

Charity number: 1173369

**THE FAITH & BELIEF FORUM
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

THE FAITH & BELIEF FORUM

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THE FAITH & BELIEF FORUM

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2019

Trustees

Michael V Sternberg QC KCFO (Chair of Trustees)
Dilwar Hussain
Barbara Mills
Professor Mike Hardy CMG OBE
Noam Tamir
Hannah Wallace
Mohsin Baluch
Farmida Bi Cantab (Resigned 25 September 2018)

Charity registered number

1173369

Director

Phil Champaign

Head of Operations

Hannah Taylor

Independent auditor

Blick Rothenberg Audit LLP, 16 Great Queen Street, Covent Garden, London, WC2B 5AH

Bankers

CAF Bank Limited, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Solicitors

Bryan Cave Leighton Paisner LLP, Adelaide House, London Bridge, London, EC4R 9HA

Howard Kennedy LLP, No.1 London Bridge, London, SE1 9BG

Patrons

HE Cardinal Arinze, The Rt Hon John Bercow MP, Professor David Ford, His Royal Highness The Duke of Bragança, Lord Hameed of Hampstead CBE DL, The Rt Hon Baroness Hayman PC GBE, Rabbi Professor Jonathan Magonet, Prof. Dr Klaus Schwab KCMG, Baroness Scotland of Asthal PC QC

Champions

HRH Princess Badiya bint El Hassan, Trevor Philips OBE, Rt Hon Dominic Grieve QC MP, Rt Hon Stephen Timms MP, Shabir Randeree CBE, Prem Goyal OBE JP, Mayor Andy Burnham, David Dangoor DL, Preet Kaur Gill MP, Bushra Nasir CBE DL

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2019

The trustees present their annual report together with the audited financial statements of the charity for the year ended 31 March 2019. The trustees confirm that the Annual Report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP), 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) as amended by Update Bulletin 1 (effective 1 January 2015).

Objectives and Activities

a. Policies and objectives

The charity's principal object is building good relations between people of all faiths and beliefs.

Achievements and performance

a. Review of activities

Introduction from the director

Context in 2018/19

There have been a number of external events this year that are worth highlighting – some directly affecting our work, others less directly but nevertheless significant.

The Religious Education Council convened a Commission to look at the teaching of RE and concluded, amongst other recommendations, that the subject should be renamed Religion & World Views. The Commission highlighted the deficit of RE teachers and resources for the teaching of RE and its findings were generally well received. They support F&BF's inclusive approach to faith and belief, and we will take the Commission's recommendations into account as we continue to develop our online resources offer for schools.

There has also been ongoing controversy surrounding the handling of Antisemitism and Islamophobia by political parties, highlighting the importance of our ParliaMentors programme and efforts to nurture leadership that can more effectively condemn racism of all kinds. We continue to support the ParliaMentors alumni on this issue.

Such a task has arguably been made more difficult by Brexit and the complex political process of negotiating a deal to exit the EU following the referendum three years ago. Brexit continues to polarise and as the deadline for agreeing a deal moves ever closer, so the space to discuss what lies at the heart of such polarisation has shrunk.

Finally, the Ministry for Housing Communities and Local Government (MHCLG) published its long-awaited integration strategy. This highlights five geographic areas as priority regions for support, namely Bradford, Blackburn, Walsall, Waltham Forest and Peterborough. We work directly in two of these areas – Waltham Forest and Walsall. There is an emphasis on the need to improve social mixing and to bring divided communities together. This presents an important backdrop for our work and we will continue to engage with local and central government agencies as we develop programmes such as our school linking (mentioned in the strategy), our faith policy work in Barking and Dagenham, and our workshops and dialogue in Walsall.

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Our work in 2018/19

Our three-year goals are led by our aims to reach 2000 schools in England & Wales and double the number of Universities we engage with. There are some important additional aspirations that sit alongside these core objectives, including to develop more context specific interventions (for instance in the London Borough of Barking and Dagenham), grow our work out of London (e.g. Sunderland in the North-East), and establish indicators of positive relations between people of different faiths & beliefs (British Academy project). We have begun to expand development in these ways and have improved our systems to support this. Overall, it has been a good year.

We have maintained our outreach to schools with nearly 400 workshops delivered across primary and secondaries in London and Birmingham. Linking remains a key method of providing young people with opportunities to engage with people holding faiths and beliefs other than their own. In addition, we have begun to develop online resources which will improve our overall offer to schools and have completed two more Amplify manifesto projects with 6th forms in London and Birmingham. We added Liverpool University to our ParliaMentors Programme this year which makes 10 universities, and the PMs alumni delivered their 4th interfaith summit.

In the broader community space we have engaged with 57 LGBT organisations across the country through our LGBT + Faith project; have begun to develop a faith policy for the London Borough of Barking & Dagenham (LBBD); are working with Sunderland Council to address tensions between people of different identities in that city; delivered our second Faith & Belief Community Awards in collaboration with the Greater London Lieutenancy; and have established a partnership with the British Academy to explore how faith and belief connects to wider notions of social cohesion. Our Charter for Faith & Belief Inclusion now has over 50 signatories.

Internationally, our work in Israel is now on a firmer footing. We engaged with seven hospitals in Israel during the year, with plans to scale up further in 2019/20. Following discussions at board level we secured a grant from the FCO to develop a partnership work with the Jordanian Interfaith Coexistence Research Center.

We have added four important Champions to our list this year – David Dangoor, Preet Gil MP, Bushra Nasir and Andy Burnham. After seven years on our Board of Trustees Farmida Bi stepped down – the whole organisation is deeply indebted to her for all her support over the years. Within the executive team we recruited a new Education & Learning Manager in January, a Movement Building Manager in June and a Finance Manager in August. Unfortunately, the Education & Learning manager left after one year. Strengthening the leadership team has been and remains an important priority. We launched an Equality Diversity and Inclusion (EDI) strategy this year which will act as a vehicle for improving the diversity of our personnel and programmes.

Our first Gala Dinner in November enhanced our profile amongst key stakeholders and supporters and was a good occasion to celebrate our new name and brand, officially unveiled in June. Our new name, the Faith & Belief Forum, enables us to engage confidently and more inclusively with people of all faiths and beliefs, in a way that is more in tune with the changing and complex nature of faith and belief in the UK. We appeared in The Times in April and have had regular media coverage in the education press, the Interfaith Observer, Jewish News, Islam Channel and Church Times. Our ongoing partnership with the National Theatre has raised our profile amongst those exploring faith, belief and identity through the arts. We have recently started a podcast series, the first on the recommendations of the RE Commission.

Huge thanks to all staff, volunteers and trustees for their critical commitment, support and guidance. A productive, collaborative, and eventful year.

Finally, all of the staff, volunteers and trustees would like to take this opportunity to congratulate our Chair, Michael Sternberg, on the award of the Cross of the Order of Merit of the Federal Republic of Germany. The Cross was awarded to Michael at the very end of the year in recognition of his contribution to interfaith work at a ceremony at the German Ambassador's Residence in London. Congratulations Michael, and thank you for the leadership that you have shown to us and the interfaith sector as a whole over many years.

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Introducing Our Goals

Goal 1

To Equip Learners – we want to equip more learners with the skills and tools they need to handle and influence relations between different faiths and beliefs

Goal 2

To Build Movement – we want to generate stronger community-based movement, with youth at the forefront

Goal 3

To Project Voice – we want to project the voices of those we support and the impact of our partnership with them

Goal 1 – Equip Learners – Annual Report

Aims and approach

We want to equip more learners with the skills and tools they need to handle and influence relations between different faiths and beliefs

Our vision is of school communities where students and staff have positive, strong and productive relations and where people talk confidently about questions of faith, belief and identity. We aim to enable informed discourse around faith and belief by providing support to teachers, education professionals, and students.

In 2018/19 we secured funding to develop online resources for schools. This will enable us to improve our offer to schools and to raise the visibility of our work within the education sector. We also continued our partnership with The Linking Network to deliver linking to schools across London, in Waltham Forest and Birmingham.

2018/19 highlighted the importance of ensuring our methods (workshops, linking, amplify, online resources, scriptural reasoning) are of high quality and in tune with current approaches to teaching and learning, especially in schools. The recommendations of the RE Commission this year make this a timely exercise, as do ongoing challenges in schools relating to the handling of faith and other identity characteristics such as the controversy surrounding the No Outsiders Programme in some primary schools. The process of developing online resources for schools has enabled us to start this process of review. As part of this, we continue to benefit from the work of Lucy Peacock who is studying the impact of our School Linking Programme as the focus of her PhD at Coventry University.

Workshops

This year we delivered **357 workshops** reaching **9804 young people** (7350 in West Midlands and 2454 in London). We were particularly thrilled by the work in the West Midlands where we saw a **30% increase in workshop numbers** and a **41% increase in young people reached**. We would not be able to deliver the work that we do without the support of our workshop facilitators and volunteer speakers. Thanks to the hard work of the team, F&BF has a pool of **20 facilitators and over 90 volunteer speakers in London and West Midlands** who day in day out go into schools to tell their stories and enable young people to develop crucial interfaith skills and learn about the lived diversity of faith and belief in the UK. In the last year we have recruited **24 volunteers** in London and **2 new facilitators and 40 new volunteer speakers** in West Midlands.

'Pupils were engaged for the full hour and asked meaningful questions. All three speakers held the interest of the students.'

Hall Green School, February 2019, Encountering Faiths & Beliefs

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

"Fantastic session, loads of energy and debate from students. Could easily have had a double session as students were so engaged. Thank you!!"

Eden Girls School, 26/04/2018

"I really enjoyed the facilitator sharing examples and experiences so the children can understand how to get to know each other better rather than judging a book by its cover."

Our Lady's & St. George's Primary School, 21/01/2019

	London		West Midlands		Other Areas *	Total	
	2018-19	2017-18	2018-19	2017-18	2018-19	2018-19	2017-18
Who Am I?	25	69	60	41	0	85	118
Primary Encountering Faiths and Beliefs	37	30	62	48	4	103	80
Art of Empathy	13	29	40	33	4	57	73
Art of Asking	14	46	33	24	8	55	81
Encountering Faiths and Beliefs	21	55	33	29	0	54	98
Skills for Interfaith	2	13	1	1	0	3	14
	112	242	229	176	16	357	464

*Other regions were Durham and Surrey

School Linking

The School Linking Programme continues to provide students of different faiths, beliefs and cultures the opportunity to meet and learn from each other. Our emphasis remains on partnering and training teachers to lead three Link days with their students per academic year. The Link days are centred around students improving their communication skills; to articulate their own identity and viewpoint as well as to empathise with other points of view.

School Linking has continued to grow this year, working across three separate regions: London, Waltham Forest and the West Midlands. We have held 6 Teacher training days in total, two per region. In London we have been linking **48 classes**. In Waltham Forest, our first borough specific training, we have been linking **14 classes**. The total number of Students across London linking is **1530**. In the West Midlands we have been linking **44 classes**, working with **1185 students**.

In total we have involved **106 classes** in Linking, giving **2751 students** the opportunity to meet and learn from students of a different background to their own. This represents a **20% increase in the number of classes** and a **16% increase in the number of students** involved from 2017/18.

We continue to be funded by The Linking Network (TLN) to deliver Linking in London, Waltham Forest and Birmingham. Our staff have participated in their Network days, meeting other Linking facilitators in areas all around the UK, sharing challenges and good practice.

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Focus on School Linking in London and Waltham Forest

We have continued to work specifically in the London Borough of Waltham Forest, LBWF, alongside our London-wide work, and once again managed to secure for free the Walthamstow Town Hall as our CPD venue. The challenge of working in a relatively small geographic region has encouraged us to work more strategically and to focus more on partnership. We are thrilled that the relationship we have with the Local Authority goes from strength-to-strength and that we have been able to work closely with the SACRE this year.

The London-wide CPDs were held at our offices in Kentish Town. Across the four training days from the academic year 2018/19 a total of 61 teachers attended.

While we have 14 classes from 10 schools in Waltham Forest specifically (7 primary and 3 secondary), the broader London cohort consists of 48 classes from 42 schools (29 primary and 13 secondary) across 20 boroughs. Aside from Waltham Forest, Barnet and Hackney are the London Boroughs in which F&BF School Linking is currently most active.

Across London and Waltham Forest, the breakdown of the school that we work with is as follows:

- 16 Christian schools (10 Catholic, 5 CofE, 1 minority Christian)
- 17 Muslim schools
- 9 Jewish schools
- 9 non-denominational schools
- 3 Sikh schools

Based on these figures, recruitment for 19-20 will focus on Hindu schools.

In 18-19 we also sought to establish partnerships with the Battle of Britain Bunker and the London Migration Museum as neutral venues for Links. Schools also held Link days at the RAF Museum and the Museum of London.

'Without Linking my girls would never get the opportunity to learn about Sikhism'
Lead Linking Teacher, Sacred Heart High

'My students have been singing the Chanukah song the Yavneh students taught them every day since they met, they even taught it to the other class!'
Lead Linking Teacher, St Monica's Catholic Primary School

'I've learnt that even if you're a different colour or religion, you can be friends. It's been great to overcome our fears and get to know other people'
Guru Nanak Sikh Academy

Focus on School Linking in the West Midlands

Linking in West Midlands has continued to have a strong focus on schools in Birmingham in 18/19 with a high retention rate from 17/18 and some new schools added. We have also expanded our reach to involve a small number of schools in Walsall, Solihull and Wolverhampton. The programme continues to benefit from strong local partnerships that support recruitment (Local Authorities and SACREs), CPD delivery (hosted by Birmingham Museums) and a wide variety of local neutral venues including Birmingham Museum Collection Centre, Birmingham Museum and Art Gallery, Aston Hall, Moor Pool Estate, Selly Manor, Botanical Gardens, West Bromwich Albion Football ground, and The Hawthorns.

Birmingham Museums provided free venues for our CPD training at Birmingham Museum and Art Gallery (October) and Aston Hall (February). Both CPD's were attended by 44 teachers.

The programme this year has involved 44 classes from 40 schools (12 Secondary and 28 Primary) linking 1185 students.

The programme has a mixed range of school ethos broken down below:

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

- 9 Muslim Schools
- 2 Sikh Schools
- 17 Christian Schools (10 CofE, 5 Catholic and 2 minority Christian)
- 12 Non-Denomination Schools

'We are so grateful to IPS for the amazing time we spent at our Faith & Belief Forum Day 2. The children were free and at ease to discuss at a very deep level issues such as the atrocities in New Zealand and their feelings in times of worship. It was wonderful for us all to be in the mosque - even on the day when mosques in Birmingham were being damaged.'

Headteacher St Paul's CofE Primary

'The linking programme helps schools to fulfil their spiritual, moral, social and cultural, as well as British Values provision. It has been a fantastic thing to do. It helps young people from different faith backgrounds to understand how similar they are. It has also helped our students to learn how to ask effective questions in a sensitive manner.'

Emily Williams, Ethos Assistant, Grace Academy Darlaston

Focus on Partnership

Our Albion

For the second year running we have partnered with The Albion Foundation on the delivery of their Our Albion programme.

The Albion Foundation uses the power of football to make a difference, raise aspirations, grow their people and participants and connect West Bromwich Albion Football Club with its communities.

Our Albion is funded through the Premier League Innovation Fund and seeks to celebrate the club's history of being pioneers of inclusivity and diversity whilst supporting schools and students to engage in SMSC and British Values through interactive workshops at West Bromwich Albion Football ground, The Hawthorns.

During the programme students experience two workshops and a tour of the stadium. The Albion Foundation deliver a workshop looking at the 'Three Degrees' – three West Bromwich Albion footballers credited with inspiring a generation of black professional players in the UK. The workshop explores the prejudices these players faced in the 1970's and how we can prevent this in the future.

We deliver a workshop on identity called 'Who Am I'; this workshop introduces the themes of diversity and interfaith, exploring what values and behaviours will help us build positive relations with people who are different. Through creating their own "identity backpack", students can reflect on their own identity and build empathy towards others.

This year, over a delivery period of 6 months, we have engaged **11 schools**, delivered **14 workshops** and reached **441 primary school students**.

In addition to this **4 Links (8 classes)** involving **242 students** have held their Link day 1 at The Hawthorns combining the Linking programme and Our Albion workshops.

Frankie Crewe, Albion Foundation Football Coach, used some of the activities she learnt from the F&BF workshop in her football coaching with a challenging class. Frankie says that after doing some of The Faith and Belief Forum activities, the children were able to point out their similarities and differences and the penny dropped for them, 'I really felt it opened the children's eyes up to the fact that differences weren't a barrier.'

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Amplify

This is a programme aimed at sixth-form students, which supports them to work together in diverse groups to develop manifestos that communicate the change they would like to see in the world.

Amplify – London

2019/19 began with a presentation of the Manifesto produced by the 2017/18 Amplify cohort from Westminster Academy, in the House of Commons. This was an opportunity for the students involved to present their ideas around faith and identity to politicians, civil society actors and students from other schools in a packed committee room.

A second Manifesto was produced during the year by the 2018/19 cohort of students also from Westminster Academy. This proved very different and 'put society on trial' in the face of climate change, gender inequality, poverty and other societal issues of concern to those young people involved. This second manifesto was then launched at the Interfaith Summit organised by F&BF's Youth Council in November 2018.

Amplify – West Midlands

In 2018-19 we have successfully launched our first West Midlands Amplify in partnership with University of Birmingham School as part of their Enrichment Curriculum. The programme has run from September 18 through to April 2019 and has involved **15 Amplify students**.

Online Resources

This new project aims to support, grow, and transform the nature of schools/education and learning work at F&BF.

Last year the work on the project focused on planning, research and consultation and partnership development.

Meetings were held with a range of stakeholders including the Department for Education. Teachers from our extended networks were also been involved in the consultation process. Presentations of research findings were made at: Waltham Forest SACRE, Tower Hamlets Primary Network Meeting, Hackney Learning Trust and the Association of Religious Education Inspectors, Advisors and Consultants Autumn 2018 meeting.

F&BF in Sunderland

During 2018/19 we worked with Sunderland Council, the Centre for Good Relations and Kitchen Rituals to create a safe space for dialogue between established, 'settled' communities and more recent arrivals. Far-right groups have perceived a receptiveness to their agenda amongst communities struggling economically and with little engagement with people from cultural backgrounds different to their own. This has led to demonstrations and marches by far-right groups in the city, creating tension and contributing to an unwelcome reputation that the city wants to counter.

We began the dialogue process in November 2018 by convening a group of 15 to cook together. The group was made up of people of different faiths, beliefs and identities, including Catholic, Muslim and Hindu. There were also representatives from the city's community policing team and from voluntary groups working in the city.

The cooking workshop laid the foundations for conversations that were developed further through one of F&BF's Encountering Faiths and Beliefs workshops in December, run for the same group with three speakers from F&BF's London speaker pool. The aim is for the group to develop a strategy for working together to improve relations between people of different faiths and beliefs in the city, with a strategic planning workshop planned for May 2019.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

F&BF Middle East

The last 12 months have been challenging at a political level in Israel. Whilst hospital staff increasingly recognise the importance of deepening understanding of different religions and cultures (e.g. in Ashkelon near the border with Gaza), the unpredictable context has also given them reason to take a cautious approach to running F&BF seminars. Despite the challenging context, however, we have been able to expand our work, engaging with the complex issues that arise as part of ongoing conflict and building an increased awareness of the sensitivities of engaging with issues of identity, both self-identity and collective identity. We engaged 240 participants through 18 training seminars in six hospitals (Kaplan, Ein Karem, Tel Hashomer, Rambam, Mount Scopus and Ichilov) and preparations have been made to expand to a seventh hospital (Soroka) and an eighth (Barzilai Ashkelon).

Goal 2 – Build Movement – Annual Report

Aims & Approach

We want to generate stronger community-based movement, with youth at the forefront

This year saw further consolidation of the work F&BF deliver as part of Goal 2 as described in our Strategic Plan - a stronger community-based movement aimed at strengthening faith relations and social cohesion in communities, with youth at the forefront. New funding was secured to grow this programme, enabling the creation of a Community Officer post.

Goal 2 enables us to bring our expertise in faith and belief engagement and inclusion to different regions, sectors and grassroots communities.

For instance, our **LGBT+Faith** project enables us to bring our faith inclusion expertise to the LGBT Sector, designing and delivering intersectional training that “upskills” LGBT groups to better include LGBT people of faith in their work. We also bring our faith engagement expertise to specific geographical areas such as the London Borough Barking and Dagenham (LBBDD) through our interfaith project with the local council, and London Boroughs through our partnership with the Greater London Lieutenancy's (GLL) Council on Faith.

Our work with Local Authorities has greatly increased in the last year. Our new project in LBBDD will see us work with the local authority for the next two years, supporting them to help create more positive connections between local residents of different faiths and break down barriers and stereotypes that undermine capacity for collaborative working. This is being achieved through: upskilling the local Faith Forum; developing and delivering a series of events, workshops and community leadership trainings in collaboration with local partner Studio 3 Arts; and collaboratively creating a Faith Policy for LBBDD. This project supplements work that other colleagues are delivering in Sunderland, Waltham Forest and Walsall. By building an organisational understanding and confidence to engage with local authorities, F&BF is increasingly well placed to ask insightful and challenging questions about the place of faith in wider social cohesion initiatives and narratives, and explore how institutions that perceive themselves as secular might best work meaningfully in partnership with faith groups. Indeed, this work will support a range of research projects that F&BF will start to deliver in 2019-20.

Our Internship programme continues to offer an entry point to the charity sector and working in interfaith. This year we offered a 3-6 month development programme to 23 interns from 8 different faith and belief backgrounds [Muslim (9), Christian (7) – including Catholic (2) and Greek Orthodox (1), Non-religious (2), Hari-Krishna (1), Jewish (1), Atheist (1), Agnostic (1), Spiritual (1)].

The organisation as a whole is committed to developing and sustaining exciting partnerships as a means of extending organisational reach. The partnership with the National Theatre's Public Acts programme being such an example.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Innovation and Intersectionality - LGBT + Faith

In 2018-19 the LGBT+Faith training programme worked with 163 people from 62 different organisations through 12 different workshops and training days; of these organisations 40 were LGBT+ charities and voluntary groups, eight charities, seven universities, two schools, one police service, one hospital, one law firm, and one church.

Participants were from diverse different faith and belief backgrounds: Non-religious – including Agnostic, Atheist, Humanist (33%); Christian – including Church of England, Roman Catholic, Pentecostal, Church of Ireland, Presbyterian Church (29%); Buddhist (5%); Muslim (4%); Jewish (2%); Sikh (2%); Spiritual (2%), and Other (14%).

Participants have gone on to make positive, practical changes in their organisations, sectors and communities. This has ranged from: designing and delivering their own trainings on this intersection for audiences as diverse as youth workers, teachers, professionals/volunteers working in churches; setting up a staff network for LGBT+ people of faith to influence LGBT+ campaigns; conducting research on the experiences of local LGBT+ people of faith; organising a conference about Islam and LGBT+ intersectionality; and producing a guide for LGBT+ young people from faith backgrounds.

Quotes from participants:

- “This training really opened my eyes! We have been able to implement it straight away to offer better support to LGBT people of faith”
- “It was a warm, welcoming safe space which allowed for difficult discussions. I will be taking away greater confidence in trying to make my mosque more inclusive”

Local Authority Engagement - Faith in Barking and Dagenham - Faith Policy

We were commissioned by LBB Council to conduct research into the relationship between local faith groups and the Council and work with both groups to develop a Faith Policy for LBB.

The Faith Policy sets out how the Council and faith groups will work together. The overall aim of the Faith Policy is to summarise the current context of faith and belief in Barking and Dagenham, and to set guidelines for faith groups and the Council about how this work can be enhanced. An additional focus is to collect and project the voices of faith groups and record the impact faith has in the borough.

This year has therefore seen us conduct significant community engagement with local faith groups where we collected qualitative data about each faith groups work, attitudes towards interfaith, engagement with the Council and vision for the future of the borough.

This included:

- 51 online surveys completed by residents from diverse faith backgrounds;
- 37 consultation meetings with local faith groups;
- 8 consultation meetings with community organisations that support faith groups

The Faith Policy highlighted seven key themes: Responding to Hate Crime and Prejudice; Accessing Space and Buildings; Safeguarding Vulnerable People; Respecting Different Faiths; Faiths Working Together; Celebrating Faith-Based Social Action and Promoting Diverse Voices. From these themes a plan of action will be put forward for faith groups, the Council and wider stakeholders to enact.

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Celebrating Communities - London Faith and Belief Community Awards

On 27 November, F&BF hosted the 2nd London Faith & Belief Community Awards. This event was supported by the GLL Council on Faith and attended by the Chair, David Dangoor DL and the Lord-Lieutenant of Greater London, Sir Ken Olisa, DL. The Awards particularly focused on highlighting the contribution being made by more marginalised faith communities and the work that they do to increase belonging and contribute to London-wide cohesion strategies.

Deputy Mayor of Social Integration and Mobility, Debbie Weekes-Bernard, attended and gave a speech. Sir Ken Olisa gave the keynote speech and provided his ongoing support as the Lord-Lieutenant of Greater London.

A range of projects from London's diverse faith and belief communities were nominated and celebrated for their work in the Creative Arts and Media; Health and Wellbeing; Inspiring Youth; Interfaith Relations; Improving Access to Services; Peace and Reconciliation; and Promoting Inclusion.

The 125 nominations were made by: Representative Deputy Lieutenants, faith organisations and community partners. At the event 42 community, faith and belief-based projects were awarded with grants of £500, 16 individuals were awarded under the category Inspirational Individuals and a further 64 projects were recognised.

The 2nd awards saw an increase in support through sponsorship with Genistar, London Central Mosque, Saker Nusseibeh, Vigo Group, Dangoor Education and the Mayor's Office all sponsoring the awards for which we are extremely grateful.

Quotes from the event:

'I was truly inspired to hear about the many projects and to be amongst a group who instantly felt like a community. London is a richer place because we can freely express our beliefs and be mutually supportive. I didn't know about the F&BF before this award and now I feel like an ambassador'

Award Winner in Focus

Robes Winter Night Shelter

Since 2007 Robes has operated across Southwark and Lambeth to provide shelter for people who find themselves homeless in London. With the support of over 30 Church venues and over 1000 volunteers, Robes also supports people with vital welfare advice, enabling them to access services and accommodation. This support from advice workers is provided all year round, extending the work of the night shelter and empowering people to rebuild their lives.

Thought Leadership - Birkbeck Roundtable Series

In Spring 2018, F&BF hosted three roundtables on Faith, Belief and Belonging in partnership with Birkbeck College, University of London. Each event brought together a select group of 20-30 attendees, including: academics (including early career researchers), practitioners (including those who have received a London Faith & Belief Awards) and policy implementers to discuss the themes of the briefing papers (hate crime, inclusion and the media). The roundtables were intended to share best practice, increase religious literacy and strengthen the exchange of ideas with politicians and senior leaders in general and Deputy Lieutenants of London in particular. In this way, it was intended to promote and enhance the Greater London Lieutenancy's Strategy for Building Bridges for a Fairer London. The roundtables achieved high levels of engagement and positive feedback.

A total of 75 people attended each roundtable and feedback from both academics and policy implementers highlighted the originality of the format of the roundtable and the need to continue the discussion. Award winners also gave a positive assessment of the roundtables and have written blog posts that promote their work further.

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Podcasts of each roundtable have been shared online, and the findings from the events are being written up by Birkbeck and F&BF staff into three reports which will be shared throughout 2019.

Intern Alumni In Focus: Sophia Sarkis

"We discussed the positive and impactful work of groups on the local community. These leaders were visionary, dedicated and inspiring, and kept the needs of their members at the heart of their work. I hoped that I would be as interested and fulfilled by future work roles."

Sophia was an intern in the Community team from January to March 2019. During her internship Sophia worked on a community consultation with Barking and Dagenham residents. Through this work she met with local faith leaders and faith groups and heard of the wide range of faith-motivated social action in the borough. Her work fed into a policy written for Barking and Dagenham Council.

The skills and confidences that Sophia developed while at F&BF motivated her to apply to work at Tower Hamlets Education Business Partnership, where she now works as Project Coordinator on volunteer-based programmes.

Creative Partnerships - Public Acts

Summer 2018 saw the culmination of Year One of our exciting collaboration with the National Theatre, with 10 young people from our Pizza & Plays programme performing in Pericles alongside a cast of 200 others from across London who were new to Theatre. The performance got outstanding reviews and demonstrated the profound power of performing arts in building relationships and understanding across difference.

The second year of the collaboration launched in September 2018 with Scripture & Snacks – 10 weeks of workshops bringing people together to explore ideas around scripture and belief through poetry and plays, culminating in a public sharing of writing. This was followed by Pizza & Plays 2019 in January, where 15 young people worked together over 10 weeks to explore the themes around identity and belonging through Shakespeare's As You Like it. Many participants in this programme have gone on to join the Public Acts company in an adaptation of the play to be performed at the Queens Theatre Hornchurch in Summer 2019, and others have continued with their own writing and performing projects, including Amina Koroma whose debut theatre production "The Lost Ones" will be performed at the Ovalhouse theatre in June 2019.

Universities

The Universities team work to support emerging leaders who want to challenge the apparent lack of diversity amongst political decision makers. Particularly this year, the widespread use of anti-Semitic and Islamophobic language in public discourse means that many young people from minority faith or minority ethnic backgrounds seeking a career in public life may be discouraged. ParliaMentors equips those emerging leaders with the skills and confidence to ensure that diverse and more marginalised communities and individuals have access to leadership roles in public life.

This year, we added the University of Liverpool to the programme, consolidating our presence in the North West. This addition increased the ParliaMentors cohort size to 50 students on 10 campuses, the largest cohort in the programme's history.

Graduation of the 2017/18 cohort took place in the Attlee Suite, Portcullis House, Palace of Westminster. Following a warm welcome from F&BF's Chair of Trustees, Michael Sternberg graduating ParliaMentors were addressed by Luciana Berger, MP for Liverpool Wavertree and former chair of the Jewish Labour Movement who reflected on how her faith identity affects her political leadership in the current political climate, in light of the current anti-Semitism crisis in politics. The graduating ParliaMentors then went on to attend the Annual Alumni Dinner kindly hosted by Norton Rose Fulbright and were addressed by the F&BF Youth Council.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

The 2018/19 Programme was launched at an event held in the Jubilee Room, Palace of Westminster. ParliaMentors were addressed by F&BF's Chair of Trustees, Michael Sternberg, Rev. Nims Obunge MBE DL, Jaspreet Singh (National Union of Students), and Izzy Obeng (Social Enterprise Founder). The event was hosted by Programmes Manager, Tim Mortimer.

We delivered the programme in ten Universities in London, the Midlands, and the North West. The team have built strong relationships across local and national student faith organisations meaning that the 50 emerging leaders recruited this year are from at least 12 different faith and belief backgrounds.

A regionalised approach to the development of our student leaders, working with local constituency MPs, and engaging with local NGOs to tackle local social issues has resulted in a significantly increased level of investment and support from University, political, and community partners. Training was delivered throughout the year with F&BF running campus-based workshops and a mid-point national training event in Birmingham, including workshops on evaluating impact, publicity and fundraising. The participants reached over 1,849 people directly through their Social Action Projects, with projects tackling issues from period poverty to young people and the BME attainment gap.

Following an increase in anti-Semitic incidents on campus this year the Queen Mary project directly responded to several ParliaMentors shared experience of faith-based hate crime despite being from different faiths. They decided to set up an interfaith allotment which went on to secure additional funding from the Board of Deputies of British Jews, enhancing the long-term sustainability of the project.

The training element of ParliaMentors continues to be enhanced by the relationship with the British Council's Active Citizens programme. ParliaMentors has received funding for the last five years from the Active Citizens programme enabling F&BF staff to participate in training and for programme beneficiaries to have access to the international network supported by Active Citizens. This has added an exciting international dimension to the programme which this year saw two ParliaMentors visit the Ukraine on an International Study Visit.

The ParliaMentors Alumni Network has now reached 500 members, who continue to deliver change in their communities. They are led by a Youth Council made up of 10 Alumni, who run a yearlong programme of events including the Alumni Dinner, Iftar and Interfaith Summit and an Interfaith Book Club. Staff provide coaching and support to the Youth Council and Alumni who continue to be advocates for interfaith dialogue in their communities and workplaces.

Programme alumni continue to achieve success in local and national politics. To date four alumni are elected Local Councillors, 20 work for political parties and 40 are civil servants. Seven Alumni were also recognised as national youth leaders in interfaith at the '21 Interfaith Leaders for the 21st Century' Ceremony this year.

Social Action in Focus: SOAS

This year's ParliaMentors Team at SOAS have collaborated closely with their MP Mentor Rupa Huq and Ealing Interfaith Forum to run a series of community based interfaith events in Ealing and Acton.

This started with an event in Parliament called the 'Ministry of Cake' which the ParliaMentors in collaboration with Rupa Huq MP. People from different faith groups in the area were invited to bring food (especially cake) to share with others at the event and then explain the significance of that food in their faith or culture. Participants were encouraged to explain the work and services they provide in the community in order to shine a spotlight on faith based social action. There were more than 50 attendees and a great demand for more events of a similar nature.

A second event in Ealing went deeper to bring members of the constituency together, to learn more about one another's faiths and the social action work each community does.

The team have also been involved in researching faith based social action in Ealing, collaborated with London Interfaith Centre and spoken about their work at a national conference about interfaith on campus.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Youth Engagement - The Interfaith Summit 2018

The fourth annual interfaith Summit was held on Thursday 15th November at Amnesty International UK in London. Led by F&BF's Youth Council with support from staff, the Summit has become the signature youth-led event of National Interfaith Week. The Summit was attended by over 400 people, from 10 different faith and belief backgrounds. Sessions at the summit included an interactive presentation of a manifesto for change, led by 16 and 17-year olds from Westminster Academy and a workshop on post-Brexit community relations, led by Alumni Amy Longland with My Life My Say. A record number of alumni from across F&BF programmes came back to host sessions, exhibit and perform work or volunteer on the day.

The UK Youth Climate Coalition worked on creating an inclusive environment to discuss the growing concerns of climate change. The session focussed on grass roots actions and how to remain inclusive in an inter-generational approach.

The keynote panel titled 'The role of soft power and faith communities in shaping UK foreign policy in a post-Brexit Britain' was held in conjunction with the British Foreign Policy Group. Speakers included and Dr Maryyum Mehmood, Professor Mike Hardy and Omar Salha founder, of the Ramadan Tent Project. The session also held an interactive conversation with session attendees.

The Summit was covered by BBC Radio London and British Muslim TV.

ParliaMentor in Focus: Sonia Singh

Sonia took part in the ParliaMentors programme at the University of Manchester. She is a practising Sikh who is studying Philosophy and Ethics. Before the programme Sonia had founded a campaigning society on campus and worked with women's groups in her local community running workshops and providing support related to mental health and domestic violence. She aspired to bring more voices from faith communities into the political area and wanted to join the Civil Service.

On ParliaMentors Sonia's group, which consisted of ParliaMentors from Christian, Jewish and Muslim backgrounds, worked on organising and delivering a project titled 'Breaking down Brexit'. The group brought people from two neighbouring communities together to talk about their apprehensions on issues around Brexit. Their final event had over 40 attendees, with a mix of ages, ethnicities and religions. Sonia was mentored by William Wragg MP.

Since the programme Sonia has been accepted on the Civil Service Summer Diversity Scheme, after receiving advice from several ParliaMentors Alumni who are themselves Civil Servants. Sonia says: Being on the ParliaMentors programme this year has provided me with the opportunity to implement meaningful social action into a community where my team and I identified a need. From not only practising and developing my own networking and communication skills, the opportunity to be mentored by an MP has provided me with an empirical understanding of the British parliamentary system. The strong focus that ParliaMentors has on inter-faith has provided me with an insight into the diversity of different events which have a strong commitment to implementing social change.

Alumni Work in Focus: The Delicate Mind

After their experience on ParliaMentors, two Alumni Nihwat Marawat and Nadia Khan, connected over a shared passion to address stigma towards mental health within South Asian communities. Together founded the Delicate Mind or 'Naazuk Zein' and with support from F&BF successfully secured funding from Near Neighbours to run a series of workshops in 2017. The Delicate Mind is now set up as a not for profit company, and has trained community facilitators who are able to speak a number of South Asian languages and who now regularly deliver work with community groups, mental health experts, schools, parents and faith leaders to destigmatise mental illness and deconstruct ideas of mental health and masculinity.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Goal 3 – Project Voice – Annual Report

Aims & Approach

We want to project the voices of those we support and the impact of our partnership with them

Rebrand

May 2018 saw the launch of our new brand, completing a two-year process of changing our name from 3FF to the Faith & Belief Forum. The new identity has been well received by virtually everyone we work with and, importantly, clearly communicates our inclusive ethos as an organisation open to people of all beliefs. A public launch event for the new identity in June proved a success and was an opportunity to re-connect with key stakeholders from the organisation's history while building new relationships for the future.

Website & social media platforms

This overhaul of our identity included launching our new website and refreshing all our other digital channels. A Facebook ad grant provided us with an opportunity to increase our digital reach around the brand launch. Partly as a result of this, our Facebook reach was up significantly this year, with average reach per month for the year increased by about 105% to 44,523 users and average engaged users per month increased by 46% to 1,602. Total website visits were down about 20% to 50,000 this year. Total Twitter followers increased by about 8% from 7,200 to 7,800.

Charter

We launched the Charter for Faith & Belief Inclusion, a platform for building a network of organisations that support our aims and believe in good relations between people of different beliefs. The Charter launched with 15 founding signatories, a number that has now grown to over 50. Signatories include the Board of Deputies of British Jews, the Council of Christians and Jews, the Muslim Council of Britain, Coventry University, the Department for Education, the Foreign and Commonwealth office, Humanists UK, the RE Council and many more.

PR highlights

Events throughout the year created opportunities for publicity, with the comms team delivering PR, branding and media support. Key events included the annual Interfaith Summit, the London Faith & Belief Community Awards and our first ever Gala Dinner. Our first BBC Radio 4 Appeal in July provided us with another opportunity to raise our profile. All in all, we secured about 25 pieces of coverage in both national and community media, including the Times and the BBC – twice as much media coverage as last year.

Our comms team worked with our HR & Ops team to ensure GDPR compliance. We continued to develop our Salesforce database to handle our data more effectively and securely.

Podcasts

In early 2019 we launched the new Podcast, 'Dialogues Across Difference'. Our first episode looked at the Commission on Religious Education's recommendations for the future of RE and featured contributions from Rudolf Elliott Lockhart of the Religious Education Council of England and Wales, Bushra Nasir CBE DL, CEO of Drapers' Multi Academy Trust and the first Muslim female headteacher of a secondary school in the UK, Catherine A Bryan of the Catholic Education Service and Richy Thompson of Humanists UK. We are really excited about the potential for our Dialogue Across Difference programme; this space will be an opportunity to engage with some of our many stakeholders and partners, and to listen to them reflect on how issues impact on the work that they are doing.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

Structure, governance and management

a. Organisational structure and decision making

The Faith & Belief Forum is a Charitable Incorporated Organisation (CIO). The organisation was founded in 1997 as an unincorporated charitable trust called Three Faiths Forum (1092465). All activities, liabilities and assets transferred to the CIO (1173369) in 2017, and in 2018 the CIO changed its name to The Faith & Belief Forum.

The object of the CIO is to promote religious harmony and good communal relations through promoting knowledge and mutual understanding of, and respect for, the beliefs and practices of different religious faiths, and beliefs. Our vision is of a connected and supportive society where people of different faiths, beliefs and cultures have strong, productive and lasting relations.

The organisation is governed by a board of trustees who meet regularly during the year. Finance and Compliance Committees meet before each board meeting to monitor and review relevant matters in more depth.

The board of trustees is authorised to appoint new trustees, as required, who are selected on the basis of their relevant skills, experience and knowledge and the active contribution they can make to the organisation. New trustees are briefed on the organisation's constitution, strategic plan, policies and procedures. They receive a copy of the previous years' financial statements and a copy of the constitution, and are expected to sign a declaration of interests form.

Trustees are responsible for the strategic direction of the organisation and delegate management to the Director. The Director reports to the board on organisational performance against operational plans approved by the Board. The Director and Head of Operations report regularly via the Finance Committee on the financial position of the organisation.

The organisation seeks to create an internal culture that embodies the inclusive and welcoming values that we want to see in wider society, and are delighted that in summer 2018, more than 90% of staff surveyed said they are proud to work at this charity, enjoy the work they do, and believe they are making a difference.

The charity is grateful to its team of staff, consultants, freelancers, interns and volunteers for their outstanding dedication, hard work and commitment during the year.

Financial review

a. Financial review

The charity generated incoming resources of £1,027,159 (2018: £890,747) The increase in income was achieved through higher donations (£941,064 against £829,479) and through an increase in the value of the donated services which rose to £80,450.

There has been a consequent increase in total costs which rose to £1,019,629 from £912,016 in the previous year. The increase is principally due to an increase in direct costs which increased to £850,985 from £766,276. This is driven by costs to fulfil projects for which funding had been secured.

The charity recorded a net increase in funds of £7,530 being a surplus of £52,408 on unrestricted funds and a deficit of £44,879 on restricted funds as a result of spending in the current year on programmes where funding was received in 2018.

At 31 March 2019 the charity had net assets of £139,241 being £127,635 on unrestricted funds and £11,606 on restricted funds.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

b. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

c. Reserves policy

The trustees have examined the requirement for free reserves, which are those unrestricted funds not invested in fixed assets. It is currently the policy of the charity to maintain free reserves at a level considered adequate to provide sufficient funds for between one and three months' unrestricted expenditure, an amount equivalent to between £45,000 and £136,000. In the course of the financial year ending 31 March 2019 the trustees reviewed this target figure to confirm that it remains at an appropriate level and decided to aim to increase the level of free reserves to the equivalent of 3-6 months of total expenditure over the coming years.

The free reserves amounted to £124,651 at 31 March 2019. The Charity is in a position where significant funds are received for specific projects and restricted funds at 31 March 2019 amounted to £11,606.

The charity's assets are held for the purpose of the aforesaid charitable purposes and the trustees consider that the financial position of the charity at 31 March 2019 is satisfactory to enable it to continue its activities.

d. Pay policy for staff

We are committed to a fair and transparent pay structure that ensures we treat all staff equitably with regards to terms and conditions of employment, including pay. Employee salaries are awarded based on the organisation's salary scales. The scales are reviewed annually, taking into account inflation and cost of living increases (based on the Consumer Price Index and Retail Price Index), sector benchmarking, and funding available. The Faith & Belief Forum fully supports the living wage (as set by the Living Wage Foundation) and will aim to pay at this level, subject to affordability.

e. Risk management

The trustees assess on an annual basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The principal risks faced by the charity are the security of its funding streams and the operational risks from working with young people in areas dealing with sensitive subjects. The trustees mitigate the risk to funding streams by diversifying as much as possible the sources of income.

The operational risks are mitigated by having an effective safeguarding policy to which all staff adhere to. In addition, there is a staff handbook which reflects updated policies and procedures on whistleblowing and staff data handling and protection.

f. Safeguarding

The charity trustees take their responsibility in relation to safeguarding seriously and have adopted a Safeguarding policy to protect vulnerable people from abuse and to prevent abuse from happening in the first place.

THE FAITH & BELIEF FORUM

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2019

g. Conflict of interest

All trustees give of their time freely and no trustee remuneration was paid in the year. The trustees and staff are required to disclose all relevant interests and where necessary withdraw from decisions where a conflict arises. The trustees also confirm that there is an appropriate and approved anti-bribery policy.

h. Information on fundraising practices

The charity does not fundraise from the general public, but focuses its activities on specific charitable foundations. Therefore the trustees do not consider that the requirements of the fundraising code to be applicable to the charity.

Trustees' responsibilities statement

The trustees are required under the law applicable to charities in England and Wales to prepare a trustees' report and financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the trustees, on 10/10/2019 and signed on their behalf by:



Michael V Sternberg QC KCFO (Chair of Trustees)

THE FAITH & BELIEF FORUM

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE FAITH & BELIEF FORUM FOR THE YEAR ENDED 31 MARCH 2019

Opinion

We have audited the financial statements of The Faith & Belief Forum (the 'charity') for the year ended 31 March 2019 set out on pages 22 to 33. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2019 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

THE FAITH & BELIEF FORUM

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE FAITH & BELIEF FORUM FOR THE YEAR ENDED 31 MARCH 2019

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

THE FAITH & BELIEF FORUM

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE FAITH & BELIEF FORUM FOR THE YEAR ENDED 31 MARCH 2019

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.


Blick Rothenberg Audit LLP

Chartered Accountants
Statutory Auditor

16 Great Queen Street
Covent Garden
London
WC2B 5AH

Date:

14 October 2019

Blick Rothenberg Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE FAITH & BELIEF FORUM

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income and endowments from:					
Donations and legacies	2	584,934	436,580	1,021,514	875,979
Charitable activities	3	-	4,321	4,321	14,540
Other income		924	400	1,324	228
Total income and endowments		585,858	441,301	1,027,159	890,747
Expenditure on:					
Cost of raising funds		5,354	-	5,354	2,576
Charitable activities		501,595	512,680	1,014,275	909,440
Total expenditure	4	506,949	512,680	1,019,629	912,016
Net income / (expenditure) before transfers		78,909	(71,379)	7,530	(21,269)
Transfers between Funds	12	(26,500)	26,500	-	-
Net income / (expenditure) before other recognised gains and losses		52,409	(44,879)	7,530	(21,269)
Net movement in funds		52,409	(44,879)	7,530	(21,269)
Reconciliation of funds:					
Total funds brought forward		75,226	56,485	131,711	152,980
Total funds carried forward		127,635	11,606	139,241	131,711

There were no recognised gains or losses other than those set out above. All of the activities of the charity are classed as continuing.

The notes on pages 25 to 33 form part of these financial statements.

THE FAITH & BELIEF FORUM

BALANCE SHEET AS AT 31 MARCH 2019

	Note	£	2019 £	£	2018 £
Fixed assets					
Tangible assets	9		7,548		9,059
Current assets					
Debtors	10	47,323		32,863	
Cash at bank and in hand		314,693		319,844	
		<u>362,016</u>		<u>352,707</u>	
Creditors: amounts falling due within one year					
	11	<u>(230,323)</u>		<u>(230,055)</u>	
Net current assets			131,693		122,652
Net assets			139,241		131,711
Charity Funds					
Restricted funds	12		11,606		56,485
Unrestricted funds	12		127,635		75,226
Total funds			139,241		131,711

The financial statements were approved by the board of trustees on 10 October 2019 and signed on their behalf, by:

Michael V. Gamberger

The notes on pages 25 to 33 form part of these financial statements.

Michael V. Gamberger

*Chair of the Board of
Trustees*

10. X. 2019

THE FAITH & BELIEF FORUM
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	14	<u>(4,500)</u>	<u>16,439</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		136	228
Proceeds from the sale of tangible fixed assets		<u>(787)</u>	<u>(3,845)</u>
Net cash used in investing activities		<u>(651)</u>	<u>(3,617)</u>
Change in cash and cash equivalents in the year		(5,151)	12,822
Cash and cash equivalents brought forward		<u>319,844</u>	<u>307,022</u>
Cash and cash equivalents carried forward	15	<u><u>314,693</u></u>	<u><u>319,844</u></u>

The notes on pages 25 to 33 form part of these financial statements.

THE FAITH & BELIEF FORUM

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

1. Accounting Policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

The Faith & Belief Forum constitutes a public benefit entity as defined by FRS 102.

1.2 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised 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 of the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' report for more information about their contribution.

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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

THE FAITH & BELIEF FORUM

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

1. Accounting Policies (continued)

1.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.4 Tangible fixed assets and depreciation

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

Office equipment	- 25% reducing balance
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1.5 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.

1.6 Debtors

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

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

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

1. Accounting Policies (continued)

1.8 Financial instruments

The charity 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.

1.9 Fund accounting

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

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

2. Income from donations and legacies

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Donations received	504,484	436,580	941,064	829,479
Donated services	80,450	-	80,450	46,500
	<u>584,934</u>	<u>436,580</u>	<u>1,021,514</u>	<u>875,979</u>
Total donations and legacies	<u>584,934</u>	<u>436,580</u>	<u>1,021,514</u>	<u>875,979</u>
Total 2018	<u>417,908</u>	<u>458,071</u>	<u>875,979</u>	

Donated services comprise rent and service charges of £77,950 (2018: £44,000) and donated payroll processing of £2,500 (2018: £2,500).

3. Income from charitable activities

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Interfaith educational activities	-	4,321	4,321	6,575
Other income	-	-	-	7,965
	<u>-</u>	<u>4,321</u>	<u>4,321</u>	<u>14,540</u>
Total 2018	<u>12,302</u>	<u>2,238</u>	<u>14,540</u>	

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

4. Charitable expenditure

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Direct costs	384,036	461,595	845,631	766,276
Support costs	111,859	51,085	162,944	136,204
Governance costs	5,700	-	5,700	6,960
Fundraising costs	5,354	-	5,354	2,576
Total	506,949	512,680	1,019,629	912,016
Total 2018	427,022	484,994	912,016	

5. Direct costs

	Basis of allocation	Interfaith Activities £	Education Balance £	Movement Building £	Community £	Middle East £	2019 Total £	2018 Total £
Facilitation and School Expenses	Actual costs	100	9,059	-	320	1,014	10,493	-
Employment Costs	Staff time	292,010	181,425	99,642	31,827	-	604,904	529,105
Freelance Assistants	Staff time	44,516	25,727	10,620	9,048	24,546	114,457	127,794
Event Expenses	Actual costs	39,667	6,450	47,250	2,267	2,856	98,490	97,976
Mentoring Expenses	Actual costs	-	-	9,503	-	-	9,503	-
Rebrand	Actual costs	7,743	-	-	41	-	7,784	11,401
		384,036	222,661	167,015	43,503	28,416	845,631	766,276

THE FAITH & BELIEF FORUM

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

6. Support costs

	Basis of allocation	Interfaith Activities	Education Balance	Movement Building	Community	Middle East	2019 Total	2018 Total
		£	£	£	£	£	£	£
General office costs	Actual costs	23,649	2,737	805	106	56	27,353	26,376
Bank charges and interest	Actual costs	516	-	39	-	124	679	730
Insurance	Actual costs	3,191	-	-	-	-	3,191	2,649
Intern expenses	Actual costs	2,403	1,376	1,752	966	-	6,497	7,005
Communication expenses	Actual costs	2,434	762	210	149	64	3,619	7,772
Travelling and subsistence	Actual costs	2,852	5,164	2,291	1,836	235	12,378	20,049
Marketing and publicity	Actual costs	2,294	1,018	518	1,265	200	5,295	4,201
Professional fees	Actual costs	17,984	-	-	-	8	17,992	14,714
Rent and rates	Actual costs	70,559	1,078	1,078	-	-	72,715	50,400
Bad debt write offs	Actual costs	6,755	-	-	160	-	6,915	200
Staff training	Actual costs	2,774	70	18	-	-	2,862	-
Entertainment	Actual costs	1,150	-	-	-	-	1,150	-
Depreciation	Actual costs	2,298	-	-	-	-	2,298	2,108
Management fees	Fixed split	(27,000)	10,000	10,000	-	7,000	-	-
		111,859	22,205	16,711	4,482	7,687	162,944	136,204

7. Governance costs

	Basis of allocation	Interfaith Activities	Education Balance	Movement Building	Community	Middle East	2019 Total	2018 Total
		£	£	£	£	£	£	£
Auditor's fees	All governance costs	5,700	-	-	-	-	5,700	6,960
		5,700	-	-	-	-	5,700	6,960

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FOR THE YEAR ENDED 31 MARCH 2019

8. Staff costs

Staff costs were as follows:

	2019 £	2018 £
Wages and salaries	540,063	477,824
Social security costs	48,756	41,789
Other pension costs	16,085	9,492
	<u>604,904</u>	<u>529,105</u>

The average number of persons employed by the charity during the year was as follows:

	2019 No.	2018 No.
Employees	21	19

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Director and the Head of Operations. The total employee salaries of the key management personnel of the charity were £96,544 (2018: £106,085).

9. Tangible fixed assets

	Office equipment £
Cost	
At 1 April 2018	24,359
Additions	787
At 31 March 2019	<u>25,146</u>
Depreciation	
At 1 April 2018	15,300
Charge for the year	2,298
At 31 March 2019	<u>17,598</u>
Net book value	
At 31 March 2019	<u>7,548</u>
At 31 March 2018	<u>9,059</u>

THE FAITH & BELIEF FORUM

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

10. Debtors

	2019 £	2018 £
Trade debtors	8,765	26,530
Accrued income	30,228	846
Prepayments	8,330	5,487
	<u>47,323</u>	<u>32,863</u>

11. Creditors: amounts falling due within one year

	2019 £	2018 £
Sundry creditors	12,980	23,526
Taxes and social security	10,850	15,354
Deferred income	185,292	184,395
Accrued expenditure	21,201	6,780
	<u>230,323</u>	<u>230,055</u>

Deferred income represents grants and donations received in respect of projects to be run in the following financial year.

12. Statement of funds

Statement of funds - current year

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2019 £
Unrestricted funds					
Unrestricted funds	75,226	585,858	(506,949)	(26,500)	127,635
Restricted funds					
Education	34,403	214,480	(244,866)	-	4,017
Movement Building	26,612	101,014	(183,726)	63,704	7,604
Community	7,995	78,694	(47,985)	(38,704)	-
Middle East	(12,525)	47,113	(36,103)	1,500	(15)
	<u>56,485</u>	<u>441,301</u>	<u>(512,680)</u>	<u>26,500</u>	<u>11,606</u>
Total funds	<u>131,711</u>	<u>1,027,159</u>	<u>(1,019,629)</u>	<u>-</u>	<u>139,241</u>

Movement building and community are now regarded as one department.

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FOR THE YEAR ENDED 31 MARCH 2019

12. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2017 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2018 £
Unrestricted funds					
Unrestricted funds	71,810	430,438	(427,022)	-	75,226
Restricted funds					
Education	58,846	202,119	(226,562)	-	34,403
Movement Building	17,605	145,127	(136,120)	-	26,612
Community	8,893	82,643	(83,541)	-	7,995
Middle East	(4,174)	30,420	(38,771)	-	(12,525)
	81,170	460,309	(484,994)	-	56,485
Total funds	152,980	890,747	(912,016)	-	131,711

The Education fund represents: workshops, school linking and training to help young people (and their teachers) handle different or controversial topics, learn dialogue skills, and to understand how people live their faiths or beliefs.

The Community Fund represents our work across communities to create dialogue and connections between people of different faiths and beliefs. This includes community training and events.

The Movement Building fund covers our universities work including a national leadership programme where students collaborate to create real social change while being mentored by MPs.

The Middle East fund: uses text-based activities to engage trainee doctors and nurses, young people, and interfaith groups from Muslim, Christian and Jewish communities in Israel.

13. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	2,984	4,564	7,548
Current assets	275,471	86,545	362,016
Creditors due within one year	(150,820)	(79,503)	(230,323)
	127,635	11,606	139,241

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13. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Tangible fixed assets	4,495	4,564	9,059
Current assets	219,151	133,556	352,707
Creditors due within one year	(148,420)	(81,635)	(230,055)
	<u>75,226</u>	<u>56,485</u>	<u>131,711</u>

14. Reconciliation of net movement in funds to net cash flow from operating activities

	2019 £	2018 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	7,530	(21,269)
Adjustment for:		
Depreciation	2,298	2,108
Investment income	(136)	(228)
Increase in debtors	(14,460)	(15,855)
Increase in creditors	268	51,683
Net cash (used in)/provided by operating activities	<u>(4,500)</u>	<u>16,439</u>

15. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash at bank and in hand	314,693	319,844
Total	<u>314,693</u>	<u>319,844</u>

