017

Appointed July 2017

Changes to the Trustees after the year end:

Sarah Cook resigned in February 2018 and Rosalyn Parker resigned in July 2018.

Trustees Report and Financial Statements for the year ended 31 December 2017

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

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

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

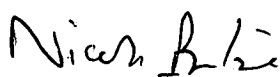
Statement as to disclosure to our Independent Examiner.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

Approval

This report was approved by the Trustees on 26 September 2018 and signed on their behalf.

A handwritten signature in black ink, appearing to read "Nicolas Bratza".

Sir Nicolas Bratza
Chair and Trustee

A handwritten signature in black ink, appearing to read "Tanni Grey-Thompson".

The Baroness Tanni Grey-Thompson DBE
Interim Honorary Treasurer and Trustee

**Report of the Independent Examiner
for the year end 31 December 2017**

I report on the accounts of the company for the year ended 31 December 2017, which are set out on pages 21 to 34.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 386 of the Companies Act 2006, and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in black ink, appearing to read 'Olivia Geraghty', with a horizontal line underneath.

Olivia Geraghty CA
Tom Geraghty & Associates Chartered Accountants
Northgate Business Centre, 38 Northgate
Newark-on-Trent, Nottinghamshire NG24 1EZ
2018

26 September

Statement of Financial Activities
(including income and expenditure account)
For the year end 31 December 2017

		Unrestricted Fund	Restricted Fund	total unds	otal Funds
	Notes	2017 £	2017 £	2017 £	2016 £
INCOME:					
Donations	3	50,023	-	50,023	24,250
Charitable activities	4	108,913	67,385	176,298	424,942
Investment income	4	4	-	4	19
TOTAL INCOME		158,940	67,385	226,325	449,211
EXPENDITURE:					
Cost of fund raising		15,945	-	15,945	18,660
Expenditure on charities activities		201,985	135,775	337,760	526,157
TOTAL EXPENDITURE	5	217,930	135,775	353,705	544,817
NET (DEFICIT)/INCOME		(58,990)	(68,390)	(127,380)	(95,606)
RECONCILIATION OF FUNDS					
Funds bought forward at 1 January 2017		83,526	76,706	160,232	255,838
Total funds balance carried forward at 31 December 2017		24,536	8,316	32,852	160,232

There were no recognised gains or losses for 2017 or 2016 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 23 to 34 form part of these financial statements

The British Institute of Human Rights

(A company limited by guarantee)



Company number:04978121

Balance Sheet

31 December 2017

	Notes	2017 £	£	2016 £	£
FIXED ASSETS					
Tangible assets	11		360		660
CURRENT ASSETS:					
Debtors	12	16,960		21,330	
Cash at bank	13	<u>30,650</u>		<u>170,864</u>	
		47,610		192,194	
CURRENT LIABILITIES:					
Creditors:					
Amounts falling due within one year	14	<u>15,118</u>		<u>(32,622)</u>	
NET CURRENT ASSETS:			<u>2,492</u>		<u>59,572</u>
TOTAL ASSETS LESS CURRENT LIABILITIES:			<u>32,852</u>		<u>160,232</u>
FUNDS:					
Unrestricted income fund	15	<u>24,536</u>		<u>83,526</u>	
Restricted income funds	16	<u>8,316</u>		<u>76,706</u>	
		<u>2,852</u>		<u>60,232</u>	

The notes on pages 23 to 34 form part of these financial statements.

Approved by the Trustees on 26 September 2018 and signed on their behalf by:

Sir Nicolas Bratza
Chair and Trustee

The Baroness Tanni Grey-Thompson DBE
Interim Honorary Treasurer and Trustee

1 ACCOUNTING POLICIES

The British Institute of Human Resources is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given on page 2.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) 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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The British Institute of Human Rights meets the definition of a public interest entity under FRS102.

The financial statements are prepared in sterling which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Preparation of the accounts on a going concern basis

In the opinion of the trustees the charity remains a going concern. After the sudden temporary expansion during 2015 to meet exceptional demand for our capacity building services, the charity has returned to more familiar staffing levels and operating costs. Although intermittent, demand for our services remains strong and we continue to be able to attract new sources of funding. This, combined with our growing reputation and the commitment and dedication of our highly regarded and knowledgeable staff team gives the trustees confidence about the charity's future and accordingly the financial statements have been prepared on a going concern basis.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by

Notes to the Financial Statements for the year ended 31 December 2017

the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

d) 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.

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.

e) 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 upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are grants and donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the time proportion of staff salary costs and costs directly related to fund raising.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Notes to the Financial Statements for the year ended 31 December 2017

- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Operating leases

The charity had no operating leases in the year.

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Individual fixed assets costing are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset Category

Office equipment – straight line over 4 years
Office furniture – straight line over 5 years

k) 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.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m) 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.

Notes to the Financial Statements for the year ended 31 December 2017

n) Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of the plant and equipment, and note 1.K for the useful economic lives for each class of assets.

Contributions in kind

The value of the contributions in kind 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.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

p) Employee benefits

- **Short term benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

- **Employee termination benefits**

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

- **Pension scheme**

The charity operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of the charity in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

Notes to the Financial Statements for the year ended 31 December 2017

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital.

3 INCOME FROM DONATIONS

	2017 £	2017 £	2017 £	2016 £
	General Fund	Restricted Fund	Total	Total
Donations				
Bromley Trust	10,000	-	10,000	10,000
Eleanor Rathbone Charitable Trust	2,000	-	2,000	-
Joseph Rowntree Charitable Trust	26,250	-	26,250	8,750
The Leech Fourteenth Trust	-	-	-	500
Other	<u>11,773</u>	<u>-</u>	<u>11,773</u>	<u>5,000</u>
	<u>50,023</u>	<u>-</u>	<u>50,023</u>	<u>24,250</u>

In 2016, all of the income from donations was attributable to the general fund.

4. INCOME FROM CHARITABLE ACTIVITIES

	Notes	2017 £	2017 £	2017 £	2016 £
		General Fund	Restricted Fund	Total	Total
Grants for the provision of goods & services	4a	-	67,385	67,385	208,012
Training, consultancy & contracts	4b	105,161	-	105,161	215,430
Other	4c	<u>3,752</u>	<u>-</u>	<u>3,752</u>	<u>1,500</u>
		<u>108,913</u>	<u>67,385</u>	<u>176,298</u>	<u>424,942</u>

The British Institute of Human Rights

(A company limited by guarantee)



Notes to the Financial Statements for the year ended 31 December 2017

	2017 £	2017 £	2017 £	2016 £
	General Fund	Restricted Fund	Total	Total
4a Grants for the provision of goods & services				
The Allen & Overy Foundation (London)	-	7,975	7,975	-
Co-Op Local Community Fund	-	341	341	-
Department of Health – <i>Excellence</i>	-	22,059	22,059	92,949
Department of Health – <i>Innovation</i>	-	-	-	82,384
Department of Health – <i>Learning Disability, Autism and Human Rights</i>	-	36,260	36,260	8,156
The Evan Cornish Foundation	-	-	-	4,863
NHS England Community Trust	-	750	750	-
Queen Mary University of London – <i>Humanities and Social Sciences Fund</i>	-	-	-	2,160
Thomas Paine Initiative	-	-	-	17,500
	-	67,385	67,385	208,012
4b Training, consultancy & contracts				
Care Quality Commission	23,840	-	23,840	-
Disability Rights UK	-	-	-	12,000
Equalities and Human Rights Commission	-	-	-	140,002
Public sector Equality Duty and Equality impact assessment training	9,460	-	9,460	-
St Martin of Tours Housing Association Ltd	16,380	-	16,380	-
School of Law, Queen Mary University of London	24,000	-	24,000	24,000
Sue Ryder	7,500	-	7,500	-
Delegate Fees	644	-	644	-
Open training courses	2,153	-	2,153	-
Public sector training and consultancy	11,370	-	11,370	23,247
Voluntary sector training and consultancy	4,489	-	4,489	15,622
Reimbursed expenses	5,325	-	5,325	559
	105,161	-	105,161	215,430
4c Other				
Royalties, publishing & speaking fees	2,350	-	2,350	1,500
Sale of resources	1,402	-	1,402	-
	3,752	-	3,752	1,500

In 2016, £208,012 of the income from charitable activities was attributable to the restricted fund and the remaining £216,930 was attributable to the general fund.

5. ANALYSIS OF TOTAL RESOURCES EXPENDED

Resources expended were as follows:

Notes to the Financial Statements for the year ended 31 December 2017

	Cost of fund raising £	Expenditure on charities activities £	2017 Total £	2016 Total £
Staff costs	15,269	196,349	211,618	332,100
Programme Costs	-	79,857	79,857	136,657
Office expenses	-	25,863	25,863	33,585
Direct fundraising costs	676	-	676	2,256
Premises costs	-	24,000	24,000	24,000
Support costs	-	7,873	7,873	10,008
Direct governance costs	-	3,818	3,818	6,211
	<u>15,945</u>	<u>337,760</u>	<u>705</u>	<u>544,817</u>

6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

	Support Costs £	Governance costs £	2017 Total £	2016 Total £
Independent Examination	-	2,520	2,520	
Audit fee	-	-	-	5,100
Management committee expenses	-	38	38	156
Payroll and accounting services	7,873	1,260	9,133	10,908
Other governance costs	-	-	-	55
	<u>7,873</u>	<u>3,818</u>	<u>11,691</u>	<u>16,219</u>

7. NET INCOME FOR THE YEAR

This is stated after charging:

	2017 £	2016 £
Independent Examiner Fee	2,520	-
Auditors' fee	<u>-</u>	<u>5,100</u>
Depreciation of tangible fixed assets	<u>300</u>	<u>744</u>

Notes to the Financial Statements for the year ended 31 December 2017

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs included the following:

	2017 £	2016 £
Gross salary	186,890	292,299
Employer's national insurance	15,697	26,305
Employer's pension contributions	9,031	9,604
	<u>211,618</u>	<u>328,208</u>

The average number of employees during the year was seven (2016: nine)

There were no employees with emoluments above £60,000.

The charity does not operate its own pension fund but did contribute to the personal pension plans of nine (2016: eight) employees.

No redundancy/termination payments (2016:£5,020) were paid in the year.

The key management personnel comprise the trustees, the director and deputy director. The total employee benefits of the key management personnel of the charity were £71,378 (2016: £110,872).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2016: £nil). No payments were made trustee in the year (2016: £155).

9. GOVERNMENT GRANTS

Income from government grants comprises income to further the charities objectives. See note 4 for further details of these grants.

10. CORPORATION TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Notes to the Financial Statements for the year ended 31 December 2017

11. TANGIBLE FIXED ASSETS

Fixtures & Fittings and Computer Equipment

	£
COST:	
At 1 January 2017	30,734
Additions in the year	-
At 31 December 2017	<u>30,734</u>
DEPRECIATION:	
At 1 January 2017	30,074
Charge for the period	300
At 31 December 2017	<u>30,374</u>
NET BOOK VALUE:	
At 31 December 2017	<u>360</u>
At 31 December 2016	<u>660</u>

12. DEBTORS

	2017 £	2016 £
Debtors	4,602	4,268
Other debtors	<u>12,358</u>	<u>17,062</u>
	<u>16,960</u>	<u>21,330</u>

13. CASH AT BANK

	2017 £	2016 £
CAF account	30,373	161,710
Barclays bank	142	9,110
Petty cash	-	44
Stripe	<u>135</u>	-
	<u>30,650</u>	<u>170,864</u>

Notes to the Financial Statements for the year ended 31 December 2017

14. CREDITORS

	2017 £	2016 £
Trade creditors	3,521	8,120
Accruals	7,063	16,058
Social security	2,624	8,444
Other creditors	1,910	-
	<u>15,118</u>	<u>32,622</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed Assets £	Net Current Assets £	2017 Total £	2016 Total £
Unrestricted Funds	360	24,176	24,536	83,526
Restricted Funds	-	8,316	8,316	76,706
Net assets	<u>360</u>	<u>32,492</u>	<u>32,852</u>	<u>160,232</u>

16. RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust to be applied to specific purposes:

	Balance at 1 Jan 2017 £	Income 2017 £	Expenditure 2017 £	Balance at 31 Dec 2017 £
RESTRICTED FUNDS				
The Allen & Overy Foundation (London) -	-	7,975	-	7,975
Co-op Local Community Fund	-	341	-	341
Department of Health - <i>Excellence</i>	43,236	22,059	65,295	-
Department of Health - <i>Innovation</i>	22,867	-	22,867	-
Department of Health - <i>Learning Disability and Autism</i>	-	36,260	36,260	-
The Evan Cornish Foundation	4,863	-	4,863	-
NHS England Community Grant	-	750	750	-
Queen Mary University: HSS	2,160	-	2,160	-
Global Dialogue – (TPI)	3,580	-	3,580	-
Total Restricted Funds	<u>76,706</u>	<u>67,385</u>	<u>135,775</u>	<u>8,316</u>

Notes to the Financial Statements for the year ended 31 December 2017

Name of restricted fund	Description, nature and purposes of the fund
The Allen & Overy Foundation (London)	The Allen & Overy Foundation supports charities that promote access to justice in the UK and which focus on education, employment and training, based in or benefiting those in Tower Hamlets or Hackney. Our project is supporting people using services and advocates in East London to better understand their human rights under the law and to use these when negotiating with health and care services to ensure they are treated with dignity and respect.
Co-op Local Community Fund	This funding is supporting BIHR to hold free learning events on mental health and human rights in Tower Hamlets, ensuring the local people's human rights are respected and protected when they need mental health support.
Department of Health - <i>Excellence</i>	Care and Support: A Human Rights Approach to Advocacy: Working with six partners who provide advocacy and support to people using mental health/capacity services to embed human rights across the work of the partners, spread learning to other third sector organisations and increase the knowledge and confidence of service users to advocate for their own human rights.
Department of Health - <i>Learning Disability and Autism</i>	This project, which supports the transforming care agenda, is working with people using services, their families, carers and support workers to map need and develop an accessible human rights resource which they can use when accessing health and social care services. It aims to provide people with the information and tools they need to make sure that they are treated with dignity and respect, ensuring the abuse and neglect which has been too frequently highlighted is prevented.
The Evan Cornish Foundation	A project to build the capacity of advocacy organisations in the North East of England to understand and use human rights in a health and wellbeing context to support individuals using advocacy services.

Name of restricted	Description, nature and purposes of the fund
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Notes to the Financial Statements for the year ended 31 December 2017

fund

NHS England's Community Grant
(Public Participation and Voice):

NHS England's celebrating participation in healthcare grants showcase good practice approaches developed to involve people in healthcare. This project will produce an animation highlighting our work to use a human rights approach to advocacy in mental health and capacity, and the value of this for people and NHS services.

Queen Mary University of London -
*Humanities and Social Sciences
Fund*

A project to build the human rights capacity and confidence amongst teachers in a local school.

Global Dialogue - *Thomas Paine
Initiative*

To support the next stage of the development of BIHR's Human Rights alliance.

18. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 December 2017 or the year ended 31 December 2016.