

A woman with short dark hair, wearing a white t-shirt and a yellow and black patterned skirt, is bent over in a field of green plants. She is holding a small plant in her hands, appearing to be working in the soil. The field is filled with rows of similar green plants, and the ground is reddish-brown soil.

Find Your Feet Limited Trustees' Annual Report & Financial Statements for the year ended 31 March 2021

**Registered Charity Number: 250456
Company Number: 651058**

Contents

Message from the Director and Chair	3
Trustees' Annual Report	4
Find Your Feet: Vision, mission, values and approach	4
Our strategic objectives	5
Our work in 2020/21	6
Our achievements in 2020/21	10
Fundraising in 2020/21	13
Financial review	14
Structure, governance and management	15
Legal and administrative information	16
Public Benefit	17
Statement of Trustees' responsibilities	17
Independent Auditors' Report	18
Statement of Financial Activities	21
Balance Sheet	23
Cash Flow Statement	24
Notes to the Financial Statements	25
Acknowledgements	31

Cover: Mercy Chirwa, a member of Chimwemwe VSL group Malawi, growing soya bean to sell at the local market.
Design & layout: www.revangeldesigns.co.uk

Message from the Director and Chair

What a year this has been! We have never faced such a difficult environment to operate in. COVID-19 has taken centre stage at a global level and its impact has been felt throughout Find your Feet. We have adapted our delivery on the ground and navigated a complex fundraising environment that feels as though we are trying to fight a recession with significantly fewer options.

A year ago, we wrote that the human costs of COVID-19 were already unequal and likely to be disproportionately shouldered by the poor. Unfortunately, as this virus progresses the problem has been compounded by unequal access to vaccines. Whilst the rich world is quickly reducing case numbers and the UK breathes a sigh of relief, vaccine nationalism means that many people will be dying in their tens of thousands for months to come in poorer countries. Death tolls are mounting in poorer countries as we write this, and case numbers globally are at their highest since the start of the pandemic, with close to a million documented cases daily. Recently Indian hospitals were running out of oxygen and beds for patients.

In addition to COVID-19, international development charities and our beneficiaries are being affected by the reversal of the UK government's legally binding commitment to spend 0.7% of GDP on aid. We will continue to push back against these changes and adapt to the changing capacity we will have as a result to ensure we maximise our impact.

Whilst this perfect storm has raged, Find Your Feet's work in some of the world's most marginalised communities has continued unabated. Alongside our partners in Zimbabwe, we have assisted the efforts of local people and health workers in strengthening their communities' approach to mental health. Local health workers, caregivers, and village leaders now have the right tools and skills to support people to live with fewer barriers to good mental health and wellbeing. By training people living with mental health conditions and their families on sustainable farming practices, they now have access to a diverse diet and can sell their excess produce at the local market. Furthermore, our work raising mental health awareness and encouraging people to seek help has been central to our COVID-19 emergency response and will remain crucial given the ongoing impacts of the pandemic.

We continue to work in collaboration with Health Poverty Action. We remain steadfast in our combined efforts to fight for equal access to health care and livelihoods in some of the world's most marginalised communities and we look forward to continuing our relationship over the coming years.

The determination to adjust to uncertainty and find creative ways to keep our work going in an unparalleled year is remarkable. We thank Find Your Feet staff, volunteers, partners, and everyone who has worked so hard to make Find Your Feet's work possible.



Oliver Benjamin Kemp
Chair of the Board of Trustees



Martin Drewry
Director

Trustees' Annual Report



Community worker distributing face-masks and emergency supplies during the COVID-19 pandemic in Phuljori village, India.

Find Your Feet

Our work supports vulnerable rural families in India, Zimbabwe, and Malawi (in partnership with the now autonomous Malawi-registered NGO, Find Your Feet, who became independent in 2016), to grow enough food so they don't have to go hungry; to strengthen their voice so they can speak out against injustice, and to earn enough money so they can find their feet.

Vision

We believe in social justice: a world in which everyone has the right to build a future free from hunger and poverty.

Mission

To mobilise local knowledge, skills and resources so that more poor, rural families can find sustainable solutions to hunger, poverty and discrimination.

Values

We are committed to supporting the most vulnerable members of society to achieve their full potential. Our approach is based on six core values: **justice, empowerment, partnership, learning, accountability** and **equality**.

Approach

Our approach is not to dictate how the communities we work with tackle the poverty they experience – instead we enable them to decide how they want to build a better future. We don't give handouts. Instead, we listen and then provide people with the skills, training and opportunities to build the confidence they need to help themselves.

Our strategic objectives

With the support and partnership of Health Poverty Action, our overarching goal is to lift families in rural areas out of poverty. The impact of the coronavirus pandemic has been felt deeply in the rural communities in which we work. We have adapted our strategic objectives and worked alongside communities to adjust to the compounding impacts of the pandemic in what is often an already insecure environment. We remain committed to supporting communities in their fight to overcome the unfair realities of poverty through our three objectives:

1 To help families grow more food

We train and support farmers to introduce farming practices that are productive, resilient and environmentally sound, building on their own knowledge and resources. This means that people can produce a variety of nutritious foods to eat throughout the year so that they do not have to go hungry and they can earn an income by selling any surplus.



2 To help families earn more income

We encourage families to participate in village savings and loan schemes and to invest in small businesses. We also support farmers to add value to their crops and to market collectively, enabling them to achieve higher prices for their produce. This enables families to increase their income, and ultimately become more self-reliant.

3 To help communities to strengthen their voice

We help communities to identify the obstacles to their development, to advocate for their rights and to access the resources that are rightfully theirs.



Our work in 2020/21

At Find Your Feet, our priority is to support people who not only live with the daily reality of poverty and hunger but who also face additional challenges – from an inability to access credit, to the effects of climate change. This includes people from ethnic and indigenous communities and smallholder farmers who grow crops to ensure their families' access to a stable food supply. We also focus on empowering women, young people, and those living with mental health conditions and their caregivers. This year, the impact of the COVID-19 pandemic has been felt within the heart of the communities we work with, affecting their health, wellbeing, and livelihoods. We have engaged in emergency response in collaboration with local organisations, to provide the necessary support and knowledge for COVID-19 prevention and treatment.

Continued growth despite a challenging year

In **India**, we have continued to build on our previous work supporting communities to set up Tribal Rights Forums (TRFs) across three districts in Jharkhand state. The TRFs help to connect tribal groups in different districts to provide a platform for collective advocacy on local issues. A key issue currently facing communities is the restricted access to ancestral tribal lands due to inadequate legal documentation, limiting the ability for forest goers to use their land for income generation and traditional activities. Our team works with TRFs and community-based organisations to put together applications for Community and Individual Forest Rights under India's 2006 Forest Right Act. This legislation was set up so that local communities can gain legal ownership of their land.

Sonoti Marandi, India

Sonoti Marandi is a 45-year-old widow who lives with her four sons and one daughter in the forest village of Sundarpahari. Sonoti Marandi became a member of the TRF in September 2019 after she participated in Find Your Feet's capacity building and awareness programme to build her knowledge on the Forest Rights Act.

Since then, Sonoti has become a full-time activist and the president of the TRF. She is a true leader for her community, helping forest dwellers acquire their forest rights through continuous lobbying, advocacy with district TRFs, and public hearings with government officials and the media.

Her diligent efforts have helped the village of Sundarpahari receive the land *pattas* (legal ownership document) of 401.57 acres of forest land. The Community Forest Rights were approved on 24th December 2020 and the community received the land *pattas* directly from the honourable Chief Minister of the State of Jharkhand on 24th January 2021.



Sonoti holding the land *pattas* showing the legal ownership of 401.57 acres of forest land

"I have been lucky enough to be a part of this Project and feel ecstatic that we have fought for our Community Forest Rights. It has been a long time and at last, we have achieved the right to save our forest and promote its sustainable development."

Access to this Act can help to shift the power back to communities, preventing displacement, socio-economic inequality, and environmental degradation. However, uptake of entitlements under the Forest Rights Act is low. It's difficult to access the scheme and to set up the right structures, such as the Forest Rights Committees, to process the initial applications at the village level and ensure that they progress through the various levels of bureaucracy. To combat this, we have been working with local leaders to increase their knowledge of the claimant process so that they can navigate the different administrative structures involved.

Based on our collective success, we were awarded a new two-year grant from the Oak Foundation to continue to strengthen advocacy networks in Godda and Dumka and extend into the Jamtara district. There is now a network of 150 community-based organisations acting as a platform for tribal-led advocacy and lobbying for their forest rights with women membership rising to 70% across the three districts. We have also helped to reconstitute 58 FRCs so that there are now 80 active committees operating within local village governments who help tribal communities fill in and submit their forest claims to the government departments.

The strong collaboration between TRFs and FRCs has led to the ownership rights of 400 acres of community forest land being recognised through five successful Community Forest Right claims this year, as well as the submission of 16 Individual Forest Rights being accepted through to the next stage. Upon the successful recognition of Community Forest Rights through the scheme, the community is given a legal document (called a land *pattas*) that grants the community full access to the forest without government restriction. The recognition of forest rights means that communities' can inhabit and cultivate their ancestral lands and engage in traditional practices.

In **Zimbabwe**, our work on mental health is as vital as ever given the rise in instability from the COVID-19 pandemic. We continue to work in partnership with TSURO (Towards Sustainable Use of Resources) and in coordination with the government and other local organisations to provide psychosocial support and training in sustainable agricultural practices so that people experiencing mental health conditions can be active members of their communities.

In collaboration with the Ministry of Health and community members, we produced five mental health awareness videos to help to reduce the stigma and discrimination that surrounds mental health conditions. People with poor mental health are frequently isolated within their communities, and there is often a lot of shame experienced by family members. To combat these beliefs, we have worked to actively involve people living with poor mental health in Farmer Action Learning Groups (FALGs) and Community Health Clubs to dispel the myths and negative perceptions surrounding mental health conditions. People living with mental health conditions are now prominent members of these community groups, with their membership increasing to 300 in the FALGs, 442 in Community Health Clubs, and 31 in Psychosocial Support Groups this year. Beliefs within the community are beginning to shift, with community members now supporting people with poor mental health and their families in the wider community. This social inclusion has helped to increase the self-esteem of people with poor mental health – an important step towards recovery.

Find Your Feet **Malawi** has continued to grow from strength to strength since it became an independent Malawi-registered NGO in 2016. Find Your Feet UK continues to support them by securing funding so that they can access a broader range of income. This year, Find Your Feet Malawi has supported small-holder farmers to improve their food and nutrition security through the promotion of sustainable agriculture, reaching a total of 3,257 people.

Training on economic rights and business management has helped 87 female farmers develop their business skills and increase their participation in community markets. We have encouraged safe water, sanitation, and hygiene practices and restored 13 boreholes to reduce water-borne disease. Each restored borehole is providing an easily accessible water supply to 500 community members and women, including pregnant and breastfeeding mothers, who no longer have to walk long distances to reach safe water for their families.



Emma Jere at Malandula borehole in Malinyete captured by Maria Kambewu

“Scabies was not leaving us in our community because children were taking baths in the swampy areas. One of my boys suffered for a month with this disease and it cost me a lot to save the life of my child. The moment I saw water coming from the borehole my heart was too excited as if I have seen the salvation, but it was indeed salvation because I am no longer a slave of water.”

Emma Jere

A 45-year-old woman from Malandula village with six children

Rising to challenge of the Coronavirus pandemic

The ever-evolving coronavirus pandemic has presented unprecedented challenges for the work of Find Your Feet this year. In March 2020, strict nationwide lockdowns were ordered in most of the countries where Find Your Feet operates. Our staff worked from home intermittently throughout 2020 as local lockdowns were imposed in some of our project areas until it was safe to return to the field. While these restrictions did initially delay project implementation, they have also encouraged innovation, with the pandemic challenging us to adapt to the changing environment on the ground.

In **Zimbabwe**, the COVID-19 pandemic disrupted access to critical mental health services in the Chimanimani district due to a series of local lockdowns. People with pre-existing mental, neurological, or substance use conditions were most vulnerable as movement restrictions limited their access to medication. We also saw an increase in cases of Gender-Based Violence (GBV) with women unable to access support services. Families were also hit with a decline in income as they were unable to sell produce at the farmer markets during periods of lockdown. The compounded insecurity has led to poorer mental health and wellbeing outcomes for the members of the community groups we support.

Alongside our partner, TSURO, we shifted our focus to the COVID-19 emergency response. To help to address the fear and uncertainty during the start of the COVID-19 pandemic, we distributed 5,000 mental

health emergency COVID-19 awareness posters in the communities where we work. In collaboration with local authorities, hospitals, and community groups, we identified and trained 21 community volunteers to help raise awareness of COVID-19 who taught villagers about hand washing and wearing facemasks. We adapted to local restrictions by setting up remote communication channels that facilitated 230 community leaders to keep in regular contact and provide updates to their communities. We also supported the training of 32 health practitioners on COVID-19 detection, referral, and management and distributed PPE to health centres.



Working alongside our partners TSURO to prevent COVID-19 in Zimbabwe



Members of the TRF helping to distribute facemasks and emergency food in Harwandangal village, India

In **India**, the impact of COVID-19 has been damaging for the communities we work with as those who had migrated to bigger cities in other parts of the country were forced to return home. Unemployment levels have risen, and it remains difficult to find income. By March 2020, a total of 5,349 migrant workers (made up of 30% women workers) were forced out of the cities and returned to their villages in our project area. We responded quickly to the emerging situation by relocating project funds towards COVID-19 relief,

working alongside partners to provide food packages and hygiene products to 500 vulnerable families in 100 villages.

We have been working closely with our field partners (Badlao Foundation and Ayo Aidari Trust), TRFs, and community-based organisations to develop COVID-19 action plans to prevent the spread of COVID-19, emphasising the need to maintain social distancing in public spaces and shops and running demonstrations on the correct use of hand sanitiser and face masks.

I am Shiblal Soren, a permanent resident of village Chatra, Panchayat Bansjori, in the Godda District and I am a district-level member of the TRF.

Due to the outbreak of the coronavirus, we are facing a lot of financial problems. We, in the village, used to work in a coal mine and earn about 1000 to 1200 rupees (approx. 10 GBP) daily. However, work has stopped at present. Along with it, we are also unable to go to the forest and gather logs to be sold in the local market, due to the fear of the virus.

The members of the district TRF are working alongside Find Your Feet and the Badlao Foundation to help people understand the sudden outbreak of Coronavirus in the project area. We are updating our community on all government announcements via phone and spreading awareness about the use of facemasks and social distancing.

In Jharkhand state, the vaccination campaign started in mid-January for the elderly. Unfortunately, since February 2021, India has been facing a severe second wave of COVID-19 and we had to suspend activities such as workshops and public hearings that involved the gathering of large numbers of people. Our future work will focus on supporting the government's vaccination scheme to increase the vaccination uptake within tribal communities.

In **Malawi**, the pandemic hit close to home with the loss of one of our drivers to COVID-19. National lockdowns did lead to a delay in project activities, however, we are now conducting training again with a limit of 30 people to comply with social distancing regulations. We have worked with communities to combat the fear of transmission through building knowledge about prevention measures, such as social distancing at community meeting areas, encouraging masks to be worn, and making hand washing facilities readily available. Despite these changes, we have seen a decline in training participation and have been unable to continue home-based care support services.

Our achievements in 2020/21

We helped families to grow more food

In **Zimbabwe**, our project supports people who are experiencing mental health conditions to participate in the community and build their livelihoods. Farmer Action Learning Groups (FALGs), under the supervision of a lead farmer, support members to forge resilience while allowing them to access skills and training in sustainable agricultural practises.

Since the start of the project in January 2018, 269 individuals living with disabilities or mental health conditions and their families joined the FALGs and benefited from 365 fruit tree seedlings and vegetable seeds for food production and a diversified nutritional

diet. The introduction of new drought-resilient crops is encouraging diversification and food security, with 210 FALG members attending training on sustainable and climate-resilient agricultural technologies, organic farming, and agribusiness. Now, people living with mental health conditions and their family members can engage in agricultural business and have stable access to food. The adoption of organic farming and diversification has improved the consumption of fruit and vegetables, from macadamia nuts and avocados to carrots, butternut squash, tomatoes, and spinach, allowing communities to now have a variety of nutritious produce to supplement their diets and their earnings.

Charity Mafunda's story: Learning about food security in FALG.



Charity Mafunda is a 43-year-old leader of her communities' FALG and health club who lives in Mutsembwe village in the Rusitu cluster of Chimanimani, Zimbabwe. She is the sole caregiver to her 10-year-old son who has a mental health condition and does not attend school as the nearby school cannot provide appropriate educational and social support for him.

In collaboration with our partner TSURO, we have supported Charity and other families through establishing Farmer Action Learning Groups. Here, we have supported members to learn about climate-resilient agriculture, encouraging new ways to earn money and providing the necessary skills to ensure that these families can have enough food to eat.

Since the training, Charity has started to apply her new skills to her piece of land. Charity received different seeds for fruit trees and vegetables through our project and has successfully grown a diverse range of vegetables in her home garden and is making a \$3 profit in sales at her local market.

"I now grow my own vegetables in my garden. We never grew vegetables for our kitchen and instead, we would buy these from the market when we had money. Now we grow vegetables for our consumption and surplus is sold. This is very rewarding, I also bought chickens from the money I got from my sales and I raise them too"

Confident with the success of her small business Charity now has big dreams! She plans to open a vegetable shop at Mutsvangwa rural business centre in Rusitu as soon as she saves enough money.

In **India**, we have been working on empowering local communities by increasing their knowledge of nutrition, particularly for mothers and children. Over the past year, we have organised 300 meetings facilitating discussions on nutritional food and the benefits of growing food through kitchen gardens, inspiring 2,597 households to grow sustainable produce. The importance of knowledge-building practices became even more pertinent during the pandemic with village nutritional workers supplying 20 pregnant women facing malnourishment with supplementary nutrition, iron, and folate tablets.

In **Malawi**, the climate crisis has made it extremely difficult for reliable crop production. This has resulted in a lack of food and income for people, causing malnutrition and other health issues. To help alleviate this, Find Your Feet Malawi has been facilitating skills training among local farmers on how to diversify their food sources by introducing new farming practices to the communities. This included the training of 90 small-scale farmers (including 55 women) on honey production and processing and providing 50 households with fruit trees. Crop diversification and homegrown gardens help to reduce both food and income insecurity as families are no longer reliant on one crop for survival. Through sustainable farming, farmers have improved their diets over the past year by diversifying their crops. They now have access to a range of vegetables, fruits, beans, and grains that they can enjoy regularly.

As droughts have become more commonplace in Malawi, we trained 60 farmers in drought-resistant crops and organic fertilizer production. Farmers were also taught about pit planting to harvest rain and conserve soil moisture so that crops are less likely to wilt during dry spells. Through these practices, cassava cuttings and sweet potato vines can grow throughout the year, boosting the number of crops produced per hectare and providing the community greater food supplies and earning opportunities.

We helped families earn more income

In **Malawi**, Find Your Feet is promoting income generation and saving schemes through Village Saving and Loans (VSL) groups. These groups are self-starting, and the skills learned through Find Your Feet's training schemes are enhancing smallholder farmers' business potential. This year, 240 people from the 16 VSLs received training in business management. Women's membership is high, and the training has encouraged women like those in the Chimwemwe VSL group to set up small businesses selling soya beans, bread, and scones. These women now do not have to rely on their husbands for household income and can save to send their children to school. VSLs also allow families to access small loans or microcredit which is reducing the number of children dropping out of school to work. Communities are now able to save for their village's development with 89 families contributing to the saving scheme. Over the next twelve months, they will save enough money to repair communal boreholes to ensure a safe and stable supply of water to their villages.

In **Zimbabwe**, we supported our partner TSURO to train FALG on good agricultural practices. Farmers, particularly those who have family members experiencing a mental health condition, learn to adopt sustainable techniques to increase their crop production. This year, 269 FALG members received horticultural and fruit tree seedlings and began to produce enough food for sale. Alongside an increase in food production, farmers are now diversifying from maize and vegetables to cash crops including bananas, pineapples, wheat, and groundnuts to generate a higher income.

People experiencing poor mental health and their caregivers were also trained in beekeeping and hive construction. 33 caregivers were provided with 270 wooden plants and 15kgs of nails to construct hives. Their beekeeping has been so successful that they are now selling honey back to the TSURO cooperative commercial branch, and buyers outside of the district. The overall increase in household income has helped families provide expensive medication to their loved ones living with mental health conditions.

Chimwemwe VSL Group, Malawi

Access to financial services such as saving accounts is very limited throughout the world, particularly in poor rural communities. This is partially due to the challenges banks face in collecting low-value cash deposits.

The Chimwemwe VSL Group hails from Chigoga Jere Village in the Chindu Traditional Authority. The Chimwemwe group has been saving money since 13 women started their group in December 2012. Initially, they had poor knowledge of saving and loan schemes, and were hesitant to loan money but when Find Your Feet supported the community to be trained in business management, the system of sharing funds to support new businesses started to work for them.

The members of Chimwemwe Group say:

“From the Find Your Feet training we have learned so many ways to earn money to meet our target of MK 1,500,000 (1,400 GBP). We are now confident in sharing the money out to small businesses and we are sure that our lives will change and the money saved will continue to increase.”

As one way of sourcing money, the Chimwemwe group planted 15 kilos of soya bean. They anticipate this will harvest 30 tins (540 kilos) of soy which can be sold at MK180,000. The group has also raised MK215,000 through weeding gardens and planting crops.



Mercy Chirwa, a member of Chimwemwe VSL group, growing soya bean to sell at the local market

“We are very thankful for this project as it has made us realise that we are not poor. Before we had no chance for saving and planning for the future, but this is exactly what the project has taught us.”

They hope that the project will continue to build knowledge in other communities and women will be encouraged to start their own saving and loan groups.

We helped communities to strengthen their voice

In **Malawi**, we have been working to enhance local knowledge of business management and economic rights, especially to increase market access for women smallholder farmers. The approach has been twofold: to empower women with the skills needed to advocate for their rights; and to ensure community structures such as Area Development Committees and Village Development Committees understand their roles and responsibilities in processing right-holder claims.

Over 50 community members were trained on governance, advocacy, human rights, and conflict resolution and it has led to a shift in the community mindset on what good governance and leadership entails.

In **India**, our work with communities on tribal rights has contributed to more women becoming active in community advocacy and participating in local government. Women membership of community-based organisations has increased to 54% of 17,240 members this year. The high proportion of women members allows the groups



Legal rights and leadership training in India

to act as a platform for women to articulate their needs and speak out on issues. Women now hold leadership positions on local decision-making bodies including the School Management Committee, the Right to Food organisation, and the Gram Sabhas (Village Assemblies), as well as the Forest Right Committees and Tribal Right Forums.

Find Your Feet is also supporting women to build their confidence through 150 self-help groups (SHGs) that act as a stepping-stone for women to become involved in community governance. Through capacity-building workshops, 1,850 women now have access to information, training, and support to enhance their financial and leadership skills. To date, 90% of these SHGs have opened bank accounts, 73% are maintaining their financial records independently and 57% have started saving and loan schemes. Together, these women are utilising their collective power to campaign for issues that are important to them. This year, they have successfully held the local government to account for public service funding, school meals, and employment for migrant workers during COVID-19.

Fundraising in 2020/21

On behalf of all the communities that we work alongside, we would like to offer our heartfelt gratitude to all our supporters who have contributed to our work over this uncertain period.

As some sources of funding have become harder to access, their generous gifts in Wills, regular donations, and donations to our appeals have helped us to continue this vital work.

The COVID-19 pandemic has, unfortunately, put our in-person fundraising activities and some of our corporate partnerships on hold for the past year. We are so grateful to those who have continued supporting us during this time, especially with our online appeals, and look forward to working closely with our Curry for Change ambassadors and partners to host events again when restrictions allow.

Find Your Feet is extremely thankful for our partnerships with Trusts and Foundations, which help to advance our hunger and poverty alleviating programmes in Africa and Asia. We would like to thank all of our supporters, including the Unicorn Grocery Fund, the Bryan Guinness Charitable Trust, and all of our anonymous donors.

Thank you for your continued support throughout an unprecedented and difficult year. We look forward to working together alongside our communities across the world as we continue to adapt to the ever-changing pandemic.

Financial review

Results for the year

In the current year, restricted income has largely remained the same. This is due to maintaining the same projects as the year before with no new projects introduced throughout the year. Though we have retained strong support from many individual donors, trusts and foundations, there has been a drop in the unrestricted income being raised. This is due to the Coronavirus pandemic impacting our ability to conduct many Fundraising activities and individual donors being unable to continue giving.

Income and expenditure

	2020-21	2019-20
Income		
Charitable activities	165,280	168,107
Donations and legacies	62,014	105,635
Investment income	55	181
Total	227,349	273,923
Expenditure		
Charitable activities	248,510	278,275
Raising funds	34,433	45,739
Total	282,943	324,014

In 2020, we started a new project in India, building on the success of the Johar and Oak Foundation projects. In Zimbabwe, the Comic Relief Mental Health Matters project is still ongoing but will finish soon. We continue to look for new opportunities to work with Find Your Feet Malawi, who became an independent locally registered organization in 2016. We are constantly seeking new sources of funding and are hopeful that our substantial and unique legacy of work will continue to grow in the future.

Compared with 2019-20, total income was 20% lower, while total expenditure was 13% lower. General unrestricted funds decreased by £43,621 (£62,014 compared to £105,635 in 2020), restricted income decreased by £2,827 (£165,280 compared

to £168,107 in 2020), however there was a slight increase in designated funds which increased to £60,057 (£60,002 in 2020). These movements are largely due to the impact of COVID-19.

Financial reserves

Find Your Feet needs to hold free financial reserves (i.e. those not reserved for projects) for two reasons. Firstly, reserves are required to deal with temporary or permanent reductions in unrestricted income, or shortfalls in project funding due to adverse exchange movements. Secondly, projects are usually subject to retention, which is not released until a satisfactory report has been received at the end of the project. In addition, interim grant payments are also subject to satisfactory reports so that payment is not made until several months into the project year. Each of these practices means that Find Your Feet has to fund a working capital requirement.

By March 31st 2021 free reserves, comprising general unrestricted funds, totaled £161,157. On this basis, the current free reserves available to cover other financing risks are in the order of £161,157, equivalent to greater than 6 months of core costs. The Board consider this position to be satisfactory.

Risk management

The Board has adopted a formal Risk Policy, and the Trustees and Senior Management have identified risks and ranked these by likelihood and impact. Key risks are regularly reviewed and monitored by senior managers as part of ongoing risk management throughout the year, while the Trustees review the major risks that face the organization on at least a quarterly basis and more if needed. The Board has established systems and clear reporting mechanisms to monitor, manage and mitigate the exposure to risk.

The risks Find Your Feet face are mostly inherent to the environments we work in and the way that international development is funded.

As is common with many charities, the current funding environment creates uncertainty around meeting both unrestricted and restricted income targets. The nature and location of Find Your Feet's work, combined with its funding model (based largely on restricted project grants), means that at any point in time the scale and allocation of future funding is hard to project with certainty.

COVID-19 and Going Concern

Towards the end of the 2019-2020 financial year, the COVID-19 pandemic started to have an impact on the charity's various sources of income and planned expenditure. Challenge events have naturally been hit badly and the fall of income from other sources i.e. individual donations and trust and foundations has meant that the projected income from fundraising was less than planned at the beginning of the financial year.

In 2020-21, due to the negative impact resulting from the Coronavirus pandemic, we have taken various considerations into account in the preparation of our budget and cashflow forecasts. This includes the impact from cancelled events in the UK and the various no cost extension from our projects. We have opted for a very cautious approach in assessing our direct contributions from our overseas programmes and are reforecasting monthly to closely monitor the situation.

The Trustees have assessed our current projects and financial projections and do not believe that there are material uncertainties that call into doubt Find Your Feet's ability to continue in operation for the next 12 months. In addition to committed funds from our donors, the current reserves held are in line with our reserve policy. They are kept to provide cover for unexpected changes in income and expenditure to allow us to adjust our cost base and continue activities. As detailed under the reserve policy section, Find Your Feet's reserves in 2020-21 to cover finance risks are in the order of £161,157 which is equivalent to more than 6 months of core costs. The Board consider this position to be satisfactory. We have therefore prepared our accounts on the basis that Find Your Feet is a Going Concern.

Structure, governance and management

The trustees who served during the year and subsequent appointments and resignations are as stated below. None of the trustees held a financial interest in the company.

Trustee	Role	Details
Sunit Bagree		Resigned 22nd May 2020
Mehmet Nadir Baylav ²		
Denis John Cavanagh ¹	Treasurer	
Elaine Catherine Gilligan ²		Resigned 9th October 2020
Anna Graham		
Rory Erskine Morrison Honney		
Anuj Kapilashrami		
Oliver Benjamin Kemp ^{1&2}	Chair	
Ruth Stern ¹	Vice Chair	
James William Patrick Thornberry ¹		Resigned 4th December 2020
Betty Ann Williams ¹		
Simon Jonathon Wright		

1. members of the Finance and Audit Committee 2. members of the Fundraising Advisory Group

The trustees are appointed by the Board. One-third of the trustees retire by rotation at each Annual General Meeting and are eligible for re-election. In addition to its overall responsibility for the governance of the Charity, the Board retains to itself decisions on strategy, annual budgets, the appointment of new trustees and the Chief Executive. The Board meets four times a year and is supported by two sub-committees. Day-to-day management of Find Your Feet is delegated to the Chief Executive, within the context of the corporate plan and annual budget.

Potential new trustees are interviewed and then invited to attend Board meetings as an observer before the Board makes a decision on their appointment. New trustees receive a half-day briefing from the Chief Executive. The Board wishes to retain members with a broad range of skills and constantly seeks to recruit new trustees to complement the skills of existing Board Members.

Staff are carefully recruited and offered commensurate remuneration and retained through ensuring that salaries remain competitive, in addition to a satisfying working environment. A formula is used year on year to establish objective criteria for salary increases.

In deciding remuneration for the Charity's Senior Management, the Charity considers the potential impact of remuneration levels and structures of Senior Management on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff, the specific scope of these roles in the Charity and the link to pay
- The nature of the wider employment offer made to senior employees, where pay is one part of a package that includes personal development, personal fulfillment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract Senior Management at a discount to public sector or private sector market rates.

Legal and administrative information

Chief Executive	Martin Drewry
Registered office	Find Your Feet, Kemp House, 152-160 City Road, London EC1V 2NX
Status	Company limited by Guarantee
Governing document	Memorandum and Articles of Association
Company number	651058
Registered Charity Number	250456
Auditors	Goldwins Limited, 75 Maygrove Road, West Hampstead, London, NW6 2EG
Principal bankers	The Co-operative Bank, PO Box 250, Delf House, Skelmersdale, Manchester WN8 6WT Lloyds Bank, 39 Threadneedle Street, London EC2R 8AU
India Country Office	Savitri Sharma, Country Director, Find Your Feet (India), Vimal Kunj, Sector 19 / 330 Indira Nagar, Lucknow 226016, Uttar Pradesh, India

Public Benefit

The Charities Act 2011 obliges Find Your Feet to demonstrate public benefit in the work that it undertakes.

The trustees believe that the work of Find Your Feet demonstrates public benefit on three main accounts:

- in directly addressing the needs of the rural poor in India, Malawi and Zimbabwe;
- by highlighting fundamental inequalities and social injustice in a globalised world and raising awareness of this in the United Kingdom;
- by seeking to influence and monitor legislation and practices which adversely affect the ability of the rural poor to achieve sustainable livelihoods and therefore a life of dignity.

This report has, as required, set out to highlight the main activities undertaken by, and achievements of, Find Your Feet. We believe that this demonstrates the public benefit in a clear and precise manner. Find Your Feet will also further its charitable purposes for public benefit as new opportunities arise and new needs are identified.

In the preparation of the Trustees' Report, advantage has been taken of the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Statement of Trustees' responsibilities

Company law requires the trustees to prepare financial accounts for each financial year, which gives a true and fair view of the state of company's affairs as at the end of the financial year and of the profit or loss of the company for that period. In preparing these accounts the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- follow applicable accounting standards, subject to any material departure disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in business.

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

The Annual Report and Accounts is approved by the Board of Trustees and signed by Oliver Kemp, Chair of the Board on behalf of the Trustees.



Oliver Kemp, Chair

Date: 8 October 2021

Independent Auditors' Report to the Members of Find Your Feet Limited for the year ended 31 March 2021

Opinion

We have audited the financial statements of Find Your Feet Limited for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. 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).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they 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.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Epton (Senior Statutory Auditor)

For and on behalf of:

Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Date: 22nd October 2021

Statement of Financial Activities

For the year ended 31 March 2021

(Incorporating an Income and Expenditure Account)

	Notes	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
		£	£	£
Income:	2			
Charitable activities		-	165,280	165,280
Donations and legacies		62,014	-	62,014
Investment income		55	-	55
Total income		62,069	165,280	227,349
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		58,406	190,104	248,510
Raising funds		34,433	-	34,433
Total expenditure		92,839	190,104	282,943
Net income/(expenditure) for the year		(30,770)	(24,824)	(55,594)
Transfers between funds	13	-	-	-
		(30,770)	(24,824)	(55,594)
Other recognised gains/(losses)	8	(2,091)	-	(2,091)
Net movement in funds for the year	13	(32,861)	(24,824)	(57,685)
Reconciliation of funds				
Total funds brought forward		254,075	75,694	329,769
Total funds carried forward		221,214	50,870	272,084

Note: Unrestricted funds comprise General funds and Designated funds.

For a breakdown of movements on individual funds, please see Note 13.

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The attached notes form part of these financial statements.

Comparative Statement of Financial Activities

For the year ended 31 March 2020

	Notes	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020
		£	£	£
Income:	2			
Charitable activities		-	168,107	168,107
Donations and legacies		105,635	-	105,635
Investment income		181	-	181
Total income		105,816	168,107	273,923
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		61,504	216,771	278,275
Raising funds		45,739	-	45,739
Total expenditure		107,243	216,771	324,014
Net income/(expenditure) for the year		(1,427)	(48,664)	(50,091)
Transfers between funds	13	-	-	-
		(1,427)	(48,664)	(50,091)
Other recognised gains/(losses)	8	(9,173)	11,930	2,757
Net movement in funds for the year	13	(10,600)	(36,734)	(47,334)
Reconciliation of funds				
Total funds brought forward		264,675	112,428	377,103
Total funds carried forward		254,075	75,694	329,769

Balance Sheet

Find Your Feet Ltd as at 31 March 2021

		2021		2020	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		-		-
Current assets					
Debtors	10	893		113,318	
Cash at bank and in hand		377,443		221,890	
		378,336		335,208	
Less: Current liabilities					
Creditors – amounts falling due within one year	11	(106,252)		(5,439)	
Net current assets			272,084		329,769
Net assets			272,084		329,769
Funds of the Charity	13				
Restricted funds			75,694		75,694
Unrestricted funds					
General fund		161,157		194,072	
Designated funds		60,057		60,002	
			221,214		254,075
Total charity funds			272,084		329,769

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

Approved by the Board of Trustees and signed on their behalf by:



Oliver Kemp, Chair

Date: 8th October 2021

Company Registration No. 651058

The attached notes form part of these financial statements.

Cash Flow Statement

For the year ended 31 March 2021

	2021	2020
	£	£
Net cash inflow / (outflow) from operating activities	157,588	(72,487)
Returns on investments and servicing of finance		
Bank interest received	55	181
Foreign exchange gain / (loss)	(2,091)	2,757
Increase / (decrease) in cash	155,553	(69,549)
Reconciliation of net movement in funds to net cash inflow / (outflow) from operating activities		
Net movement in funds	(57,685)	(47,335)
Decrease / (Increase) in debtors	112,425	(7,620)
Increase / (decrease) in creditors	100,813	(14,594)
Bank interest received	(55)	(181)
Foreign exchange loss / (gain)	2,091	(2,757)
Net cash inflow / (outflow) from operating activities	157,589	(72,486)
Analysis of net cash resources		
Opening balance	221,890	291,438
Increase / (decrease) in cash	155,553	(69,548)
Closing balance	377,443	221,890
Location of cash resources		
UK bank accounts	376,360	221,017
Overseas bank accounts	1,083	873
Total	377,443	221,890

Notes to the Financial Statements

1. Principle accounting policies

A summary of the principal accounting policies adopted, judgements and key sources of estimation uncertainty, is set out below.

Accounting convention

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011.

The functional currency of the charity is pounds sterling.

Find Your Feet meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

Going concern

The trustees have assessed whether the use of 'going concern' is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements. There are no material uncertainties.

Income

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies apply to categories of income:

- Donated services and facilities: are included at the value to the charity where this can be quantified. No amounts are included in the financial statements for services donated by volunteers.
- Income includes: income received from statutory and other government supported agencies, and income from other private sources.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of resources. Staff costs are allocated on an estimate of time usage and other overheads have been allocated on the basis of the head count.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Support costs (including governance costs), which include the central office functions such as general management, payroll administration, budgeting and accounting, information technology, human resources, and finance are allocated across the categories of raising funds and charitable expenditure. The basis of the cost allocation has been explained in the notes to the accounts.

Fund accounting

Unrestricted funds are available for use at the discretion of the directors in furtherance of the general objectives of Find Your Feet.

Restricted funds are subject to restrictions imposed by donors or the purpose of the appeal.

All income and expenditure is shown on the Statement of Financial Activities.

Foreign Currencies

Transactions in foreign currencies are translated into sterling at the weighted average rate of exchange during the period, or the applicable rate of exchange rate on the day of payment and are disclosed in the Statement of Financial Activities. Current assets and liabilities held on the balance sheet are retranslated at the year end exchange rate.

Liabilities

Liabilities are recognised when the charity has a legal or constructive obligation to a third party

Other financial instruments

i. Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

ii. Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are

receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Critical accounting estimates and areas of judgement

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Income

	2021 £	2020 £
Restricted funds		
Charitable activities		
Comic Relief	51,666	83,987
Commonwealth Foundation	-	13,747
European Union	-	(646)
Trusts, foundations and corporate	113,614	71,019
Individuals	-	-
	<u>165,280</u>	<u>168,107</u>
Unrestricted funds		
Donations and legacies		
Trusts, foundations and corporate	23,612	15,305
Individuals	38,402	90,330
	<u>62,014</u>	<u>105,635</u>
Investment income		
Restricted funds		
Unrestricted funds	55	181
	<u>55</u>	<u>181</u>
Total Income	<u>227,349</u>	<u>273,923</u>

3. Expenditure - raising funds

	Direct costs £	Support costs £	Total 2021 £	Direct costs £	Support costs £	Total 2020 £
Raising funds	24,920	9,513	34,433	29,702	16,037	45,739

4. Expenditure - charitable expenditure

	Direct costs £	Support costs £	Total 2021 £	Direct costs £	Support costs £	Total 2020 £
Charitable activities	227,618	20,892	248,510	261,844	16,431	278,275

5. Support costs

	Total 2021	Raising funds	Charitable activities	Total 2020	Raising funds	Charitable activities
	£	£	£	£	£	£
Human resources	18,941	5,926	13,015	17,132	8,462	8,670
Establishment	3,507	1,097	2,410	5,438	2,686	2,752
Office and administration	7,957	2,490	5,467	9,898	4,889	5,009
	30,405	9,513	20,892	32,468	16,037	16,431

All support costs are allocated between activities on the basis of staff time spent.

6. Net income/(expenditure) for the year is stated after charging/(crediting)

	2021 £	2020 £
Auditors' remuneration - statutory/UK audit	3,360	3,360
Project audits		
	3,360	3,360

7. Staff costs and trustee expenses

Staff costs	2021	2020
UK	£	£
Salaries and wages	-	-
National insurance	-	-
Pension contributions	-	-
India - total remuneration	11,720	22,497
HPA staff costs recharged to FYF	80,504	82,284
	92,224	104,781

Note: Find Your Feet's partner Health Poverty Action (HPA) has provided HQ management support services since January 2017 (see note 14).

In 2021, a total of £80,504 of HPA's UK staff cost was recharged to FYF (2020: £82,284).

The company currently does not operate a UK pension scheme but offers an annual gratuity equal to one month's salary to its staff in India.

No employee earned emoluments above £60,000.

Key management personnel consisted of the HPA CEO and Senior Management Team.

In 2021, total salary costs charged to FYF relating to key management personnel were £17,364 (2019: £17,448).

Trustees expenses

Trustees receive no remuneration for their services.

No expenses were reimbursed to trustees in 2021 or in 2020.

Staff numbers

The average number of staff employed by FYF during the year were:

	2021 Head count	2020 Head count
UK	-	-
India	1.0	2.0
	1.0	2.0

Health Poverty Action provides staff support services to FYF (see note 14).
Average FTEs for FYF staff and HPA support staff were:

	2021	2020
	FTE	FTE
UK (FYF staff)	-	-
India (FYF staff)	1.2	1.2
UK (HPA support staff)	2.0	2.0
	3.2	3.2

8. Other recognised gains/(losses)

Other recognised gains/(losses) comprise exchange gains and losses in respect of bank balances and cash denominated in Euros, Indian Rupees, US Dollars or Malawi Kwachas.

9. Tangible fixed assets

	Motor vehicles	Furniture and Equipment	Total
	£	£	£
Cost			
At 1/4/2020	9,723	-	9,723
Additions	-	-	-
Disposals	-	-	-
At 31/3/2021	9,723	-	9,723
Depreciation			
At 1/4/2020	9,723	-	9,723
Charges for year	-	-	-
Disposals	-	-	-
At 31/3/2021	9,723	-	9,723
Net book value			
At 31/3/2020	-	-	-
At 31/3/2021	-	-	-

10. Debtors

	2021	2020
	£	£
Accrued income - grants	-	19,872
Accrued income - gift aid and other	241	1,827
HPA Intercoy loan a/c	-	91,095
Prepayments	652	525
	893	113,318

11. Creditors - amounts falling due within one year

	2021	2020
	£	£
Other creditors	781	74
Deferred income	102,111	-
UK accruals	3,360	5,365
	106,252	5,439

12. Analysis of net assets between funds

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £
Current assets	225,355	152,981	257,509	77,699
Current liabilities	4,141	102,111	3,434	2,005
Long term liabilities	-	-	-	-
	221,214	50,870	254,075	75,694

13. Movement on individual funds

RESTRICTED FUNDS	At 1/4/2020 £	Income £	Expenditure £	Other recognised gains/(losses) £	Transfers £	At 31/3/2021 £
INDIA						
Arho Johar	-	65,725	(42,578)	-	-	23,147
Oak Jharkhand	13,934	-	(13,192)	-	-	742
MALAWI						
Bulala SLP	18,703	47,889	(52,850)	-	-	13,742
ZIMBABWE						
Mental Health Matters	37,089	51,666	(81,484)	-	-	7,271
Future projects	5,968	-	-	-	-	5,968
Total restricted funds	75,694	165,280	(190,104)	-	-	50,870
2020	112,429	168,106	(216,771)	11,930	-	75,694
GENERAL FUND	194,073	62,014	(92,839)	(2,091)	-	161,157
DESIGNATED FUNDS						
Institutional Development	3,092	-	-	-	-	3,092
Carol Martin Memorial	33,957	33	-	-	-	33,990
Sheila and Annette Duvollet Memorial	22,953	22	-	-	-	22,975
Total unrestricted funds	254,075	62,069	(92,839)	(2,091)	-	221,214
2020	264,675	105,816	(107,243)	(9,173)	-	254,075
Total funds 2021	329,769	227,349	(282,943)	(2,091)	-	272,084
Total funds 2020	377,103	273,922	(324,014)	2,757	-	329,769

Institutional grant contracts are as follows:

India - Oak Jharkhand: Oak Philanthropy (UK) Ltd (OCAY-19-332)

India - Arho Johar: Began August 2020, sponsored by Oak Philanthropy (UK) Ltd.

Zimbabwe - Comic Mental Health Matters sponsored by Comic Relief

Designated funds are held for the following purposes:

- **Institutional Development** – held to finance the development of Find Your Feet to meet future needs.
- **Carol Martin Memorial** – held in memory of Carol Martin with the broad aim of enhancing the development work of Find Your Feet.
- **Sheila and Annette Memorial** – held in memory of Sheila and Annette Duvollet to provide general support for the work of Find Your Feet.

14. Related party transactions

In 2018, Health PovertyAction and Find Your Feet became linked charities.

HPA provides management and support services to Find Your Feet at its UK headquarters.

In 2021 a total of £80,504 of Health PovertyAction's staff cost and £2,841 of Health Poverty Action's office overhead cost was recharged to Find Your Feet.

15. Member's liability

The Company is limited by guarantee. Each member's liability is restricted to £1.

Acknowledgements

We would like to thank all the trusts, foundations, companies, and individuals who have helped rural families build a future free from poverty in the past year.

Find Your Feet works primarily with local partners to reach out to the most vulnerable rural families. This year we have worked with Towards Sustainable Use of Resources Organisation (TSURO) in Zimbabwe, Find Your Feet Malawi, and in India, with our partners Badlao Foundation and Ayo Aidari Trust.

With special thanks to our donors:





Get informed

Find out how we help people to grow more food, earn an income and speak out against injustice.

 find-your-feet.org

 [CurryforChange](https://twitter.com/CurryforChange)

Get involved

Make a donation or fundraise. See how to have fun with friends and family while raising life-changing funds.

 find-your-feet.org/get-involved

 curryforchange.org.uk

Get in touch

 020 7840 3780 @fyf@fyf.org.uk

 Find Your Feet, Kemp House, 152-160 City Road, London EC1V 2NX

Registered charity number: 250456

