



WIKIMEDIA UK

(A COMPANY LIMITED BY GUARANTEE)

**ANNUAL REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2023**

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WIKIMEDIA UK
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 JANUARY 2023

Full name Wikimedia UK

Registered Company Number 06741827

Registered Charity Number: England and Wales 1144513, **Scotland** SC048644

Directors and Charity Trustees

Caroline Ball

Adrian Beidas (elected July 2022)

Sangeet Bhullar (re-elected July 2022)

Jane Carlin Chair of Audit and Risk Committee

Mark Cruickshank (co-opted April 2022)

Kelly Foster

Julian Manieson

Monisha Shah Chair

Vivian Wineman (elected July 2022)

Marnie Woodward Treasurer

Rod Ward

Former Directors and Charity Trustees

Lorna Campbell Vice Chair (retired July 2022)

Andrea Chandler (resigned July 2022)

Chief Executive

Lucy Crompton-Reid

Principal Address

5-11 Lavington Street
London, SE1 0NZ

Bankers

Unity Trust Bank plc
Four Brindley Place, Birmingham B1 2HB

The Co-operative Bank plc
1 Balloon Street, Manchester M60 4EP

Auditors

PKF Littlejohn LLP
15 Westferry Circus
London E14 4HD

Legal Advisers

Stone King LLP
13 Queen Square, Bath BA1 2HJ

Burges Salmon LLP
One Glass Wharf
Bristol BS2 0ZX

WIKIMEDIA UK
MESSAGE FROM THE CHAIR
FOR THE YEAR ENDED 31 JANUARY 2023

I am delighted to introduce Wikimedia UK's Annual Report for the financial year ending 31st January 2023. Despite a challenging external environment, this has been another highly successful year for the charity in terms of its partnerships, fundraising, and - of utmost importance - its reach and impact. Thank you to the staff team, our partners and our dedicated volunteer community for all you do to ensure open knowledge for all.

As always, I have been very grateful to work with such a knowledgeable and committed Board of Trustees. I was delighted to welcome Adrian Beidas and Vivian Wineman to the Board as new trustees in July 2022, and to welcome back Sangeet Bhullar for a final term. Adrian and Vivian bring valuable finance and legal expertise respectively, while Sangeet's work in information literacy is of great benefit to the organisation, given our focus on this area. I would also like to welcome our new Honorary Members: Josie Fraser, Melissa Highton, Magnus Manske and Nick Poole.

As a passionate advocate for the importance of arts and culture, I am delighted by Wikimedia UK's strong and fruitful relationships in this sector, and the inspiring work that is taking place as organisations slowly recover from the Covid pandemic. Whilst the cost of living crisis presents a new challenge for both existing and potential partners, I continue to be impressed by the sheer diversity of the work that is taking place to remove barriers to access and engage the public with the UK's incredible collections. Wikimedia UK's involvement in the Arts and Humanities Research Council's Towards a National Collection programme, as well as our Connected Heritage project (funded by National Lottery Heritage Fund), demonstrates our agility and flexibility - working within large consortiums of national institutions, and also delivering bespoke support to small, community-based heritage organisations.

It is a credit to the people who are the mainstay of our organisation that our work in the higher education sector continues to be acknowledged as making a powerful impact in teaching and learning. . Course leaders and students have fed back to us about the benefits of working with Wikimedia to support information literacy skills. At the University of Edinburgh, where there has been a Wikimedian in Residence since 2016, the extensive Wikimedia programme continues to provide benefits to staff and students while also enriching the content of Wikipedia, Wikidata and the other projects. As we move into 2023, I offer our heartfelt gratitude to all our supporters for your continued work and encouragement of Wikimedia UK and the wider Wikimedia movement with your time, expertise and knowledge.

Monisha Shah, Chair of the Board of Trustees

WIKIMEDIA UK
MESSAGE FROM THE CHIEF EXECUTIVE
FOR THE YEAR ENDED 31 JANUARY 2023

I hope you enjoy reading this report about Wikimedia UK's work during 2022/23, with details of our many activities and achievements during the year, as well as our financial statements. The year has not been without challenges for the charity. As a diverse organisation that is part of an international movement, the staff team were all deeply concerned by Russia's invasion of Ukraine in February 2022 and the ongoing conflict. As an open knowledge movement, Wikimedia has grappled with the challenge of disinformation throughout the invasion, as well as working to protect the safety and security of volunteer contributors.

Closer to home, the political uncertainty of 2022 - with three different Prime Ministers at the helm - and the deepening cost of living crisis, has also affected our fundraising, partnerships and advocacy activities, as well as staff wellbeing. I'm hugely proud of everything the charity has achieved during the year in spite of these external challenges. I was also very pleased that our commitment to equity, diversity and inclusion was recognised by the wider Wikimedia movement, with Wikimedia UK being awarded the first Affiliate Spotlight award - for diversity in governance - at the 2022 Wikimedian of the Year Awards.

There have been a number of staff changes during the year. In May, we appointed a part time Volunteer Coordinator on an initial one-year contract, to support the development and diversification of our volunteer community. I'm very pleased to report that, thanks to additional funding from the Wikimedia Foundation, we have now been able to confirm this post within the permanent staff structure. Following the departure of two part time staff within our Finance and Operations team, we also appointed a new, full time Finance and Operations Coordinator in June. In October, we were delighted to appoint the organisation's first ever Wikimedian in Residence for Climate, based at the University of Exeter's Global Systems Institute.

At the end of the year, our longstanding Director of Finance and Operations, Davina Johnson, retired. Our very grateful thanks to Davina for all her work over the past nine years, and a warm welcome to her replacement, Sharon Mitcheson. During 2023 we also restructured the growing Programmes Team, creating two Programme Manager posts. Congratulations to our longstanding staff members Dr Sara Thomas and Dr Richard Nevell for their promotion into these roles.

Wikimedia UK is a small charity with a big impact and, as ever, it's impossible to summarise our delivery and achievements over the course of a year in this short introduction. I encourage you to read the report in its entirety to get a better sense of our work. I would also encourage you, if you are not already, to get involved - whether that's as a volunteer, a donor, a member, or a partner. It's only if we work together that we can achieve our vision of a more informed, democratic and equitable society through open knowledge.

Lucy Crompton-Reid, Chief Executive

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Wikimedia UK is a charitable company limited by guarantee. It was incorporated on 5th November 2008 as company number 06741827; registered as a charity in England and Wales on 3rd November 2011, and in Scotland on 22 August 2018. Under its Articles of Association, the company is governed by a Board of up to seven elected directors and up to four co-opted directors who are the charity trustees for charity law purposes. Terms for elected trustees are three years, with the possibility of re-election subject to a maximum continuous period of up to six years. Co-opted trustees are appointed for two years, and are usually expected to serve no more than two terms.

Wikimedia UK encourages all who support its charitable aims and objectives, and who are willing to abide by its membership rules, to join as voting company members. Admission to company membership is by online application to the Charity, with authority for agreeing new members delegated by the board to the Chief Executive. All members of the charity are entitled to stand for the board of trustees, and elections are held at our Annual General Meeting according to the election rules inscribed in our constitution. Co-opted board members can join at any time during the year and are recruited to meet specific skills gaps.

The Board is committed to best practice in charitable governance. All trustees are inducted to the charity through a programme of one-to-one meetings and formal external training where necessary. Trustees are also sent a trustee induction pack that combines external advice and key internal documents. Training and development opportunities are available to serving trustees throughout their time on the board, such as attendance at relevant conferences, training in specific areas such as finance or copyright law, participation in Wikimedia UK's events and conferences and 'teach-ins' by other trustees or members of the staff team. There are three formal board committees - the Audit and Risk Committee, the Governance Committee, and a new Community Development Committee. All board committees meet quarterly prior to full board meetings, and all have the capacity to include specialist external members with full voting rights.

The charity is managed on a day-to-day basis by the Chief Executive, with a Scheme of Delegation to facilitate fully accountable, effective and efficient management of the charity. Other key management personnel include the Director of Programmes and Evaluation, the Head of Finance and Operations and the Head of Development and Communications. Salaries for all staff are reviewed annually as part of our budget planning cycle. Towards the end of 2022, there were a number of changes within the staff team, with the creation of two new Programme Manager posts (recruited internally) to create more of a tiered structure within the expanding Programmes Team, and the appointment of two new staff within Finance and Operations, replacing two long standing staff members including the retiring Director of Finance and Operations.

2. OBJECTS AND AIMS

The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the general guidance issued by the Charity Commission on public benefit, including the guidance 'Public Benefit: Running a Charity (PB2)'. The Objects of the Charity are, for the benefit of the public, to promote and support the widest possible public access to, use of and contribution to Open Content of an encyclopaedic or educational nature or of similar utility to the general public, in particular the Open Content supported and provided by Wikimedia Foundation, Inc., based in San Francisco, California, USA.

2022/23 represented the first year of Wikimedia UK's new strategic framework for 2022 - 2025. This includes a refreshed vision, mission and values, as follows:

Our **VISION** is of a more informed, democratic and equitable society through open knowledge

Our **MISSION** is to enable people to engage with open knowledge and access reliable information in order to develop their understanding of the world, and make informed decisions about issues that affect them.

We strive to act with integrity in upholding and inspiring the following **VALUES**:

- Equity
- Inclusivity
- Collaboration
- Creativity
- Boldness

Wikimedia UK's **STRATEGIC THEMES** for 2022 - 2025 are:

- Knowledge Equity
- Information Literacy
- Climate and Environment

A number of **STRATEGIC PILLARS** underpin successful delivery across all areas of our work:

- Equity, diversity and inclusion embedded across the organisation
- A thriving national and international community
- Public profile and recognition of the organisation and Wikimedia projects
- A positive legislative environment for open knowledge in the UK
- Organisational resilience and sustainability

3. ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Wikimedia UK delivers a wide range of charitable activities to meet our strategic objectives, and work towards our longer term outcomes and vision. Within this report, we include a brief overview of the work delivered under our four main budget lines for charitable activities: Volunteer and Community Support, Partnership Programmes, External Relations & Advocacy and International Working.

The charity has a strong focus on monitoring and evaluation, over and above the data we are required to collect by our funders. The following metrics illustrate the breadth of our work, and the significant strides we are taking towards our overall aims and objectives:

- **726,287 articles** were added or improved, excluding data from Wikimedia Commons
- **1,135** new editors engaged with Wikimedia UK in 2022-23
- We recorded **26,132** volunteer hours
- 100% of community leaders who responded to our survey would recommend Wikimedia UK
- Events where the focus is on underrepresented content **51%**
- Leading volunteers **381**
- Reach of content was **10.4 billion** views of images and articles
- Events with a geographic focus outside of London **68%**
- Policy interactions **25** leading to **6** policy changes
- We worked across **56** strategic partnerships in 2022-23
- **54%** of community organisers/ lead volunteers were female
- We increased our participant numbers, with **8,033** compared to 7,040 last year
- Our total recorded audience (excluding mainstream media) was **49,678**

Volunteer and Community Support

“Wikipedia is such an important resource it's exciting just to be involved and the staff and volunteers I've met have been amazing and so supportive - really wonderful human beings”
Community Leaders survey, 2023

Volunteering is at the heart of the Wikimedia movement, and volunteers are essential to the delivery of Wikimedia UK's programme. Data from 2022/23 suggests that across all of the many events delivered as part of this rich programme, more than half were led by community leaders and other volunteers. Supporting and developing our volunteer community is therefore critical to our success; alongside activities to diversify Wikimedia's contributors. With the appointment of a new, part time Volunteer Development Coordinator in May 2022 we have been able to focus more on this area of our work, and create a new Volunteer Engagement and Outreach Plan to refine our ideas and approaches. Towards the end of the year we also established a new Board Committee focused on community development, to ensure trustee oversight and input into this crucial area.

2022/23 saw a return to in person events, combined with a continued commitment to hybrid working, and the benefits this can bring in terms of access and inclusion. Some of the highlights of our community activities during the year include:

- Our Celtic Knot conference, while sitting within our Knowledge Equity strand of work, has a strong focus on community engagement and support, with volunteers participating from a wide range of minority and minoritised language communities.
- Delivering an in-person Train the Trainer in December 2022, organised by our Volunteer Development Coordinator and led by our own staff rather than an external trainer.
- Establishing a new collaboration with Tochi Precious, a Nigerian Wikimedian who is helping us to design and deliver a series of outreach activities in 2023 to engage potential new editors from the Black African diaspora in the UK as well as Wikimedians in Nigeria.
- Starting to develop resources to support (new) contributors working in more contentious editing areas on Wikipedia, with the longer term aim of creating a training package for Wikimedians in Residence, staff and community leaders on how to support contributors working on contested or contentious knowledge.

We run an annual community leaders survey to find out how our lead volunteers have found the experience over the past year, and what we could improve. In general we're seeing a positive trend in feedback over the last few years, which we believe is at least partially in response to the additional work that's been put in to support community leaders, particularly through the new staff post and increased training opportunities. From the most recent survey, it's clear that the ongoing University strikes are having an impact on the engagement of community leaders from this sector, and that in general our volunteers are affected by the cost of living crisis. Whilst this is a relatively small sample, it's very gratifying that 100% of respondents said they would continue to volunteer with us, and 100% would recommend volunteering with Wikimedia UK.

In terms of demographics, 65% of those who answered the demographic portion of the survey identified as women. 71% identified as heterosexual (compared to 89% of the UK population in the latest census), and 74% were white (compared to 82% of the UK population). Whilst these results are encouraging, we know that there is more work to be done to further diversify our volunteer base.

Partnership Programmes

"I believe in co-creative power for rebuilding our public institutions" Community Leaders Survey, 2023

Partnership projects and programmes form the backbone of Wikimedia UK's charitable activities, and the past year has been no exception. Our projects and programmes take place across England, Wales and Scotland, working with small, volunteer-led heritage organisations through to world-leading cultural and educational institutions.

Within our current three year strategic framework the key themes shaping our programme are knowledge equity, information literacy and climate and environment. Some projects fit neatly into one of these themes whereas others respond to two or more of these thematic priorities. For example, our work at the University of Edinburgh has long had a dual focus on both information literacy and knowledge equity, while our Connected Heritage programme, which is making a real contribution to the development of digital skills within the sector, also has an explicit focus on underrepresented and marginalised stories.

Within this report we share a few highlights from our partnership activities, but readers are encouraged to see our online Strategic Report for more case studies, videos and other content from our programme.

Knowledge Equity

Notable activities within this strand included:

- Securing funding for a new research project, Tackling Cultural Bias on Wikipedia: The Case of Religions and Worldviews. An emergent finding is that English-language Wikipedia has more articles about the core concepts of Christianity than about the core concepts of Islam, Judaism, Hinduism and Buddhism combined.
- We launched a partnership with disability charity VocalEyes, which includes importing data into Wikimedia on the accessibility of heritage sites (with a particular focus on visual impairment).
- We continued to grow our understanding of decolonisation, with many of our content-driven partnerships, as well as our work with marginalised knowledge and communities, focused on this area.

Information Literacy

Our work within information literacy encompasses delivery - which remains focused on higher education, with some inroads into the secondary school sector - and policy, with our Chief Executive becoming a founding member of the Executive Board of the Media and Information Literacy Alliance (MILA) at the start of the year. We were pleased to note that our work in universities is starting to bounce back from the impact of Covid and strike action, with new courses engaging with Wikimedia (such as a SOAS course on the Politics of Resistance).

Climate & Environment

The key development in terms of climate and environment was securing external funding for, and subsequently launching, a Wikimedian in Residence for Climate post at the University of Exeter's Global Systems Institute. We are also working with longstanding Wikipedia editors on this project, who have been leading the movement's contribution to climate information and ensuring free access to high quality content in this critical area.

External Relations and Advocacy

External Relations at Wikimedia UK encompasses a range of activities including social media platforms, online creative content, the Wikimedia UK blog, fundraising and member communications, outreach to the press and print materials. This work relates to our strategic pillar for 2022 - 2025 of developing our capacity and profile as a leading organisation for open knowledge.

Online engagement

Our online engagement activities reached 50,000 people during the year. Excluding Twitter (which remained broadly flat at 16,000 followers) we grew audiences across the board, with highlights of 50% and 44% growth in followers from Instagram and LinkedIn respectively. Our monthly emails (3,900 audience a month) and quarterly Friends newsletters (3,500 audience a month) continue to be well received with open rates between 40 to 45% and content click-through rates up to 17%, ahead of non-profit average rates. These activities support relationship development with our audiences.

In March 2022 our planned Women's History Month campaign with Women in Red and CARE International UK was postponed due to the invasion of Ukraine by Russia. We reduced the scale of the activity, engaging supporters through three video interviews, with the collaborative campaign repurposed around the Women's Euro's competition in June 2022.

Key development across online engagement was our move to a fully digital Strategic Report for 2021/22, which is now integrated within our public facing website. Crucially this move allows us a broader engagement with our audience, showcasing the breadth of visual and video content gendered through our programmes and partnerships. To support consistent tracking across website activities we have implemented Google Analytics 4.

Media coverage

#ChangeTheStory collaborative campaign with Women in Red and CARE International UK was our longest running campaign during the year. Through celebrity engagement the inequity of women's coverage from sport to natural disasters was highlighted and people encouraged to engage in editing Wikimedia projects to close the gender gap.

Wikimedia UK featured in Jimmy Wales' contribution to mark the 20th Anniversary of the UNESCO Universal Declaration on Cultural Diversity.

Continuing strong coverage from The Scotsman our partnership with National Galleries of Scotland was featured, focusing on addressing the gender gap in visual arts coverage on Wikipedia.

Events and conferences

Throughout the year there were numerous events and conferences attended, and talks given by staff and Wikimedians in Residence. Highlights include WikiArabia 2022, National Eisteddfod of Wales, CILIP Scotland event and British Library talks. Our CEO engaged in numerous events and panel discussions, including a talk at Westminster Media Forum and through the Wikimedia Foundation 'Let's Connect' a discussion on representation in affiliate governance and leadership.

Over 301 activities and events were delivered by Wikimedia UK and our partners during the reporting period, with 51% of the events focused on under-represented content through our Knowledge Equity strategic theme. In July we held another edition of our Knowledge Equity language conference, Celtic Knot, which in 2022 was delivered with support from Wikimedia Deutschland. The event had attendees from across the globe and featured online activities and talks, alongside funding for satellite in-person activities.

During the summer we held a UK hybrid event, bringing the UK community together to celebrate Wikimania 2022 across two days in London and online. Despite a heatwave and national train strikes, we had 43 attendees in person and 103 engagements with the online activities.

Policy and Advocacy

Our advocacy work in relation to the Online Safety Bill, highlighted in last year's Annual Report, continued into the 2022/23 financial year. The Bill, which originated in a 2017 Green Paper and is now making its way through Parliament, will establish a new regulatory framework for online services. Our Chief Executive is leading Wikimedia UK's advocacy work on the Bill and urging the government, Parliament and Ofcom (the appointed regulator) to consider the implications for Wikipedia and other public benefit websites. As it stands however, the requirements of the Bill in terms of content moderation, age gating and user verification are incompatible with Wikipedia's model. This was added to the Risks Register as a major risk at the start of the new financial year, and lobbying for changes to the Bill to safeguard open knowledge and protect the Wikimedia movement is likely to be a significant piece of work in 2023/24.

International Working

As one of the Wikimedia movement's largest and most established chapters, Wikimedia UK plays an active role in the international Wikimedia community, including:

- Movement strategy and governance
- Participation in international campaigns and initiatives
- Contributing to peer learning and knowledge exchange
- Facilitating learning and networking opportunities at an international level

Some of the highlights of our international work over the past year include the delivery of another edition of Celtic Knot, our annual conference for indigenous, minority and minoritised languages. As in previous years we also participated in several global campaigns, such as Wiki Loves Monuments, Art+Feminism and Wiki Loves Earth.

We continue to contribute to the evolving movement strategy and governance, with our Director of Programmes and Evaluation joining the Movement Charter Drafting Committee during the year. The Director of Programmes, our Chief Executive and one of our trustees joined the Wikimedia Summit in Berlin in September 2022, focused exclusively on the implementation of the global 2030 strategy. Our Chief Executive was interviewed by Wikimedia Deutschland podcast WikiMove about Wikimedia UK's work on movement strategy priorities, and gave a presentation to European affiliates on our research and recommendations relating to topics for impact and content gaps.

Wikimedia UK continues to play a leadership role within the movement, advising and supporting many smaller affiliates on programmes activities, convening meetings between Affiliates and senior staff of the Wikimedia Foundation, and contributing to thought leadership within the movement. Staff from across the team have participated in international activities - such as the GLAM Coordinators conference in Prague in September 2022. In November 2022, our Chief Executive was invited to join Wikimedia Deutschland's Board Meeting, to give a presentation about how Wikimedia UK developed our three year strategy and particularly, how we went about incorporating the movement strategy into the UK strategic framework. As well as consultation on their evolving strategic direction, this has led to Wikimedia UK delivering some training activities for the WMDE staff team.

We were delighted to receive one of two inaugural Affiliate Spotlight awards as part of the annual Wikimedian of the Year Awards presented at Wikimania 2022 (alongside Art+Feminism, who won the Partnerships Award). Following this award our Chief Executive featured in a Wikimedia Foundation Let's Connect session in December 2022, and has been asked to mentor aspiring chapters on governance issues.

The EU Free Knowledge Advocacy Group is one of the most long standing cross-Chapter collaborations within the Wikimedia movement, and the UK has been part of the group since its inception (and remains so, despite the UK's departure from the EU). For some time there have been discussions about formally constituting Wikimedia Europe as its own independent organisation, and in 2022 this came to fruition, with Wikimedia UK as a founding member. The first General Assembly of Wikimedia Europe is taking place in Prague in June 2023, with our Chief Executive in attendance as Wikimedia UK's delegated representative.

4. FUTURE PLANS

In 2017, the global Wikimedia community created a [strategic direction](#) for the future of our [movement](#) and set an ambitious goal: by 2030, Wikimedia will become the essential infrastructure of the ecosystem of free knowledge, and anyone who shares our vision will be able to join us. As an integral part of the international movement, Wikimedia UK has been actively participating in shaping and supporting the global Wikimedia 2030 vision.

Our own strategic framework for 2022-2025 speaks to the UK context, while being responsive to the global 2030 direction. Section 2 above sets out our vision, mission, values, themes and strategic pillars, with detailed plans developed against each of our themes and pillars on an annual basis.

At the time of writing this report, the information ecosystem within which we operate remains as challenging as ever, with a shrinking civic space and a pushback on knowledge equity. At the same time, the rise of generative AI poses pertinent questions about our relationship to knowledge itself. Indeed, Wikimedia is increasingly recognised as having insight to share regarding machine learning, with Wikimedia UK's presence being sought on relevant panels, roundtable discussions and consultations.

Over the next few years it will be critical for us to continue supporting the development of information literacy skills, while facilitating knowledge creation and sharing on climate and diverse heritage. As we encourage new and existing communities to engage with these more contested knowledge areas, we are also exploring how we can provide contributors with the appropriate support and resources.

Looking forward, another area of potential growth for us is Northern Ireland, where Wikimedia UK has historically not been active. Working in collaboration with the user group Wikimedia Community Ireland, we are starting to scope possible community and partnership development opportunities in the region, as an area of the UK that is underrepresented within our programmes.

5. FUNDRAISING

Wikimedia UK receives around half of our funding in the form of an unrestricted grant from the Wikimedia Foundation. A significant proportion of our cash income is raised through individual donations; either by direct debit, or through other payment mechanisms such as Paypal or credit card. Donations received through digital platforms represent a growing proportion of our income. We also record gifts in kind, the majority of which are related to our partners' expenditure on Wikimedians in Residence (but with a significant gift in kind from Mishcon de Reya in 2022, for pro bono legal work related to our office lease).

In 2022/23 our annual unrestricted grant from the Wikimedia Foundation was £355,000. For the first time, we have secured a multi-year grant from Wikimedia Foundation for the next two years, with the first year (£410,000 for 2023/24) already received at the time of writing this report, and a signed Grant Agreement for a further grant of £425,000 in 2024/25. As previously reported, we were awarded an additional restricted grant of £120,000 from the Wikimedia Foundation in 2020, to support the development of our own fundraising capacity over the following three years. This grant is currently covering the costs of our Fundraising Development Coordinator, and contributing to the costs of our Head of Development and Communications; both of which are permanent posts.

In addition to our grant from Wikimedia Foundation and Gifts in Kind as described above, Wikimedia UK generated funds from a range of other sources during 2022/23. We received individual donations of £221,614, against a target of £212,000, plus £16,000 in major donor income (which is a donation from an individual of £1,000 or over) against a target of £15,000. We also secured restricted grants for specific projects of £112,129 (including the second year of our Connected Heritage project, funded by the National Lottery Heritage Fund) and unrestricted funding of £32,000 towards our programme costs. We were a little under target in both Gift Aid and earned income.

We give thanks to everyone donating, each in their way enabling the output and supporting the wider impact of Wikimedia UK's work. Particular mention goes to the Wikimedia Foundation, National Lottery Heritage Fund, Swire 2765 Charitable Trust, Kidron Hall Charitable Trust, Culham St Gabriel Trust, The Modiano Charitable Trust, Croudace Properties and the Tansy Trust.

Wikimedia UK is registered with the Fundraising Regulator - the independent regulator of charitable fundraising in England, Wales and Northern Ireland - and is fully compliant with that scheme. No third parties (such as freelance fundraisers or commercial participators) undertake fundraising on Wikimedia UK's behalf. As in previous years, the charity received no complaints about our fundraising activities during the 2022/23 financial year.

6. FINANCES AND RISK

In March 2022, the board of trustees agreed to an annual budget for 2022/23 which projected a small deficit, of around £5k. This decision was reached in order to support a 5% cost of living uplift for staff in 2022, but with the hope that the year would end in a more favourable position than budgeted. In the event, total income for the year came to £977,000, compared to £860,000 the previous year, with an unrestricted surplus of £35,000 generated. Of the total income, unrestricted income of £865,000 was 10% higher than the previous year (2022: £786,000), as most income streams improved.

Expenditure on fundraising rose to £136,000 (2022: £115,000), in part funded by restricted income, and charitable spend on projects was £840,000 (2022: £716,000). Unrestricted income from charitable activities and charitable expenditure on projects included £217,000 (2022: £179,000) of gifts-in-kind.

Wikimedia UK ended the financial year 2022/23 with a surplus on unrestricted funds of nearly £35,000 (2022: £47,000), and as a result total unrestricted reserves increased to £372,000. The £20,000 Designated Fund remains, with plans to spend this during 2023/24. Total reserves – unrestricted, designated and restricted, rose to £440,000 (2022: £439,000).

Summarised SoFa	2022/23			2021/22		
	Unrestricted	Restricted	Total Funds	Unrestricted	Restricted	Total Funds
	£	£	£	£	£	£
Total Income	865,073	112,129	977,202	786,468	73,786	860,254
Fundraising	96,282	40,000	136,282	75,613	40,000	115,613
Project Spend	748,879	90,981	839,860	675,884	40,613	716,497
Funds Transfer	14,960	-14,960	-	12,466	-12,466	-
Net Surplus / Deficit	<u>34,872</u>	<u>-33,812</u>	<u>1,060</u>	<u>47,437</u>	<u>-19,293</u>	<u>28,144</u>

The approved budget for 2023/24 has projected expenditure of £1,073,000 and forecast income of £994,000. The difference between these figures represents estimated restricted funds brought forward, which we are anticipating spending down fully during the year.

Reserves

A level of general reserves is required to buffer the charity from financial risks. These could include a delay on the receipt of a grant; the loss of assets through fraud; or reduced income from donations. Reserves are also held in case a significant financial risk materialises, and the trustees take the difficult decision to close parts or all of the operations of the charity (which could involve quite significant costs relating to staff and other contractual obligations).

Our Reserves Policy is based on a risk-based methodology. It states that the annual calculation of a target range of unrestricted reserves is based on an analysis of the potential financial risks facing the organisation and the losses or costs that would occur if the risk that would cause the greatest draw on our reserves materialised. The reserves target is the higher figure of 1) the risks based methodology - plus an additional four weeks of operating costs (recognising the likelihood of a short time lag between a risk materialising and the charity being able to make and enact decisions in response, or 2) three to six months of operating costs.

At the start of 2023, given our reduced liabilities (particularly the short amount of time left on the office lease) and the relatively low financial risks perceived by the charity - with the exception of a possible bank failure (see below) - the trustees agreed that a more appropriate reserves target for 2023/24 would be based on four to six months of operating costs. This is a range of £250,000 to £380,000. Our free reserves (excluding fixed assets and designated funds) at £347,000 on 1st February 2023, are at the upper end of this range.

Risk Management

The risk register is maintained by the Chief Executive with an owner allocated to each risk. All risks are reviewed by the Senior Management Team on a quarterly basis, with an updated register then shared with the Audit and Risk Committee at their quarterly meetings, accompanied by analysis of any changed ratings, or new risks. Key risks are brought to the full board for consideration, whilst the full Risk Register is available for all trustees to review at any time.

At the start of the 2022/23 financial year, the biggest risk identified was the possibility of damage to our public profile as a result of an issue related to Wikipedia or the wider Wikimedia movement, which would have an impact both in terms of our financial stability and our reputation. Other risks that we were monitoring closely included the possibility of a reduction in our annual grant due to changing strategic priorities or decreased revenue at the Wikimedia Foundation; the reliability of the tools used by our programmes team and partners to deliver and monitor our activities; and the impact of the war in Ukraine and the cost of living crisis on individual donations.

Whilst none of these risks materialised, it's worth noting that the income generated by the fundraising banner on the English Wikipedia in December 2022 - which represents a high proportion of the Wikimedia Foundation's annual income - was significantly below previous years, following community intervention in the nature and tone of the messages used to solicit donations. Whilst this happened after Wikimedia UK's most recent Grant Agreement was signed, diminished movement finances are likely to impact us in the longer term.

A risk management exercise at the Wikimedia UK board away day in February 2023 resulted in a revised risk register for 2023/24, with the following three risks having the highest overall risk scores

(taking into account the likelihood of the risk materialising and the financial and reputational impact on Wikimedia UK):

- The requirements of the **Online Safety Bill** are incompatible with Wikipedia's community governance model and principles of accessibility and privacy
- **Decreasing visibility or relevance of the Wikimedia platforms** impacts on fundraising at a global and/or local level, and makes working with Wikimedia UK less appealing to existing and potential partners
- One of the **banks that we use fails** and we lose cash deposits over the £85k government guarantee

In response to the bank failure risk, which in Spring 2023 was perceived to be considerably higher than it had been in some years, the charity is in the process of moving some of our cash reserves to a new platform for active cash management, that should help to generate higher levels of interest whilst mitigating the risk of any one bank failing. This risk was substantially downgraded at the June 2023 Audit and Risk Committee meeting.

Previous Annual Reports have highlighted the following two risks:

- **Damage to our public profile** as a result of an issue related to Wikipedia, WMF or Wikimedia UK, which impacts on fundraising at a local and/or global level
- **Reduction in funding from the Wikimedia Foundation** due to changing strategic priorities, constrained resources or a new approach to allocating funds

Whilst these both still feature on our Risks Register, at the start of the 2023/24 the first of these was downgraded to amber - reflecting an assessment of the likelihood as “possible” and the impact as “serious”. The second of these risks was downgraded to yellow, and assessed as being “unlikely over the next year but of some possibility over a three year period”. This change reflects the fact that Wikimedia UK has secured our first multi-year funding agreement from Wikimedia Foundation, with funding agreed to January 2025.

7. STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards. Company law requires the trustees to prepare financial statements for each financial period that give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable United Kingdom Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going-concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity, enabling them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the directors at the time the report is approved are aware:

- There is no relevant audit information of which the auditors are unaware and;
- They have taken all the steps they ought to have taken to make themselves aware of any relevant information and to establish that the auditors are aware of that information.

Signed on behalf of the Board, as approved on 16 June 2023.

Monisha Shah

Monisha Shah
Chair of the Board

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WIKIMEDIA UK

Opinion

We have audited the financial statements of Wikimedia UK (the 'charitable company') for the year ended 31 January 2023 which comprise Statements of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2023 and of the charity's incoming resources and application of resources, including 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 8 of the Charities Accounts (Scotland) Regulations 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 charitable company 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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' annual report. Our opinion on the charitable company financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate and proper 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
- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities statement, the trustees 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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 is detailed below:

- We obtained an understanding of the charitable company and the sector in which they operate to identify laws and regulations that could reasonably be expected to have a direct effect on the financial statements. We obtained our understanding in this regard through discussions with management, industry research and experience of the sector.
- We determined the principal laws and regulations relevant to the charitable company in this regard to be those arising from the Companies Act 2006, Charities (Accounts and Reports) Regulations 2008, Regulation 10 of the Charities Accounts (Scotland) Regulations 2006 etc.) and employee legislation)
- We designed our audit procedures to ensure the audit team considered whether there were any indications of non-compliance by the charitable company with those laws and regulations. These procedures included, but were not limited to enquiries of management, and the review of minutes.
- We also identified the risks of material misstatement of the financial statements due to fraud. We considered, in addition to the non-rebuttable presumption of a risk of fraud arising from management override of controls, that valuation of donations in kind was also a risk. We reviewed the assumptions and judgements made by management when auditing that significant accounting estimate with no issues arising.
- As in all of our audits, we addressed the risk of fraud arising from management override of controls by performing audit procedures which included, but were not limited to: the testing of journals; reviewing accounting estimates for evidence of bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

AUDITOR'S REPORT TO THE MEMBERS OF WIKIMEDIA UK FOR THE YEAR ENDED 31 JANUARY 2023

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. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. 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<http://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>[http://www.frc.org.uk/auditors/audit-assurance/standards-and-guidance/2010-ethical-standards-for-auditors-\(1\)](http://www.frc.org.uk/auditors/audit-assurance/standards-and-guidance/2010-ethical-standards-for-auditors-(1)) This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone, other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Alastair Duke (Senior statutory auditor)
For and on behalf of PKF Littlejohn LLP
Statutory Auditor

2023-09-14

15 Westferry Circus
Canary Wharf
London E14 4HD

PKF Littlejohn LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006

WIKIMEDIA UK
 STATEMENT OF FINANCIAL ACTIVITIES
 INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
 FOR THE YEAR ENDED 31 JANUARY 2023

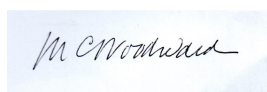
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM:					
Grants	3	387,000	112,129	499,129	418,786
Donations & legacies	4	256,708	-	256,708	251,149
Charitable activities	6	216,936	-	216,936	179,348
Investments	5	596	-	596	222
Other	7	3,833	-	3,833	10,749
Total Voluntary Income		865,073	112,129	977,202	860,254
EXPENDITURE					
Raising Funds	8,9	96,282	40,000	136,282	115,613
Charitable activities:	9				
Partnership Programmes		484,532	60,198	544,730	447,970
Volunteer Support		136,048	30,783	166,831	118,262
External relations & advocacy		96,385	-	96,385	99,181
International working		31,914	-	31,914	51,084
Total expenditure		845,161	130,981	976,142	832,110
Net income		19,912	(18,852)	1,060	28,144
Fund transfers		14,960	(14,960)	-	-
Net income		34,872	(33,812)	1,060	28,144
Reconciliation of funds:					
Fund balances at 31 January 2022		337,657	101,707	439,364	411,220
Fund balances at 31 January 2023		372,529	67,895	440,424	439,364

WIKIMEDIA UK
BALANCE SHEET
FOR THE YEAR ENDED 31 JANUARY 2023

	Notes	£	2023 £	£	2022 £
FIXED ASSETS					
Tangible Assets	17		5,848		4,298
CURRENT ASSETS					
Debtors	11	85,405		41,780	
Cash at bank and in hand		815,687		436,873	
		901,092		478,653	
Creditors: amounts falling due within one year	12	(466,516)		(43,587)	
NET CURRENT ASSETS			434,576		435,066
Creditors: amounts falling due after one year	12		-		-
NET ASSETS			<u>440,424</u>		<u>439,364</u>
FUNDS					
Unrestricted funds			352,529		317,657
Designated funds			20,000		20,000
Restricted funds			67,895		101,707
TOTAL CHARITY FUNDS			<u>440,424</u>		<u>439,364</u>

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 16th June 2023 and signed on its behalf by



Marnie Woodward
Treasurer

Company Registration No. 06741827

The notes on pages 26 to 36 form an integral part of these accounts.

WIKIMEDIA UK
 STATEMENT OF CASH FLOWS
 FOR THE YEAR ENDED 31 JANUARY 2023

	Notes	Total Funds	
		2023	2022
		£	£
Net cash provided by operating activities	18	380,880	(208,171)
<i>Cash flows from investing activities:</i>			
Interest	5	596	222
Purchase of fixed assets	17	<u>(2,662)</u>	<u>(2,167)</u>
Net cash used in investing activities		<u>(2,066)</u>	<u>(1,945)</u>
Change in cash and cash equivalents in the year		378,814	<u>(210,116)</u>
Cash and cash equivalents brought forward		<u>436,873</u>	<u>646,989</u>
Cash and cash equivalents carried forward		<u>815,687</u>	<u>436,873</u>

1 ACCOUNTING POLICIES

a) Accounting Framework

These financial statements are prepared on a going concern basis, under the historical cost convention. At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the charity 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 and the Companies Act 2006).

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

b) Income

Grant and donation income is included in the Statement of Financial Activities once there is entitlement, the economic benefit is considered probable and the amount can be reliably quantified.

c) Expenditure

Expenditure is charged inclusive of Value Added Tax.

d) Allocation of staff costs to projects and apportionment of governance and support costs

Staff costs attributable to project-work as direct costs and staff costs, other overheads apportionable as support costs and governance costs, have been allocated to the expenditure headings in the Statement of Financial Activities as follows:

Staff time spent on carrying out each project's activity, or on fundraising, has been determined from returns by staff for each month and evaluated at the individual's total salary cost to calculate the actual cost of direct staff time spent for each activity.

Governance and support costs have been apportioned pro rata to total direct costs per activity. An analysis of governance and support costs and the results of these attributions and apportionments are given in note 9.

e) Volunteers

The trustees gratefully acknowledge the significant contribution made by volunteers who gave freely of their time (totalling in excess of 26,132 hours in the financial year) and expertise.

f) Fixed Assets

Individual items or sets of related items costing over £500 are capitalised.

The rates and bases used during the year were as follows:

Computer equipment	33.33% straight line
Furniture	33.33% straight line
Leasehold improvements	33.33% straight line

g) Investments

The Charity's wholly owned subsidiary company, Cultural Outreach Limited, is the holder of intellectual property rights donated for the work of the Charity. As the company is dormant and its assets are immaterial to the group, consolidated accounts have not been prepared.

h) Grants Awarded

Grants awarded by the Charity are recognised in full as expenditure on charitable activities in the Statement of Financial Activities in the period in which a binding commitment arises.

i) Gifts In Kind

(i) Tangible gifts-in-kind

Tangible gifts-in-kind are recognised at their fair value.

(ii) Donated services or facilities

Donated services or facilities are recognised at their estimated value to the charity where the value is quantifiable and measurable. The valuation basis is the price the charity estimates it would pay in the open market for a service or facility of equivalent utility.

(iii) Wikimedians in Residence

Where either

- (a) a grant is made under an agreement in respect of a Wikimedian in Residence and the host organisation contributes towards the cost, or
- (b) a grant has been made for our benefit by another grant maker direct to that host institution

a gift-in-kind is recognised equal in value to the amount the charity would have been willing to pay to secure the residency.

j) Pensions

The charity provides a defined contributions pension scheme for its employees and contributions payable for the year are charged to the Statement of Financial Activities.

k) Financial instruments

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

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. The company had no other (i.e. non-basic) financial instruments as at the year-end.

l) Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. There are no estimates or judgments that have a material effect on amounts recognised in the financial statements.

2 NET INCOME

Net income is stated after charging the following:	2023	2022
	£	£
Auditor's fees	9,000	7,600
Tax return services	-	600
	<u>9,000</u>	<u>8,200</u>
Depreciation - see note 17	<u>1,112</u>	<u>2,996</u>

3 UNRESTRICTED GRANTS RECEIVABLE

	2023	2022
	£	£
Wikimedia Foundation	355,000	345,000
The Swire Charitable Trust	30,000	-
Congruence Engine	2,000	-
	<u>387,000</u>	<u>345,000</u>

RESTRICTED GRANTS RECEIVABLE

	2023	2022
	£	£
Wikimedia Foundation	30,977	5,236
National Lottery Heritage Fund	47,640	59,550
European Climate Fund	31,387	-
Culham St. Gabriel's Trust	2,125	-
National Lottery Community Fund	-	9,000
	<u>112,129</u>	<u>73,786</u>

4 DONATIONS AND LEGACIES

	2023	2022
	£	£
Major gifts	16,000	16,116
Other cash donations	221,614	213,186
Campaigns	-	1,286
Gift Aid	19,095	20,561
	<u>256,709</u>	<u>251,149</u>

5 INVESTMENT INCOME

	2023	2022
	£	£
Bank interest	<u>596</u>	<u>222</u>

6 INCOME FROM CHARITABLE ACTIVITIES

Gifts in kind income recognised in the year includes:

Donor	Nature of gift	2023 £	2022 £
National Library of Wales	Wikimedian in Residence host costs	53,644	53,298
Edinburgh University	Wikimedian in Residence host costs	48,694	46,793
Khalili Collections	Wikimedian in Residence host costs	12,000	12,000
Science Museum	Wikimedian in Residence host costs	14,000	28,000
British Library	Wikimedian in Residence host costs	21,390	19,607
National Institute for Health Research	Wikimedian in Residence host costs	32,366	5,394
University of the Arts London	Wikimedian in Residence host costs	4,542	3,785
Devil's Porridge	Wikimedian in Residence host costs	13,300	
Banner Repeater	Wikimedian in Residence host costs	-	5,000
Coventry University	Wikimedian in Residence host costs	-	5,471
		<u>199,936</u>	<u>179,348</u>
Mishcon de Reya	Legal Services	12,000	
Dauntless	Website contribution	5,000	-
		<u>216,936</u>	<u>179,348</u>

7 OTHER INCOME	2023 £	2022 £
Training and Consultancy	3,825	10,749
Miscellaneous	8	-
	<u>3,833</u>	<u>10,749</u>

8 RAISING FUNDS	2023 £	2022 £
Direct costs - external	11,785	13,740
Direct costs - staff	54,056	35,874
Management & Administration costs	30,441	25,999
Unrestricted costs	<u>96,282</u>	<u>75,613</u>
Staff costs met from restricted funds	40,000	40,000
Total costs	<u>136,282</u>	<u>115,613</u>

Fundraising external direct costs includes £10,147 paid as fees for the processing of donations received by direct debit (2022: £11,704).

9 ANALYSIS OF EXPENDITURE AND SUPPORT COSTS

	Partnership programmes	Volunteer support	Raising funds	External relations	International working	2023 Total
	£	£	£	£	£	£
Direct costs	215,266	5,802	11,785	14,757	148	247,758
Direct staff costs	116,077	87,233	54,056	51,155	21,676	330,197
Total direct costs	331,343	93,035	65,841	65,912	21,824	577,955
Governance and support costs						
Office costs	54,480	15,297	10,826	10,837	3,588	95,028
Governance	26,138	7,339	5,194	5,200	1,722	45,593
Finance and reporting	33,587	9,431	6,674	6,681	2,212	58,585
Other	21,956	6,165	4,363	4,368	1,446	38,298
Other staff costs	17,028	4,781	3,384	3,387	1,122	29,702
Total support costs	153,189	43,013	30,441	30,473	10,090	267,206
Total unrestricted	484,532	136,048	96,282	96,385	31,914	845,161
Use of restricted funds	60,198	30,783	40,000	-	-	130,981
Total costs	544,730	166,831	136,282	96,385	31,914	976,142

2022 ANALYSIS FOR COMPARATIVE

	Partnership programmes	Volunteer support	Raising funds	External relations	International working	2022 Total
	£	£	£	£	£	£
Direct costs	184,480	3,382	13,740	8,294	4,162	214,058
Direct staff costs	111,532	72,643	35,874	55,866	29,357	305,272
Total direct costs	296,012	76,025	49,614	64,160	33,519	519,330
Governance and support costs						
Office costs	50,666	17,530	11,440	14,794	7,729	102,159
Governance	18,442	6,381	4,164	5,385	2,813	37,185
Finance and reporting	17,219	5,957	3,888	5,028	2,627	34,719
Other	19,173	6,633	4,329	5,598	2,925	38,658
Other staff costs	9,644	3,337	2,178	2,816	1,471	19,446
Total support costs	115,144	39,838	25,999	33,621	17,565	232,167
Total unrestricted	411,156	115,863	75,613	97,781	51,084	751,497
Use of restricted funds	36,814	2,399	40,000	1,400	-	80,613
Total costs	447,970	118,262	115,613	99,181	51,084	832,110

10 ANALYSIS OF PROGRAMMES DIRECT COSTS

The following gifts in kind expenditure, grants made and other costs were incurred by the charity in respect of Wikimedians in residence and other partnerships in the year.

	Gifts in kind expenditure	2022
	£	£
National Library of Wales	53,644	53,298
Edinburgh University	48,694	46,793
Khalili Collections	12,000	12,000
Science Museum	14,000	28,000
British Library	21,390	19,607
National Institute for Health Research	32,366	5,394
University of the Arts London	4,542	3,785
Devil's Porridge	13,300	-
Banner Repeater	-	5,000
Coventry University	-	5,471
	<u>199,936</u>	<u>179,348</u>
Other direct costs	15,330	5,132
	<u>215,266</u>	<u>184,480</u>

11 DEBTORS

	2023	2022
	£	£
Prepayments	11,657	10,448
Other debtors	69,465	23,504
Gift aid receivable	4,283	7,828
	<u>85,405</u>	<u>41,780</u>

12 CREDITORS

	2023	2022
	£	£
Trade creditors	17,351	10,237
Accruals	13,665	13,882
Taxation and social security	15,119	12,144
Rent free period - short term	2,048	2,048
Pension contributions	3,963	3,109
Company Cards	4,371	2,167
Deferred Income	410,000	-
Amounts falling due within one year	<u>466,516</u>	<u>43,587</u>

13 RELATED PARTY TRANSACTIONS

There were no related party transactions.

14 OPERATING LEASES

At 31 January 2023, Wikimedia UK had total minimum lease payments under operating leases as set out below:

Equipment	2023	2022
	£	£
Amount due within 1 year	-	352
Land and Buildings		
Amount due within 1 year	30,480	30,480

The lease of the office at 5-11 Lavington Street expires on 22nd August 2023.

15 ANALYSIS OF STAFF COSTS AND STAFF NUMBERS

The average number of employees in Wikimedia UK in the year to 31 January 2023 was as follows:

	2023	2022
	No.	No.
Full-time	9	8
Part-time	6	5
	<u>15</u>	<u>13</u>

Total employee costs were as follows:

	£	£
Salaries	488,512	425,951
National insurance	46,946	38,539
Pension contributions - see note 1(j)	28,491	25,490
	<u>563,949</u>	<u>489,980</u>

The number of employees with total employee benefits of more than £60,000 was:

	No.	No.
£70,000 - £79,999	-	1
£80,000 - £89,999	1	-

16 THE COST OF KEY MANAGEMENT PERSONNEL AND TRUSTEE REMUNERATION AND EXPENSES

The key management personnel of the charity comprise the Trustees, the Chief Executive, the Director and Head of Finance and Operations, the Director of Programmes and Evaluation and the Head of Development & Communications. The total cost of employee benefits of the key management personnel was £266,342 (2022: £242,702).

No trustee received any remuneration or other benefit from employment by Wikimedia UK during the year nor any payment for professional or other services supplied to the charity (2022: none). Expenses amounting to £465 (2022 - £106) were paid to or on behalf of 2 (2022 - 4) trustees during the year in respect of travel, accommodation, subsistence and conferences (2022 - travel, accommodation, subsistence and conferences).

17 TANGIBLE FIXED ASSETS

	Computer Equipment	Furniture	Leasehold Improvements	Total
Cost				
	£	£	£	£
At 1 Feb 2022	24,290	4,409	4,762	33,461
Additions	2,662	-	-	2,662
Disposals	-	-	-	-
At 31 January 2023	<u>26,952</u>	<u>4,409</u>	<u>4,762</u>	<u>36,123</u>
Depreciation				
At 1 Feb 2022	20,484	3,917	4,762	29,163
Charge for year	941	171	-	1,112
Disposals	-	-	-	-
At 31 January 2023	<u>21,425</u>	<u>4,088</u>	<u>4,762</u>	<u>30,275</u>
Net Book Value				
At 31 January 2023	<u>5,527</u>	<u>321</u>	<u>-</u>	<u>5,848</u>
At 1 Feb 2022	<u>3,806</u>	<u>492</u>	<u>-</u>	<u>4,298</u>

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

	2023	2022
	£	£
Net movement in funds	1,060	28,145
Add back depreciation	1,112	2,996
Deduct interest income	(596)	(222)
Decrease (increase) in debtors	(43,624)	(4,981)
Increase (decrease) in creditors	<u>422,929</u>	<u>(234,108)</u>
Net cash used in operating activities	<u>380,880</u>	<u>(208,170)</u>

19 Summary of fund movements

Fund name	Fund balances b/fwd	Income	Expenditure	transfers	Fund balances c/fwd
	£	£	£	£	£
General Fund	317,657	865,073	845,161	14,960	352,529
Designated Fund	20,000	-	-	-	20,000
Total unrestricted funds	337,657	865,073	845,161	14,960	372,529
Restricted Funds	-	-	-	-	-
Wikimedia Foundation	80,000	-	40,000	-	40,000
Wikimedia Foundation	2,437	3,824	3,710	-	2,551
Wikimedia Foundation	-	27,153	27,073	-	80
National Lottery Heritage Fund	19,270	47,640	41,697	(14,960)	10,253
European Climate Fund	-	31,387	16,426	-	14,961
Culham St. Gabriel's Trust	-	2,125	2,075	-	50
Total restricted funds	101,707	112,129	130,981	(14,960)	67,895
Total Funds	439,364	977,202	976,142	-	440,424

The transfer from restricted funds to unrestricted funds represents the full cost recovery element of the grant received from the National Lottery Heritage Fund.

The restrictions on the grants and donation listed above are:

Grantor/Donor	Restricted purpose
Wikimedia Foundation	Fundraising capacity building
Wikimedia Foundation	Wikimania
Wikimedia Foundation	Celtic Knot
National Lottery Heritage Fund	Digital Skills training
European Climate Foundation	Wikimedian in Residence
Culham St. Gabriel's Trust	Researching Cultural Bias on Wikipedia

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