Charity Newsletter

March 2022

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Welcome to the latest issue of the Charity Newsletter...

We are in a very different place to the one we were in when I wrote this editorial in the autumn. With the easing of virtually all restrictions in relation to the pandemic, we are getting back to a much more normal world. However, the Russian invasion of Ukraine, just under two weeks ago, has brought a humanitarian disaster and a migration of people which has not been seen since the 1990s.

The Charity Commission and Fundraising Regulator have urged the public to 'give safely' to registered charities as people make generous donations to causes helping to support and protect people affected by the invasion of Ukraine. As ever it is vital that charitable donations of goods and money reach their intended causes.

The Disasters Emergency Committee, a coalition of 15 leading UK charities, has launched its collective appeal to provide emergency aid and rapid relief to civilians suffering during the conflict.

Many registered charities are also helping to provide vital life-saving services to those caught up in the conflict. Established charities with experience of responding to disasters are usually best placed to reach victims on the ground.

With a heightened risk of Cybercrime, Chris Hannett's article is an essential read. The outcome of the Charity Commission's inquiry into Kids Company stresses the importance of charities holding appropriate levels of reserves. Our newsletter has lots of other interesting articles to help you run your charity more effectively, as well as an introduction to Alyson Kimber, a director in our specialist team based in Leeds.

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Kids Company

The Charity Commission's report into the failure of Kids Company was published on 10 February. Jane Marshall takes a look at the lessons learned for the wider sector...

Jane Marshall
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Following the conclusion of High Court proceedings in 2021, the statutory inquiry report makes it clear that Kids Company was unusual, and the particular circumstances of its closure are unlikely to be repeated. However, the Commission highlights that there are lessons for charities, and for the regulator itself, to learn. The purpose of these wider lessons is to highlight broader issues that may have resonance for the sector and/or the Commission. The lessons fall into four broad areas:

- the importance of checks and balances, and the right blend of skills and knowledge, on charity boards
- the requirement for operating models to reflect the nature and scale of the charity
- the role of financial planning and reserves policies
- considerations when charities grow

Effective board leadership

The High Court judgement states that although the CEO of Kids Company had significant influence, she was accountable to the trustees. The Commission's inquiry report notes that "a single person holding a senior leadership role in a charity for many years can reduce the level of challenge to long established methods of operating and prevent it from identifying and managing risks that flow from longstanding practice".

Founders of charities also need to be mindful that a permanent leadership role is rarely in the best interests of a charity. There are other ways of harnessing the passion and talent of founders or charismatic individuals, without them having executive or strategic power and responsibility.

Asymmetric power or influence can lead to unhealthy board or wider organisation dynamics, and ultimately to poor decision making. No charity should be defined by a single individual.

Crucially, all trustees have shared responsibility for their charity, and that responsibility is ultimately theirs, not the CEO's.

Managing risks associated with innovative approaches

There is no 'best' way for charities to deliver public benefit. Diverse and innovative operating models can help keep the sector relevant and dynamic. Problems can arise, though, when a charity's innovative approach is not balanced by management of the commensurate risks. For all charities, measuring impact should be part of the process of evaluation of whether the approach is effective — particularly where an innovative approach is being adopted.

Planning reserves

There is no single level of reserves that is right for every charity. But trustees should undertake financial planning and recording including maintaining a reserves policy. Kids Company operated on a low level of reserves for many years, prioritising the immediate needs of its beneficiaries and expansion over building up reserves. If the charity had held greater levels of reserves, it may have been able to wind up in a more orderly fashion or merge with another charity, which would have gone some way to mitigate the impact of its closure on beneficiaries. The Charity Commission advises all trustees to make well-rounded and appropriate decisions about their approach to reserves.

Managing growth

Charities should ensure infrastructure, governance and resources keep pace with growth. They should have sustainable income to support their growth and ensure that policies are scaled up to reflect the needs of any expanded or newly introduced beneficiary groups. They must ensure that their governance is robust, ideally with at least one trustee with experience of managing a charity of a similar scale on the Board.

Lessons for the Charity Commission

As well as its impact on trust and confidence in charities, the events surrounding the closure of Kids Company raised questions about the Commission's regulatory role. They faced political and public scrutiny into their ability to hold high-risk charities (including those who operate within them) to account, and how effectively the Commission intervenes, if possible before things go wrong.

In its 2016 report on the closure, the Public Administration and Constitutional Affairs Committee [PACAC] put forward recommendations for the Commission that were intended to strengthen their regulatory impact. The Commission has sought to respond directly to individual recommendations and has also bolstered its regulatory toolkit more broadly.

The recommendations were that the Charity Commission:

- should get better at identifying and scrutinising charities that operate in high-risk areas;
- should review and improve their guidance to better facilitate charities' understanding of their legal responsibilities.

In response to this recommendation, the Commission has strengthened its reserves regulatory toolkit, **gov.uk/government/publications/charities-and-reserves-cc19** blogged about charities facing financial difficulties, **charitycommission.blog.gov.uk/2016/09/29/what-to-do-if-your-charity-is-facing-financial-difficulties** and hosted outreach events for trustees. Guidance has also been published for auditors and independent examiners regarding their duty to report matters of material significance to the Commission - **gov.uk/government/publications/guidance-for-auditors-and-independent-examiners-of-charities**

PACAC also highlighted how the Charity Commission might expand its complaints process, and signpost it more effectively. "Better handling of complaints" was built into the Commission's 2018—2023 strategic plan.

Action for trustee boards

The Charity Commission invites all trustees to consider the wider lessons laid out in the report in the context of their own charity, to discuss the recommendations, and record (and where appropriate, publish) decisions taken as a result. They also urge funders to recognise their role in encouraging good governance, sustainability of services and helping charities to continue to thrive and inspire trust.

The full report, with the wider lessons for the charity sector and the Charity Commission itself, is available by clicking the link below. **gov.uk/government/news/official-report-criticises-former-trustees-of-kids-company**

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Charity Responsible Investment Draft Guidance

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Alyson Kimber takes a look at the implications for charities with investment portfolios.

In 2021 the Charity Commission ran a consultation on adopting a responsible or ethical approach to investing charity funds. This draft guidance is set to update the existing guidance which was issued in 2016. The draft guidance aims to ensure that it is clearer, more concise and provides the assurance that trustees need to take a responsible investment approach.

Both the current and draft guidance highlight some key areas such as risk management, both aiming to support charities and their trustees in confidently making decisions about their investments that comply with their duties, which may not simply be to ensure the charity receives the best possible return within the level of risk considered acceptable. The Charity Commission recognises that charities are also looking at how they can invest to directly further their aims or make financial investments that reflect the charity's values and ethos by investing responsibly, or ethically.

When you invest your charity's funds, by law you must:

- Know what you can and can't invest in, following any restrictions in your governing document;
- Make sure you know what you're doing when making investment decisions, ensuring you take advice from an expert where necessary;
- Minimise the risk to your charity's funds, for example by having a mix of investments rather than a single large investment which could drop in value; and explain your investment policy in your trustees' annual report.

If you are planning to invest, you should read the Charity Commission's detailed guidance on investing charity funds, which sets out the legal requirements in more detail: **gov.uk/government/publications/charities-and-investment-matters-a-guide-for-trustees-cc14**

If the decision is made by the trustees to adopt a responsible/ethical approach to investments the first step would be to decide what that means to your charity. What one charity deems as ethical may be different to another, it should reflect the aims of the charity and not the personal preferences of the trustees. For example, a medical research charity may not have an issue investing in organisations that test on animals on medical grounds, whereas other charities may see this as an area that goes against the values of their charity. Once the trustees have defined what an ethical fund means to the charity, the next step is to create an ethical investment policy. An investment policy should include clear goals and investment objectives, ensuring that the charity is meeting its responsibilities as defined in the CC14 Charity Commission guidance. When considering ethics, the policy needs to define the balance between ethics, rise and return.

Consideration needs to be made into whether the charity is seeking to invest in stocks that fit well within their objectives, avoid stocks that go against the aims of the charity or a mixture of both of these approaches.

The ethical investment policy may include the use of an investment manager, suggest that the charity invests in a dedicated ethically managed fund that aligns with the values of the charity or provide the investment managers with ethical parameters in which they can invest the charity's funds.

There are many factors to consider and we would advise that professional advise is sought to mitigate any risk to charity funds. The good news is that, recently, many ethical funds have performed well, however this is not a guarantee that this will continue. Trustees should remember that an ethical investment policy is not just about generating income and gains, it is also about safeguarding the charity's reputation.

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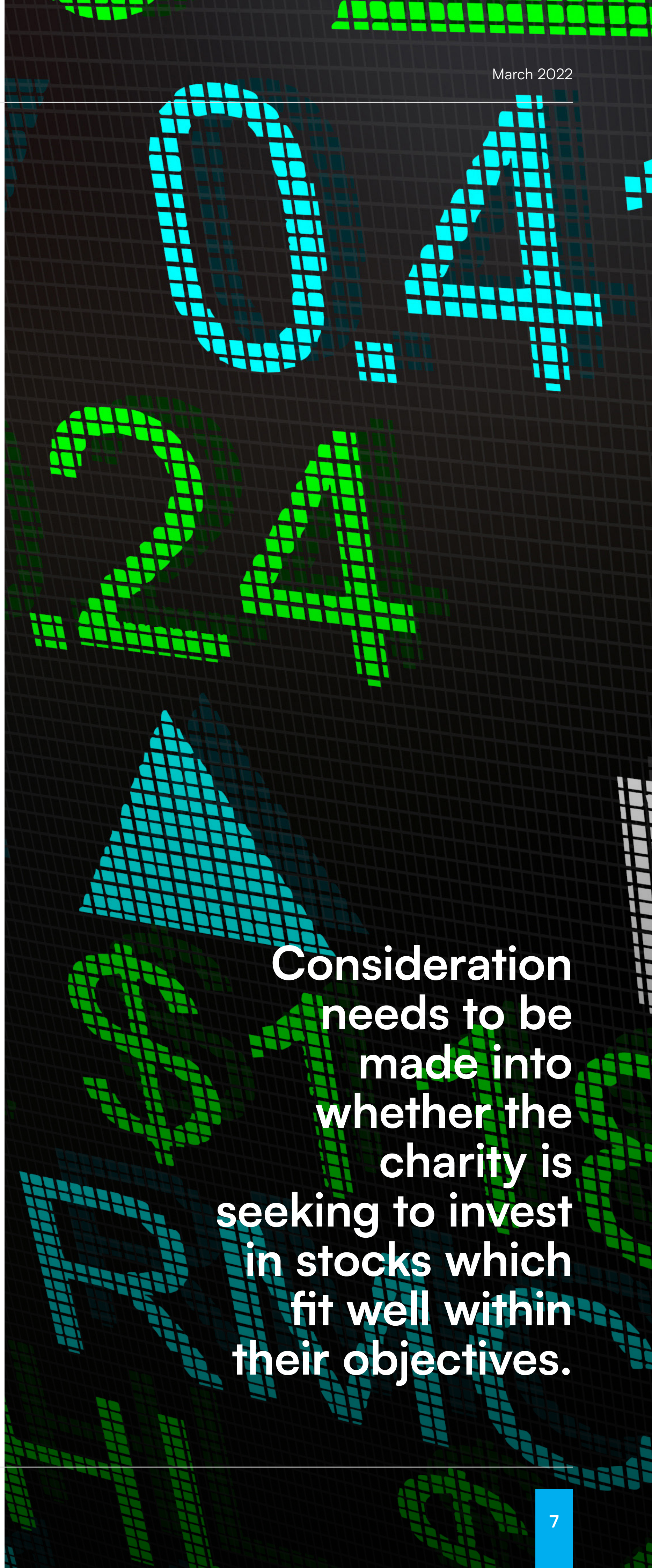

Consideration needs to be made into whether the charity is seeking to invest in stocks which fit well within their objectives.

A Fresh Look at Creative Industry Tax Reliefs

Rachelle Rowbottom
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Rachelle Rowbottom discusses the tax benefits available to the creative sector and the recent changes to the reliefs.

Background

The various creative sector tax reliefs have been introduced over a number of years. The reliefs most likely to benefit charities are the Theatre Tax Relief, Orchestra Tax Relief and Museum and Galleries Tax Relief. They allow qualifying charities/companies to claim an enhanced tax deduction which can result in payment of a cash credit on the costs of developing new productions or exhibitions. Before the Autumn Budget, the reliefs enabled cash payments of up to 16% (for a non-touring production/exhibition) and 20% (for a touring production/exhibition) of qualifying spend to be claimed from HMRC via a corporation tax return.

Organisations do not need to be tax-paying to benefit from the reliefs. However, there are various qualifying criteria for the claimant and the production or exhibition to fulfil.

Each production or exhibition is treated as a separate trade for tax purposes and therefore the income and expenditure associated with each trade needs to be identified. The enhanced deduction is based on qualifying costs incurred in producing a new production or exhibition. It is therefore necessary to apportion expenditure to the different phases of the production or exhibition so that the enhanced deduction can be calculated. Where losses arise, some or all of the loss is surrendered for the payable tax credit at the rates set out below.

Autumn Budget 2021 changes

Theatres, museums and orchestras have suffered massively as a result of the pandemic due to long periods of closure and reduced activity.

Vital support was announced for these organisations by the introduction of a temporary increase to the rates of tax relief available. The cash repayments have increased up to a maximum of between 36% and 40% of qualifying spend and the rate changes can be summarised as follows:

	Usual Rate of Relief	27.10.21 to 31.03.23	01.04.23 to 31.03.24
Theatre Tax Relief	20/25%	45/50%	30/35%
Orchestra Tax Relief	25%	50%	35%
Museums and Galleries Tax Relief	20/25%	45/50%	30/35%

The rates are expected to return to the usual rates of relief with effect from 1 April 2024.

The increased rates apply where the production phase of activity begins on or after 27 October 2021. Further details are awaited regarding what this means in practice and organisations will need to apply the new rules to each production/exhibition. There have also been some minor clarifications regarding the type of production/exhibition that can qualify for the reliefs to ensure that the reliefs are targeted as intended.

It should also be noted that the Museum and Galleries Tax Relief legislation originally included a sunset clause, which meant that initially the relief was only available until 31 March 2022. This was extended in the Autumn Budget for two years and will be the subject of further review.

Act Now

The reliefs are not widely understood and charities that operate in these sectors are missing out on claims which would generate valuable unrestricted funds. The increased rates of relief may also make it more attractive and cost efficient for smaller charities to make claims. Relevant organisations should speak to a specialist adviser to ensure that they get maximum benefit from the reliefs.

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Meet the Team: Alyson Kimber

Managing our Charity & Academy team in Leeds, Alyson has a wealth of experience in these sectors and, as an avid traveller, she'll often be found hiking and camping in the Yorkshire Dales.

When did you join BHP?
I joined in July 2019.

What attracted you to BHP?
The strong charity and academy reputation was one of the main attractions to BHP, along with the ability for BHP to provide big firm quality with smaller firm values. After attending my first interview, I was impressed by how forward-thinking the firm was. The way they embraced technology sealed the deal as I am a strong believer that new technologies should be utilised to make audits more efficient, focused, and effective.

What does a typical day at work look like for you?
I manage the charity and academy team in the Leeds office. Typically I spend my day advising clients and my team on technical issues and, of course, reviewing audit files.

How has BHP helped you in your career so far?
BHP has been very supportive and provided great training in soft skills such as coaching and public speaking. I feel that this has benefited not only myself but the team I work with.

What are your highlights and key achievements?
Being a part of the growth and development of the Leeds audit team has been a highlight for me. It has involved increasing our team significantly over the last three years, but also increasing the charity portfolio of audit clients managed from the Leeds office.

What or who inspires you at work?
I work with a great team, not just at the Leeds office but also those in the wider BHP family. Mike Jackson has been a great support and mentor over the last three years, and I appreciate the time he has taken to help me reach my career aspirations.

What advice would you give to someone who was thinking about applying for a role at BHP?
Do it! BHP is a great place to work, there are great progression opportunities, good support and a real family feel within the firm.

What do you enjoy going when you are not at work?
I love the outdoors, I regularly hike, run and travel in my campervan.

If your life was a film or a book, what would it be?
Wild — but set in the Yorkshire Dales rather than the Pacific Crest Trail! I like the idea of walking through nature. It's a great way to clear your head.

What boxset are you currently watching?
I am currently watching War of the Worlds, but I also like to dip into various travel and walking boxsets on the National Geographic Channel.

What is your favourite type of cuisine and why?
I loved the food in Vietnam. It's so full of flavour, especially ginger, garlic and lemongrass, which go so well together. The Vietnamese hot pot is a real social dish and involves having a burner on the table and cooking lots of fresh veggies and noodles in a flavoursome broth. I like meals that bring the family together — I am a strong advocate for eating together as a family, and this one is perfect for that.

What is the best place you have travelled to and why?
I love to travel, my favourite countries to visit include Vietnam and Norway. Both have stunning natural beauty; however, you can't beat a weekend camping in the Yorkshire Dales!

If you weren't an Auditor, what would be your dream job?
My dream job would involve travel to remote and adventurous parts of the world, maybe as a Lonely Planet travel guide photographer.

Being a part of the growth and development of the Leeds Audit team has been a highlight for me.

It has involved increasing our team significantly over the last three years, but also increasing the charity portfolio of audit clients managed from the Leeds office.

Ask the Expert: Cybercrime - The Next Pandemic

Chris Hannett, Director at Cymplify, looks at the issue of cyber risk, which outranked Covid-19 as the number one risk to global business in 2020 and 2021.

To bring some much-needed context, consider the following question. If Cybercrime were a country — how big would its economy be?

Perhaps similar to a mid-sized African nation? Or a modest European country?

In reality, during 2021 alone, the financial impact of Cybercrime was over $6 trillion, which would make it the world's 3rd largest economy (behind the US and China).

By 2025, this will exceed $11 trillion per year — the entire annual GDP of China is $14 trillion. Cybercrime represents the greatest transfer of wealth in human history.

The question is, why? (Well, actually, you're more likely asking, "Why Should I Care?" but we'll get to that).

There are many reasons why including:

- The explosion of cloud services has resulted in the almost total eradication of the traditional corporate network in just the last five years. Traditional security measures that are still relied upon were built to protect environments that no longer exist.
- Remote working (accelerated by the pandemic) has increased both the amount of available remote systems open to attack and also the number of individuals accessing those remote systems who lack even the most basic understanding of Cyber Risk.
- Also, 'Work from Home' systems were set up with productivity, continuity, and speed of deployment as the main drivers — not security.
- Criminals have recognised that Cybercrime is easy, scalable, exponentially more profitable and comes with virtually zero risk (World Economic Forum found there is a 0.05% chance of a Cyber Criminal ever being prosecuted).

But "Why Should I Care?"

Cybercrime is not an IT problem. We have PI insurance, lock office doors or install fire extinguishers; these are business risks and should be treated in the same way. IT is just the delivery mechanism. Believing that you are "just a small charity from the north of England" with nothing worth stealing will not protect you. Most of the time, attackers do not even know or care who you are, let alone what you do — simply that they can attack you for financial gain.

Attackers use a range of automated tools that alert them to any 'open windows'. If you leave doors unlocked or windows open, you understand the increased likelihood of being burgled. The same applies here.

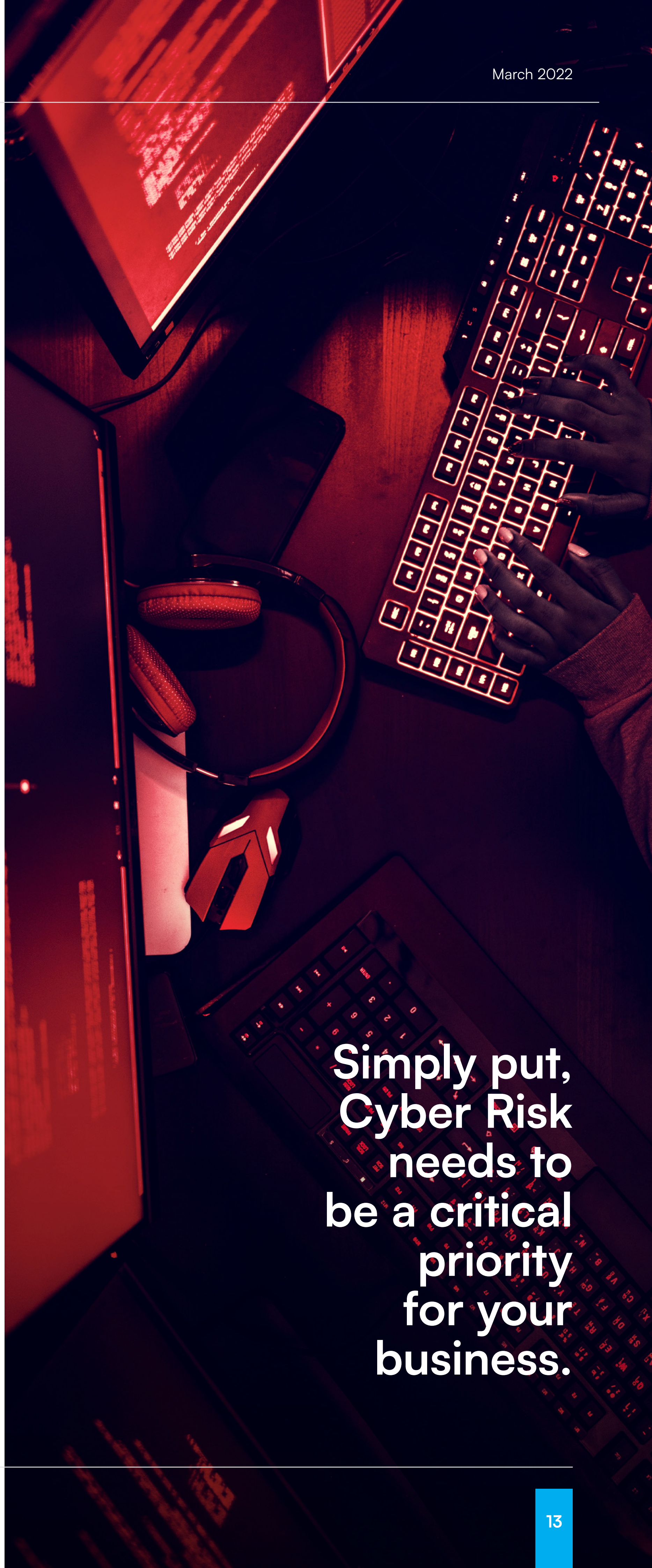
"But we had a Penetration Test recently" (likely two years ago due to Covid) or "we did loads for GDPR" (four years ago) will not protect you. Attacks evolve every day and the risks you faced five years ago or even a year ago are not the risks you face today.

Your enemy is not a teenager or 'nation state' hackers. It is more likely a well-organised, well-funded and highly motivated criminal group. One notorious group — Black Axe from Nigeria — has over 30,000 members.

Simply put, Cyber Risk needs to be a critical priority for your business. You should assess your current Cyber Risk exposure and the impact of an incident and employ a continuous approach to Cyber Risk Management.

If you still think this is just a 'nice to have', consider this: 60 per cent of SMEs close their doors within six months of a cyber incident (*Cybersecurity Ventures)

Visit cymplify.co.uk for more information.



COVID-19 Support Grants Paid to Companies Must be Included on Company Tax Returns

HMRC has warned that businesses must declare any coronavirus (COVID-19) support grants or payments on their company tax returns and stated that the grants and payments are taxable.

The deadline for filing company tax returns is 12 months after the end of the accounting period.

The deadline to pay corporation tax will depend on any taxable profits and when the end of the accounting period occurs. It is generally nine months after the end of the accounting period unless profits exceed £1.5 million.

Grants to be included as taxable income include:

- Coronavirus Statutory Sick Pay Rebate
- Coronavirus Business Support Grants (also known as local authority grants or business rate grants)
- Coronavirus Job Retention Scheme (CJRS) grant
- Eat Out to Help Out payment.

If a company received any of these payments, they will need to do both of the following on their CT600 tax return:

We want to make sure companies are getting their tax returns right, first time...

- include it as income when calculating their taxable profits in line with the relevant accounting standards
- report it separately on their company tax return using the CJRS and Eat Out to Help Out boxes.

Myrtle Lloyd, HMRC's Director General for Customer Services, said: 'We want to make sure companies are getting their tax returns right, first time, including any COVID-19 support payment declarations. Support and guidance is available on **gov.uk**.'

National Insurance Rise 'Set to Squeeze Budgets', Warns CBI

The Confederation of British Industry (CBI) has warned the Government that the planned rise in National Insurance will squeeze budgets and affect economic growth.

The rise will see employers, employees and the self-employed pay 1.25p more in the pound from April 2022. From April 2023, the extra tax will be collected as part of the new Health and Social Care Levy.

Prime Minister Boris Johnson and Chancellor Rishi Sunak recently confirmed the rise, stating that it 'must go ahead'.

The CBI said that the rise risks 'curtailing growth at a critical moment in the recovery' from the coronavirus (COVID-19) pandemic.

A spokesperson for the CBI said: 'If the government goes ahead as planned, then it is incumbent on them to use the March Budget to bring forward more ambitious plans to raise the longer-term growth potential of the economy.'

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Contact for further information.

Charity Commission News Update

Nicola Adams
Director

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Nicola Adams looks at the latest news from the Charity Commission.

Running Your Charity During the Covid-19 Pandemic

In light of changes to Covid-19 restrictions, the Charity Commission has updated its guidance on running your charity during the pandemic.

It should now be possible for charities to re-commence face-to-face meetings and hold any outstanding AGMs or other meetings. However, trustees still need to consider if this is possible and, if so, how this can be facilitated.

Where longer term impacts of the pandemic are being felt a merger or collaborative working could be an option to make better use of charitable funds and provide better services for beneficiaries. Charities in search of partners for collaboration or merger can use the Charity Commission's register of charities to find potential partners.

Trustees should also continue to assess what their short, medium and long-term priorities are, and see if they need to amend their financial planning given their current situation. In particular to think about whether or not certain projects, spends or activities need to be delayed or halted in order to focus on essential spending if they are still facing financial challenges.

The full guidance is available on the Charity Commission website: **gov.uk/guidance/coronavirus-covid-19-guidance-for-the-charity-sector**

Five Minute Guides

The Charity Commission has a series of five-minute guides for trustees. These cover the following topics:

- Purpose — charity purposes and rules
- Finance — managing charity finances
- Conflicts of interest — managing conflicts of interest in charities
- Decisions — making decisions at a charity
- Support — what to send to the Charity Commission and how to get help
- Safeguarding — safeguarding for charities and trustees

These guides are useful refreshers for current trustees or a good starting point for new recruits.

Further information is available by clicking the link below. **gov.uk/government/collections/5-minute-guides-for-charity-trustees**

Safeguarding and Protecting People for Charities and Trustees Updated Guidance

The Charity Commission has updated its safeguarding guidance. It sets out what you need to do to protect people who come into contact with your charity through its work from abuse or mistreatment of any kind.

The full guidance is available by clicking the link below: **gov.uk/guidance/safeguarding-duties-for-charity-trustees#download-infographic**

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Trustees should continue to assess what their short, medium and long-term priorities are.

10 actions trustee boards need to take to ensure good safeguarding governance

Safeguarding should be a key governance priority for all charities

1. Ensure your charity has an adequate safeguarding policy, code of conduct and any other safeguarding procedures. Regularly review and update the policy and procedures to ensure they are fit for purpose
2. Identify possible risks, including risks to your beneficiaries or to anyone else connected to your charity and any emerging risks on the horizon
3. Consider how to improve the safeguarding culture within your charity
4. Ensure that everyone involved with the charity knows how to recognise, respond to, report and record a safeguarding concern
5. Ensure people know how to raise a safeguarding concern
6. Regularly evaluate any safeguarding training provided, ensuring it is current and relevant
7. Review which posts within the charity can and must have a DBS check from the Disclosure and Barring Service
8. Have a risk assessment process in place for posts which do not qualify for a DBS check, but which still have contact with children or adults at risk
9. Periodically review your safeguarding policy and procedures, learning from any serious incident or 'near miss'
10. If you work overseas, find out what different checks and due diligence you need to carry out in different geographical areas of operation

CHARITY COMMISSION
FOR ENGLAND AND WALES

Building a Working Strategy for a Large Charity

Paul Blackman
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Case study: How Paul Blackman helped a charity that had been disrupted by the pandemic...

Strategy is often seen as the province of commercial organisations rather than charities. The need for a defined strategy is incredibly important when trustees are considering how to maximise impact and where to target resource on an ongoing structured basis.

The trustees of a charity that had been considerably disrupted by the Covid pandemic realised they needed to revisit the delivery of charitable objectives, as feedback from the internal decision makers was, that there was a lot more to do to support and benefit the local community — but exactly how to do this was unclear.

The charity was keen to return to delivering increasing levels of relevant 'impact'. The trustees needed external help to create a strong and resilient strategy that matched their 'objectives' as well as clearly delivering strong impact.

Having agreed the format with the Chair of Trustees, an in-depth strategy review, facilitated by myself, engaged all the trustees in creating a change journey approach. This produced a key set of actions to consider/include on an ongoing basis.

It was suggested that maximum 'impact' could be obtained by building a delivery model around national, regional and neighbourhood published strategies. This ensured relevance and avoided much effort on behalf of the trustees in deciding key areas.

An evaluation and delivery 'process' was produced that could be followed by the internal management team. The key attributes, based on 'who, what, where, when, why', were condensed into a structured (strategy matching model). All the trustees' views and desires were brought together. The operating model, asked the management team to define the problem and compare objectively to the agreed strategic points.

Investment to date on impact has reached £1 million.

As an example, any project undertaken had, as a minimum, to deliver relevant impact for a minimum of 50 persons over three months. This could then be measured on a value (impact) versus cost basis.

The benefit to the trustees is that they have a documented and structured approach which defines their 'change journey' and provides tangible benefits that can be clearly explained in both funding applications and to the internal team.

Investment to date on impact has reached £1 million.

BHP have created a range of services to assist charities in this area of specialist advice.

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Contact for further information.

CSR Update

At BHP, we recognise that all our staff have personal reasons for supporting their favourite charities. We're proud to support the charities that our employees care passionately about and have been delighted at the success of this initiative — in the last three years our staff have raised over £60k.

We actively monitor our carbon footprint and its impact on the environment, and we're continually looking to introduce green initiatives across all of our offices.

Here are just a few of our 2021 highlights.

3 Peaks Challenge

£1,440

for Cancer Research

Will Holmes

Christmas Jumper Day

£255

for Save the Children

Firmwide

Bingo

£312

for Yorkshire Air Ambulance

Firmwide

Movember

£685

Duncan Smith

Staff Fundraising Success

66 Mile Challenge

£580

for Parkinsons UK

Marie Hudson

BHP Fest

£484

for The Danny Wilkinson Foundation

Valentine's Day Quiz

£1,274

for Crohn's & Colitis UK

Firmwide

London Marathon

£641

for Percy Hedley Foundation

Kathryn Clay

Baby Basics

£160

in gift donations

Sheffield Office

Christmas Present Appeal

£570

in gift donations

Cleckheaton Office

Yorkshire Corker Challenge

£800

for York MIND

Helen Waller

Staff Family Charity Event

£100

for MIND

Kieron Batham-Tomkins

Green Initiatives

- Switched to using glass milk bottles only
- Purchased responsibly sourced tea and coffee
- Energy efficient LED bulbs in all offices
- Cycle to work scheme and bike storage facilities
- Electric car salary sacrifice scheme
- Heating turns off automatically before the end of the working day

Charity Trustee Training 2022

We are delighted to share with you the dates for our 2022 trustee training programme.

These informative and practical online webinars offer a comprehensive introduction for new trustees, as well as a useful refresher for existing trustees, ensuring they are fully aware of their legal and financial responsibilities as trustees.

The advanced sessions look in further detail at some of the key responsibilities for charity trustees.

The speakers will be Jane Marshall, Partner and Head of Charities and Not for Profit at BHP LLP, and our regular guest speaker Catherine Rustomji, a recognised charity law specialist in Chambers and Partners legal directory.

The dates for our series of three seminars are:

9 May 9.30am
Introductory Session
This session looks at financial and legal responsibilities and is aimed at new trustees or as a refresher for existing trustees.

9 May 2pm and 17 May 10am
Advanced Session
This session takes a more in-depth look at charity governance and financial issues including reserves policies and the lessons to be learnt from the Charity Commission's enquiry into Kids Company.

The events are free to attend. To book your place, click here.

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