

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Financial statements for the year ended 31 December 2024

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Financial Statements for the year ended 31 December 2024

Contents

1	Legal and administrative information
2 - 7	Trustees' Report and statement of Trustees responsibilities
8 - 34	Strategic Report
35 - 39	Independent auditor's report
40	Statement of financial activities
41	Balance sheet
42	Cash flow statement
43 - 56	Notes forming part of the financial statements

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Financial Statements for the year ended 31 December 2024

Legal and administrative information

Full name and registered address of the charity

Amnesty International UK Section Charitable Trust
The Human Rights Action Centre, 17-25 New Inn Yard, London EC2A 3EA

Status of the charity

The charity was incorporated on 16 December 1995 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. It took over at that date all the assets and liabilities of the Amnesty International British Section Charitable Trust.

Charity registration number - England & Wales 1051681
Charity registration number - Scotland SC039534
Company registration number 03139939

Secretary and registered office

Tim Hancock - appointed 12 August 2023
The Human Rights Action Centre, 17-25 New Inn Yard, London EC2A 3EA
e-mail amnestycompany.secretary@amnesty.org.uk

Trustees

Andrew Lines ^(D,F) - Chair	Helen Horton ^(B,D,E,G,*)
Frederica De Silva	David Keen ^(A,F)
Awmaima Amrayaf ^(B,G) - resigned 21 July 2024	Ian McLean Adams ^(A,D)
Shirah Mansaray ^(B,E,F)	Caroline Baker ^(E) - appointed 1 December 2024
Helen Moulinos ^(C,E) - resigned 6 December 2024	Mandeep Rupra - appointed 1 December 2024
Senthorun Raj ^(D,G,*) - resigned 22 July 2024	

* member of the Board of Amnesty International United Kingdom Section

Sub-Committee membership for all or part of 2023

- A - Finance Audit and Risk Sub-Committee
- B - People, Culture, Inclusion and Safeguarding Sub-Committee
- C - Building a Powerful Movement Sub-Committee
- D - Nominations Sub-Committee
- E - Campaigns and Impact Sub-Committee
- F - Grants Sub-Committee
- G - Safeguarding Sub-Committee - merged with the People, Culture and Inclusion Sub-Committee May 2024

Chief executive and other key management personnel

Sacha Deshmukh	Chief Executive Officer
Sotez Chowdhury	Director of Activism and Education (from 17 June 2024)
Andrea Jones	Interim Director of Mass Market Fundraising (from 1 August 2024)
Kerry Moscogiuri	Director of Campaigns and Communications
Marion O'Donnell	Director of Major Funding Partnerships (from 1 June 2024)
David Prince	Director of People and Culture
Dallan Cunniffe	Director of Data, Finance and Infrastructure

Bankers	Lloyds Bank plc, 25 Gresham Street, London, EC2V 7HN
External auditors	BDO LLP, 2 City Place, Beehive Ring Road, Gatwick, RH6 0PA
Solicitors	Bates Wells & Braithwaite London LLP, 10 Queen Street Place, London EC4R 1BE

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Trustees Report for the year ended 31 December 2024

Trustees' Report

1. Overview of our structure in relation to the worldwide Amnesty International movement

Amnesty International is a worldwide movement which has as its objective the securing throughout the world of the observance of the Universal Declaration of Human Rights and the range of international covenants, treaties and laws which flow from the rights set out in that declaration. The movement consists of independent entities (known as “sections”) throughout the world and an International Secretariat (“the IS”) which is the hub of the movement’s global human rights expertise and provides support for global governance structures. The IS consists of two companies – Amnesty International Limited and Amnesty International Charity.

Amnesty International in the United Kingdom is part of the worldwide Amnesty International movement. There are two active legal entities:

Amnesty International United Kingdom Section (“the UK Section”) - a company limited by guarantee, a membership organisation whose policies and priorities are set, within the context of decisions of the Global Assembly of Amnesty International and by the members at the Annual General Meeting. The UK Section pursues the objective of the movement in the United Kingdom by raising awareness of human rights, educating on the importance of human rights, campaigning for observance, and opposing violations, of human rights and supporting many thousands of activists in the UK in their own campaigning on human rights issues. The UK Section has a licence to use the Amnesty International name and logo in the United Kingdom.

Amnesty International UK Section Charitable Trust (“the Trust”) - a company limited by guarantee and a registered charity. The Trust pursues its charitable objectives by funding a range of activities aimed at promoting the rights set out in the Universal Declaration of Human Rights. This includes funding Amnesty International Limited and the UK Section, and other organisations, to conduct a range of relevant charitable activities in relation to the protection of human rights. The Trust is a registered charity in both England and Wales, and Scotland, and has a licence to use the Amnesty International name and logo in the United Kingdom.

2. Governance and management

The Trust is a registered charity and a company limited by guarantee and is governed by its Trustees (who are the Directors and Members). The Trust is independent of the UK Section, by virtue of the fact that although the Trustees are appointed by the Board of the UK Section, they are appointed as individuals not representatives, cannot be removed by that Board and there is a majority of independent members, who are not Board members of the UK Section.

The Trust is governed by its Articles of Association. Trustees are appointed for a three-year term, and under the Articles of Association can serve for a maximum of two consecutive terms. They are then eligible for re-appointment after an interlude of three years. The Trustees meet at least four times each year.

The Trustees are generally very familiar with human rights and the work of Amnesty International. Induction training is provided for new Trustees, which covers their responsibilities and statutory duties.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Trustees Report for the year ended 31 December 2024

All the Trustees give their time voluntarily and receive no benefits. Directors and Officers Liability Insurance cover was in place at an annual premium of £8k (2023: £8k).

To support our independence, we do not seek or accept money from governments other than for our human rights education work. We have not received government funding since 2020 when the Trust received final funds from the Department for International Development (dissolved in 2020; now the Foreign, Commonwealth and Development Office) for a human rights education project focused on female genital mutilation and early and forced marriage in Burkina Faso, Sierra Leone and Senegal. This project is now continuing to 2026 with funding from the Foundation for a Just Society International. In no way do any monies received influence or affect our impartiality or independence.

The Trustees are assisted in their work by a number of sub-committees, namely:

The **Finance, Audit and Risk Sub-Committee**, a joint committee of the UK Section and the Trust. It deals with areas primarily relating to risk and risk management, the effectiveness of internal controls, stewardship of assets, and financial performance. It oversees the internal and external audit processes. The sub-committee includes independent members who have specialist skills.

The **People, Culture, Inclusion and Safeguarding Sub-Committee**, a joint committee of the UK Section and the Trust. It provides strategic human resources advice and oversight, supports our work on inclusion, diversity, equity and anti-racism and supports culture change. It also monitors and advises on safeguarding, supporting policy development and oversight of its implementation.

The **Building a Powerful Movement Sub-Committee**, a joint committee of the UK Section and the Trust. It serves to support the trustees in monitoring and supporting the growth and impact of human rights activism in the UK.

The **Nominations Sub-Committee**, a joint committee of the UK Section and the Trust. It assists the Board in making decisions on governance appointments including seeking out appropriately qualified candidates for elected and appointed positions on the Board, its sub-committees and other appointments as required.

The **Campaigns and Impact Sub-Committee**, a joint committee of the UK Section and the Trust. It aims to improve the effectiveness of our human rights and campaigning work by providing support and scrutiny on monitoring, evaluation and learning across our campaigns.

The **Grants Sub-Committee**, a committee of the Trust. It assists the Trustees in making decisions to approve the release of funds. Their work includes ensuring that the appropriate degree of oversight is taken when assessing grant applications; reviewing and monitoring new and existing grants; assessing potential funders and approving the release of funds.

A full list of members of the sub-committees can be found on our website:

<https://www.amnesty.org.uk/subcommittees>

In the performance of their duties, the Trustees have considered the principles of the Charity Governance Code (the Code), together with the relevant components of Amnesty International's own global Core Standards, a set of governance standards adhered to by Amnesty sections and structures across the movement. Trustees are familiar with the requirements of the Code and seek to ensure that their governance reflects the essence of the Code.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Trustees Report for the year ended 31 December 2024

3. Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Strategic Report, the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including 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 accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

All of the current Trustees have taken all the steps that they ought to have taken to make themselves aware of any information needed by the company's auditors for the purposes of their audit and to establish that the auditors are aware of that information. The Trustees are not aware of any relevant audit information of which the auditors are unaware.

4. Policy on pay for employees including senior staff

The Trust operates a pay and reward policy that aims to attract and retain the best talent needed to take forward our ambitious human rights work within the UK. We ensure that all elements of pay are fair and transparent and easily understood by our employees. We periodically undertake benchmarking exercises, using established salary surveys, to help set our pay rates (which are subject to negotiation with our recognised trade union).

We commit to paying staff a fair salary that is competitive within the charity sector, proportionate to the complexity and responsibilities of each role, and in line with our charitable objectives.

We are accredited by the Living Wage Foundation and committed to three key principles for pay:

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Trustees Report for the year ended 31 December 2024

- equality/fairness;
- responsible financial management; and
- market competitiveness in line with the wider charity sector.

We tracked or exceeded the Living Wage Foundation rates in 2024.

We acknowledge that debates over pay – and executive salaries, in particular – are important and reflect genuine public concerns. We are committed to achieving the right balance between recognising these concerns while ensuring our salary levels help attract the talent we need to run an effective and efficient organisation.

The Trustees delegate the day-to-day running of the organisation to Chief Executive and senior management team of executive directors, who are considered the key management personnel. Compensation for all executive directors employed at the Trust in the year ending 31 December 2024 are detailed here.

We disclose all staff whose pay is more than four times higher than the lowest paid employee, in 2024 there were three such members of staff. In 2024 our Chief Executive Officer was paid a full-time equivalent annual salary of £131,122 (£131,122 in 2023). The pay ratio of our CEO's pay to the pay of our lowest paid employee was: 5.1:1 (5.3:1 in 2023). Two of the key management personnel included overleaf had a pay ratio to our lowest paid employee of over 4:1. These staff are key to the running of the organisation and are paid at a competitive rate in line with the wider charity sector, to ensure we are able to attract and retain the best staff to these positions.

During 2024, there was a change in our senior management team structure, with the Director of Fundraising post dis-established and replaced by two new posts, the Director of Mass Market Fundraising and the Director of Major Funding Partnerships.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Trustees Report for the year ended 31 December 2024

Position	Responsibility	Actual gross salary* 2024	Full time Equivalent Annual Salary	
			2024	2023
Chief Executive Officer Sacha Deshmukh	Provides overall leadership to the organisation, working with the board and Senior Leadership Team to shape our goals and ensure that we achieve them	£131,122	£131,122	£131,122
Director of Campaigns and Communications	Responsible for Campaigns, Media and Digital Communications	£109,304	£109,304	£109,304
Director of People and Culture	Responsible for the recruitment, support and development of our team of staff and volunteers, and for initiatives to improve our people management capabilities and employee experience	£105,803	£105,803	£101,739
Director of Data Finance and Infrastructure	Responsible for management of our finances, risk, data and insight and for our facilities and technology to enable maximum impact for human rights	£101,066	£101,066	£97,180
Director of Activism and Education* Joined 16/06/24	Responsible for building a powerful movement of human rights activism in the UK	£52,641	£97,180	£0
Director of Fundraising Departed 30/11/23	Responsible for engaging the UK public to provide financial support	£0	£0	£109,304
Interim Director of Mass Market Fundraising* Internal appointment 01/08/24	Responsible for engaging the UK public to provide financial support	£83,912	£97,180	£0
Director of Major Funding Partnerships* Internal appointment 01/06/24	Responsible for engaging Institutional funders, corporates and high net worth individuals to provide financial support	£88,942	£97,180	£0

* The difference between full-time equivalent annual salary and actual gross salary arose as a result of the individuals joining or changing role part way through the year.

The above figures show salary only. Redundancy and termination costs are not included. Additional

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Trustees Report for the year ended 31 December 2024

employer costs of National Insurance, Pension Contributions and Childcare Vouchers totalled £137,831 (2023: £142,824).

5. Thank you

The supporters and staff of the Trust are warmly thanked for their continuing commitment to the aims of the Trust and for their exceptional generosity.

This report is now approved by the Board and signed on its behalf by:

Andrew Lines, Chair
15 May 2025

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Strategic Report for the year ended 31 December 2024

Strategic Report

1. Key objectives and statement of benefits

All the Trust's activities focus on delivering human rights benefit both to specific individuals and to the public in general. The Trustees believe that promoting general awareness of human rights, creating cultural support in favour of human rights, campaigning to prevent or end human rights abuses and encouraging supporters to take action, provides universal benefits.

In addition, a key objective of the Trust is to maximise the long-term funds available for grant making activities in support of such human rights benefits.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the objectives they have set.

The Trust's objectives and the activities that flow from them are aligned to those summarised in the Charity Commission's guidance publication RR12 – The Promotion of Human Rights.

2. Key activities

The Trustees recognise the importance of Amnesty International's human rights work across the globe in securing the Trust's income, mainly from contributions from individual supporters from across the UK, whose donations are solicited on the basis of the impact they will have on Amnesty International's worldwide promotion of human rights.

The Trustees therefore allocate the significant majority of the resources available for charitable purposes to the International Secretariat. The Trust also funds activity carried out by the UK Section. All of these activities are in line with the Trust's charitable objectives.

Small grants may also be given to organisations within the Amnesty International movement whose work meets the Trust's charitable objectives and complements the work of the Trust in areas outside the Trust's capabilities.

Through its grant making, the Trust supported a number of programmes in Scotland in 2024. That included campaigning for individuals at risk, human rights education activities, and defending and strengthening human rights frameworks, working to ensure the Scottish government incorporates UN Treaties on human rights to their fullest and most direct extent.

3. Achievements and performance

In 2024 we embarked on the third year of our 2022-2030 strategy. We were able to contribute toward many human rights victories and developments. In this section, we report on what was achieved against the priorities established for 2024.

Throughout 2024, the Trust continued to grant funds to a varied and dynamic portfolio of projects (either delivered by the IS around the world, or in the UK by the Section) and was able to do so underpinned by a strong framework of grant approval and reporting. Trust grant-funded activity delivered human rights activity both within the UK and internationally.

The Trust supports charitable work falling under the global strategic priorities of the Amnesty

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

International global movement and UK strategic priorities agreed with the UK Section. A total of £6m was granted by the Trust in 2024 to fund the UK Section, and £9.6m to fund international projects.

The International Movement has set out a mission for the strategic period 2022-2030 – to ensure that we are a catalyst inspiring, connecting and enabling a powerful movement of people committed to defending human rights globally. We have 2 priority areas, each with a number of areas of focus.

Priority 1 - freedom of expression and civic space

By 2030, benefitting from expanded civic space, more people in more places under more circumstances – online and offline – are safely exercising their freedom of expression, under shelter of laws and regulations that protect them from violence, harassment, and unfair treatment.

Securing the right to peaceful assembly for all

States expand and protect people's right to peaceful assembly, including in the digital space, in line with human rights standards, including through the legal and policy frameworks that govern law enforcement practices and accountability, and protect individuals from arbitrary detention and unfair trials, and from torture.

Strengthening freedom of expression and association

States and corporations, including tech-giant corporations, have laws, policies and/or practices in place that uphold and protect freedoms of expression and association online and offline; states' and corporations' attempts to bypass their associated human rights obligations are successfully countered, while regulations relating to spyware, artificial intelligence, data protection, surveillance and access to information are brought in line with human rights standards.

Priority 2 - equality and non-discrimination

By 2030, states and corporations are adopting and implementing human-rights consistent laws, policies and practices that address and prevent the root causes of inequality, effectively combat all forms of discrimination and provide human rights protections to those affected by the climate emergency.

Promoting gender and intersectional justice

States have laws, policies and practices in place that advance equality of opportunity and public participation for those otherwise subjected to multiple, intersecting forms of discrimination; non-discriminatory enjoyment of sexual and reproductive health and rights is increased; prevention of and protections from gender-based violence and other hate crimes is strengthened and human rights-consistent measures are adopted to promote public participation of marginalized groups.

Strengthening rights to health, housing and social security

States are taking concrete measures to uphold the rights of everyone - without discrimination - to health, housing, social security as key drivers of equality – maximising investment of available resources, removing discriminatory barriers protecting the rights of people from deleterious practices of corporate actors and adopting taxation measures that deliver on their human rights obligations.

Securing climate justice

States phase out, and require corporations to phase out, polluting and other environmentally unsustainable policies and practices that negatively impact people's human rights, adopt human rights consistent clean energy policies and ensure a 'just climate transition' that secures racial and gender justice and the rights of all disadvantaged groups.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

Protecting rights of refugees and migrants and people on the frontlines of crises

States adopt measures that protect people against extreme forms of marginalization as a result of persecution and crises, including those that flow from or are worsened by the climate emergency. As part of such protection, States protect the rights of refugees and migrants to ensure equal and non-discriminatory access to rights in countries of transit and destination and provide safe and legal routes, including resettlement and community sponsorship schemes.

During 2024, The Trust made multiple grants to the International Secretariat including funding to advance work across several priority areas. Some highlights of those grants are set out below.

The *West And Central Africa Human Rights Impact* project represents an essential part of Amnesty International's goals to grow and strengthen the movement. Specifically, this work has supported nine Amnesty Sections to achieve human rights change. Examples include in Amnesty Senegal where legal assistance was provided to a young man who had been tortured by the security forces, and ended up in hospital. He won his case, and the security officer responsible was relieved of his command post before being brought before the courts. In Amnesty Burkina Faso, our support helped establish a National Forum of Human Rights Defenders. This forum is a space that has brought together more than 200 human rights defenders to discuss their roles and challenges in resolving the security crisis. Amnesty Guinea signed an agreement with the Ministry of National Education to bring Human Rights Education activities into schools.

The *Human Rights Academy* is an online platform which offers a wide variety of human rights courses in more than 25 languages. These range in length from 15 minutes to 15 hours and are freely available worldwide to learners of all ages. The Human Rights Academy is training a new generation of human rights defenders - strengthening the human rights movement through action-oriented education. The 'Tax and Human Rights' course that addresses economic justice resonated strongly in Kenya, where civil society groups have integrated the learnings into advocacy campaigns on taxation and social welfare.

The *Protecting Land and Climate Defenders* project has contributed to the protection of human rights defenders in the Americas. It has campaigned to promote decision-making and implementation of collective protection mechanisms for human rights defenders. It has focused on the right to protest in the Wet'suwet'en territory in Canada and supported the people defending it from the construction of the oil pipeline. The team engaged in capacity building exercises with Wet'suwet'en land defenders to share our knowledge and help expand their reach. Our Indigenous partners now have a better understanding of the human rights framework, and we uplifted their voices in a positive light. Amnesty designated the first-ever Prisoner of Conscience in Canada, which got media headlines for days. In Honduras, following campaigning by Amnesty and other organisations, the Supreme Court of Justice confirmed convictions against the perpetrators of the murder of Indigenous leader and environmental activist Berta Cáceres.

The *Gender and Racial Justice in Yemen* project has supported research, campaigns and advocacy work on the discrimination against women and girls and the impact of the mahram requirement on their rights. The team will also continue monitoring the international humanitarian law violations. In August 2024, the Huthi de facto authorities released the four remaining detained Baha'i individuals after being arbitrarily detained for more than a year at the Huthi-run security and intelligence detention centre in Sana'a, Yemen. In a message to Amnesty International, the representative of the Baha'is International Community thanked Amnesty for campaigning and contributing to their release.

Also in Yemen, on 25 December 2024, the Aden-based Specialized Criminal Court of Appeal acquitted

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

journalist Ahmad Maher who had been sentenced by the Specialised Criminal Court to four years in prison following a grossly unfair trial on charges of disseminating false and misleading news, a crime that is not recognized under international law, and forging identity documents. Ahmad's brother and later Ahmad Maher thanked Amnesty International for spearheading the campaign for his release.

The *Be There* programme focuses on supporting people affected by crisis and conflict, enabling Amnesty to work where we deem we can effect change, and respond to crises and the resultant refugee movement. The work of our multi-disciplinary teams from on the ground investigations, to cutting edge research such as open-source investigations and satellite data analysis, highlights the often-horrific circumstances civilians are faced with in times of crisis. Amnesty's persistent advocacy contributed to shaping discussions on Haiti at the UN and among key international policymakers. By directly engaging with governments, human rights experts, and the media, we have played a crucial role in highlighting the urgent need for child protection and transparency in security interventions.

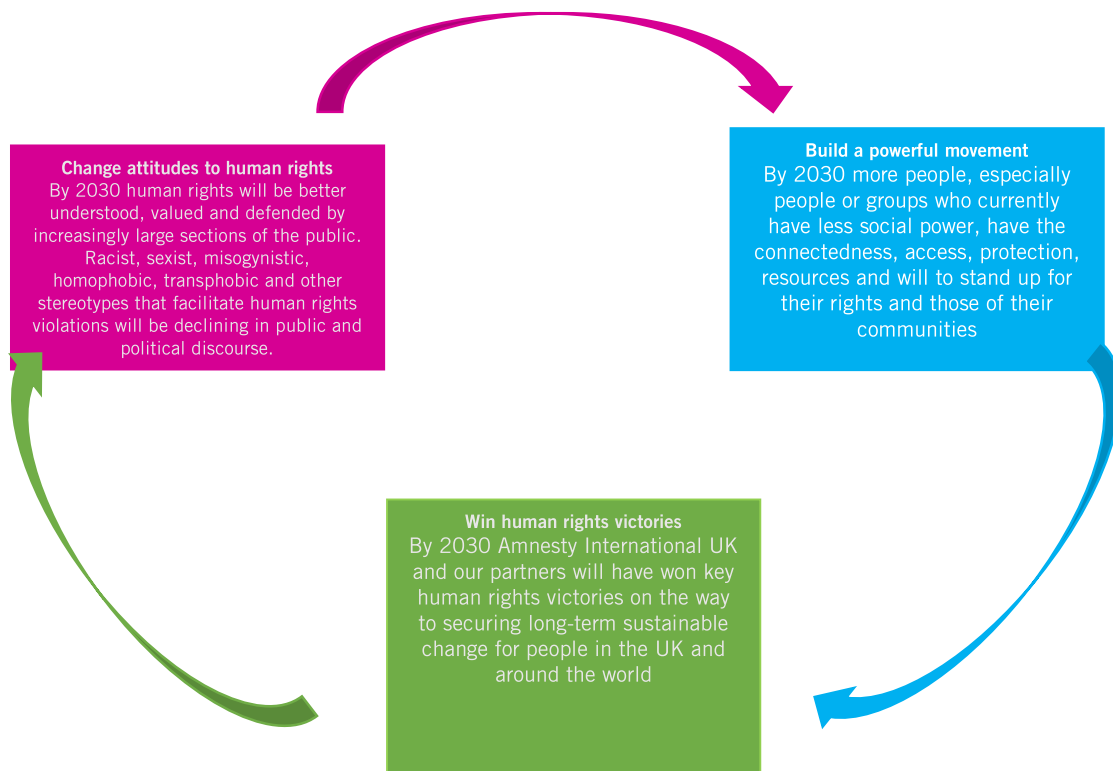
Three years after Amnesty's research exposed a shooting incident in Mozambique involving police and park rangers, those responsible were convicted in a trial. Our work spurred the national government to investigate and prosecute the case, highlighting how sustained advocacy and documentation can drive accountability and achieve long-term impact. The 'Aftermath: Injustice, Torture and Death in Detention in North-East Syria' report and advocacy gained concrete improvements. Authorities issued a landmark amnesty, releasing or reducing sentences for 4,200 Syrians. Prison conditions improved, with better access to food, water, medical care, and family visits. The report also influenced Belgium's UN intervention and spurred action on child protection, reintegration funding, and coordination.

Together, these initiatives reflect a coordinated and strategic approach to human rights advocacy—one that blends education, empowerment, direct intervention, and high-level advocacy. The impact is not only seen in immediate results (e.g., legal outcomes, policy changes) but also in the long-term strengthening of human rights infrastructure worldwide. The Trust's 2024 funding has played a pivotal role in expanding Amnesty's reach and effectiveness, ensuring that the movement is more resilient, inclusive, and responsive to the complex challenges of our time.

Our strategy for delivering human rights change in the UK was jointly developed with the UK Section, and sets out three inter-related goals, and a number of enabler strands of activity that are necessary to support our ability to deliver those goals most successfully. Grants were made to the UK Section in 2024 to progress work in these three goal areas:

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024



Within these goal areas the strategy sets out six priority issues for our human rights work (anti-racism, economic and social justice, freedom to speak out, human rights crises, human rights rulebook and people in danger) and three cross-cutting themes that cut across all six of these areas (climate justice, digital technology and big business). We achieve these goals by developing policy, undertaking research, advocacy across Westminster and the UK devolved administrations, campaigning, building partnerships, communications across new and traditional media, building activist movements, and human rights education.

In addition, a number of supporting activities are necessary to enable us to deliver these goals most effectively, including income generation, our facilities and ways of working, our knowledge, technology and digital capabilities, our finance systems and processes, our planning, monitoring, evaluation and learning capabilities, managing our people and culture, the grants management framework between the Trust and UK Section and Trust and IS, and the good governance underpinning both entities and the relationship between the two at a Board level.

Goal One: Increase knowledge and change attitudes to human rights

1.1 We see an improvement in attitudes to human rights in our target audience in 2024

***What we said we would do:** Introduce our mainstream audiences to the concept of Economic Social and Cultural Rights through a high-profile artist-led attitude change initiative*

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024



Still from 'Before Our Eyes' with Olivia Colman and Adrian Lester

We worked with Oscar-winning actress Olivia Colman to create the film [Before Our Eyes](#), developed in partnership with an individual rightsholder and an organisation focused on temporary accommodation. The goal of the film was to encourage people in the UK to care about the human rights issues highlighted in the film. The film and the publicity surrounding it achieved significant cut through among mainstream and social media and effectively framed housing as a human rights issue. The film was shown in cinemas and directly reached 266,000 cinema-goers; and reached a further 5.5m through social media and

press coverage. More than half a million people engaged with the film through social media and the film trailer, and reached almost four million people through an interview on ITV with Adrian Lester, a well-known stage and screen actor, who also starred in the film.

In 2024, we focussed our efforts on public attitudes change to 16-25 year-olds; given the importance of helping to shape future-facing public debate, and amongst an age-group that on some platforms is especially targeted by anti-rights messages.

We are strictly a non-party political organisation. Nevertheless, our work to change attitudes toward human rights in political audiences was significantly impacted by the General Election. The shift in the attitudes of the UK Government was on display when the new Prime Minister almost immediately expressed support for the Universal Declaration of Human Rights and offered a cast iron commitment that the UK will never leave the European Convention on Human Rights. In November 2024, the Prime Minister re-stated this commitment.

Immediately after the election concluded, we launched an action calling on the new Prime Minister to prioritise human rights. 13,000 people took this action. The new Minister for Human Rights responded to the action and, again, stated the Government's commitment to human rights: *"We are fully committed to the protection of human rights both domestically and internationally, as the essential underpinning of the liberties and democratic values we all enjoy."* (Letter from Minister for Human Rights).

"We are approaching this issue with humanity, and with profound respect for international law. We will never withdraw from the European Convention on Human Rights. Indeed, we're proud of the role the UK played in creating that Convention. Respecting international treaties also makes international co-operation easier, because it shows that the UK is a reliable partner."

Keir Starmer at Interpol General Assembly, 4 Nov 2024

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024



Post-election billboard at Westminster tube station

Our cross-party engagement prior to the election built a strong foundation with the new UK Government, and many of them met with us during this period. Two UK Ministers agreed to speak at our event at the Labour Party Conference in September and both spoke positively about the importance of human rights and Amnesty International's role in defending them. This was a significant change to the level of engagement we saw from the previous UK Government.

1.2 More of the public value Amnesty International and take part in the work we do

What we said we would do: Build the profile of Amnesty in the UK and reach a mainstream audience with compelling ways to get directly involved with our actions and our human rights content.

2024 has seen our work achieve higher than expected levels of visibility and engagement in the UK public, both through traditional and social media. Much of this has been driven by our reactive work and our ability to react on multiple channels to breaking news.

Our media work is the gateway for Amnesty to be visible to the UK public and influence decision making to support human rights. We know from our national attitudes tracker that 25% of the public who encounter Amnesty have done so via the news, including 25% of young people. In 2024, we had over 2,800 Amnesty mentions and interviews in target broadcast media (against a target of 600). The media team arranged a total of 145 interviews and 50% of these were placed in the most high-profile target media outlets such as BBC, Sky News, and ITV.

We achieved 46 breakthrough stories, those which appeared in 10 or more of our target media outlets, an increase from 24 in 2023. A large proportion of this coverage was reactive work on the human rights crisis in Israel and the Occupied Palestinian Territory and in Lebanon and on refugee and migrant rights. The volume of media coverage resulted in Amnesty UK ranking number two in terms of UK NGO media coverage, only behind UNICEF.

By being bolder and creating more human-centred content, we have driven a significant increase in the levels of engagement with our work through digital channels. At the end of 2024, our social media reach and traffic to our website was three times higher than we had targeted. By being creative and reactive, we took an opportunity for our longstanding work on campaign issues to align with issues that were already on people's minds.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

While we gained more visibility and engagement with our work, we also increased the number of people who took action for human rights. Altogether, our supporters took action almost 450,000 times. Around a third of actions taken in 2024 were taken by first time action takers. There is a correlation here between issues that were visible and engaging to the UK public and a likelihood that people took an Amnesty campaign action for the first time.

185,000

people took 1
action in 2024
↑ 14% from
2023

70,000

people took more
than 1 action in
2024
↑ 49% from 2023

Despite such levels of engagement and visibility of our work, we know that there remains work to bring closer the number of people who are aware of Amnesty and those who feel that they really understand what we do. In August 2024, we introduced clearer instruction on how to represent our brand, and embedded it in our campaigns and communications work; so that we are better able to articulate what we want to be known for by our audiences.

1.3 Human Rights Education

What we said we would do: Increase knowledge and understanding of human rights, and foster rights respecting attitudes through our Human Rights Education activities; Influence education leaders to increase the value placed on human rights education through the curriculum.

The number of people we reached through our Human Rights Education (HRE) exceeded all targets for 2024, with more than 41,000 young people and adults participating in HRE activities and more than 21,000 people accessed our HRE resources.

Almost half of those reached were through the efforts of one of the participants of the Amnesty Teacher Mentoring Programme, which was established in 2024 after a successful pilot in 2023. As part of this we

63,000

People reached
through HRE
activities in 2024
↑ 84% from 2023



Children in a primary school listening to Gulwali speak about his experience as a refugee as part of the Asylum Speakers Programme

enabled an 'Asylum Speakers Programme', a project which provides training for refugees to go into schools and corporate settings to talk about their experiences and run HRE activities aimed at creating a culture of welcome for refugees and asylum seekers built through 2024. By the end of 2024, the project had reached over 20,000 people, all of whom had taken action to create a welcoming culture for refugees and asylum seekers across the UK. The project leader, Jaz O'Hara, was one of five participants in the Amnesty Teacher Mentoring Programme in 2024, which aims to develop teachers as leaders in the wider Amnesty and Human Rights Movement, as well as leading change in their own education setting. Projects led by other mentees included creating LGBTQ+ inclusive Personal, Social, Health and

Economic Education (PSHE) lessons for a secondary school; delivering more participatory HRE in the humanities; and tackling misogyny at school. Due to the success of the project in 2024, five more mentees will be part of the programme in 2025.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

In 2024, we delivered Rise Up to a group of 15 young people. Rise Up is a campaign training programme that supports young rightsholders in the UK to build the skills, knowledge and confidence they need to use their power to bring about positive human rights change on issues that matter most to them. The programme specifically targets marginalised young people with lived experience of injustice who don't usually have access to programmes like this. We recruited a diverse group of participants working across a variety of issues – all of whom are new to the Amnesty Movement. At the end of the Programme, all participants reported increased knowledge and confidence to campaign on human rights issues and all felt more connected to other people campaigning on human rights issues.

GOAL TWO: BUILD A POWERFUL MOVEMENT

What we said we would do: Introduce an improved and more systematised approach to the organising support that we provide to activist networks; Provide activists and educators with the opportunity to gain the knowledge, understanding and skills needed to defend human rights.

Our activist communities are building power and taking action

The focus on these areas started to build how we better support our activist communities to build power and take action. We continued to embed the simplified rules for activist-led campaigns, which is now allowing more activists to go forward and be more confident to work on the issues that interest them within a clear framework.

With this freedom and emphasis, we should celebrate the ways in which our activist networks have been campaigning in 2024. The Amnesty Feminist Network has campaigned for Afghan women throughout the year. The Network also hosted the Guilty Feminist podcast at the Amplify Human Rights Festival with Deborah Frances White. In Manchester, the Anti-Racism Network helped to mobilise organisations and individuals to join the local group's campaign against Prevent (The government-led, multi-agency programme aiming to stop individuals becoming terrorists) building a campaigning coalition that worked directly with local councillors.



AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

We have overhauled our work with young people in 2024 using this framework. The focus shifted to better empowering young people to respond to human rights issues relevant to them. We were more responsive, relevant and connected to student-led movements. We worked to develop more young activists as confident and knowledgeable leaders who can be at the forefront of human rights campaigning, whilst simultaneously ensuring that they could rely on and trust Amnesty to offer them the tools and resources to do so; and in some cases necessary protection.

For example, supporting students legitimately speaking up on Palestinian human rights through disciplinary action from their university, and looked at university-specific policies and procedures around free speech. This work ensured those students better understood their rights when taking action on campus and could push back against unfair treatment or defend their positions/actions with greater confidence.

In November 2024, we conducted an audit of the health of our local Amnesty groups across the country. The audit helped us to better understand the status of local groups and identify what and where support is most needed for future re-growth of that network. 74 local groups took part in the audit, which found that groups are well able to recruit new members, though less able to retain them. It also identified gaps in groups' ability to make connections within their community, campaign on certain areas, and in leadership skills and development. We used the findings of the audit to develop an action plan for 2025 onwards, identifying how we can re-energise the health of local groups.



Student encampment at Newcastle University

The second half of 2024 saw a significant increase in the number of people who took part in our events; with a varied and exciting programme of events that represented the diverse human rights interests of our activists. More than 700 people took part in four organised events: The Amplify Human Rights Festival, the Disabled Persons Network Conference, the Youth Conference and an Anti-Death Penalty event. We exceeded our target for 2024 by 25% and saw our events attract new people and communities into the Amnesty movement. Not only has the number of people who attended events increased, there has also been an intentional improvement in diversity of attendees. We started to build an Activist Pipeline to connect people who attend events onto other Amnesty activist communities. At the Amplify human rights festival in London, diversity and inclusion were central to the sessions we programmed. We ensured sessions were representative of diverse issues, and relevant to young people, people of different genders and ethnicity. We received feedback from the venue that this was the most diverse crowd they had seen at one of their events.

1,264

People took part in
AIUK-led events in
2024

↑ 68% from 2023

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

Goal Three: Win Human Rights Victories

In 2024 we delivered a mixture of campaigning on some of the most significant human rights issues and crises that the world has seen in recent years, and also developed our longer term campaigning strategies in a number of priority issue areas.

3.1 Economic Social and Cultural Rights (ESCR)

What we said we would do: Conduct new research on ESCR and implement our multi-year strategy

Our long-term strategy for our work on “Everyday Rights” has been shaped through direct engagement with communities impacted by violations of their economic and social rights. The conversations we had with rights holders became the foundation for our research report, published in August 2024: *Broken Britain: Voices from the frontline of the fight for everyday rights*. The report examined UK community perspectives on human rights as set out in the International Covenant on Economic, Social and Cultural Rights (ICESCR) and was received positively by our partners and those involved in the research.

Following the *Broken Britain* report, ten grassroots groups participated in a pilot small grants funding programme. The programme comprised two stages. The first a course of training and peer learning on ESCR as human rights, the relevance of duty bearers, and how to effectively utilise those rights as a tool for making change at a local level. The second is the provision of a small grant to support those groups to carry out campaigning on those issues in their communities with this greater knowledge/capability.

We continued to work closely with rightsholders and in partnership, in other areas of campaign delivery in this area in 2024. We partnered with the charity Groundswell (who work for equitable access to a healthier life and a better future for anyone with experience of homelessness) to campaign on our shared aim of highlighting homelessness through a human rights lens. Our “*England: Homelessness Report: Obstacle Course*” (published in 2022) acted as a catalyst for much of this partnership activity. That research report identified systemic barriers and encouraged partnership collaboration with organisations such as Groundswell, that work closely with individuals experiencing homelessness.



After the UK General Election was called, this partnership developed the [Ending Homelessness Together – Our Voice, Our Rights Charter](#). The Charter set out key asks for the new UK government, as prioritised by people with experience of homelessness. It provided evidence from a human rights perspective to reinforce and demonstrate the necessity for each ask to be upheld

The Charter brought together lived experiences and actionable policy recommendations and highlighted homelessness as a multifaceted human rights issue encompassing housing, health, and systemic inequality. It also included specific, actionable priorities for UK Government policy; such as improving



Projections on well-known landmarks to highlight homelessness as a human rights violation

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

housing standards, addressing financial barriers, and involving those with lived experience in policymaking. The lived experience focus was a key strength, adding credibility and authenticity to the advocacy.

Our campaign was particularly notable as we centred rights holders not only in the policy work, but also in the development of campaign activities; including projections onto well-known landmarks to secure media coverage. We also delivered media training for the rights holders who were participating in the project to build their confidence and skills in speaking publicly about their work.

3.2 Racial Justice

What we said we would do: *continue our work on the human rights impacts of the Prevent programme (part of the UK Governments counter terrorism strategy)*

After the launch of our research report “*This is the Thought Police*” (focusing on the human rights violations caused by the UK Government’s Prevent programme) in late 2023; we continued in 2024 to leverage its findings in our on-going campaigning for the abolition of this flawed programme. The change in UK Government in July 2024 did not result in a significant change to the hostile/defensive response on this issue from the Home Office. As a result, creative thinking on routes to influence policy change was key in 2024; including building a powerful and diverse coalition of civil society organisations representing those impacted by Prevent and contributed to the growing international evidence base highlighting the harms of Prevent and calling on the UK Government for reform. We also continued to support local activism, building the knowledge of activists to understand and communicate effectively about Prevent – at a local and national level.

Leveraging international advocacy and institutions became an important focus for our work in this campaign in 2024. The new UK Government stated its renewed belief that the UK should lead the world in its commitment to the rule of law, and a willingness to engage and cooperate with the international legal community. We decided to use that commitment to create a clear demand for action on Prevent. In August 2024, we (alongside the Runnymede Trust) presented the findings of our submission to the Committee for the Elimination of Racial Discrimination (CERD) at the United Nations in Geneva.

This was an opportunity to share our research on an international stage, and to develop relationships with other civil society organisations working for racial justice; but critically also to leverage an important international demand on the UK for change. As a result of our evidence, and the evidence of other partner organisations, CERD’s report on the state of racism in the UK to the Government highlighted specific concerns around Prevent and its discriminatory impact and called for a suspension and review of the policy alongside other recommendations around accountability and remedy.

We also contributed to and met with the European Commission against Racism and Intolerance (ECRI) as part of their investigation. Their report also raised concerns about Prevent and directly referenced our research report. We held a meeting to share our research with the Special Rapporteur on Counter-terrorism and Human Rights, who was planning a communication on Prevent in the UK. In addition, because of the UK Government’s continued messaging on the rule of law, we commissioned a legal opinion on the definition of extremism, which we shared with the Special Rapporteur.

We want this scrutiny of the Prevent duty by various international mechanisms to highlight attention on the need for change, and we will need to continue to leverage this in 2025.

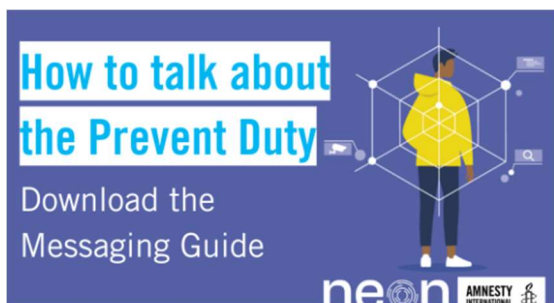
AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

Another alternative route to influencing long term policy change to end Prevent human rights violations was to continue to build power among civil society organisations. One of the strengths of our research on the impact of Prevent was its intersectional analysis, with a particular focus on gender and the impact of Prevent on neurodiverse individuals. This has meant that the coalition of organisations now working together with us to challenge Prevent is broad and represents diverse parts of civil society.

The coalition we have built represents varied interests including: children's rights; data and privacy; civil liberties; Muslim groups; educators; and organisations working with neurodiverse people. In December 2024, we brought together 20 organisations to agree a common focus for 2025 on Prevent's impact on children and young people. This collective focus can be traced back to our collaboration with the National Education Union (NEU) that began in 2023. This led the Union to pass a motion on Prevent that cited our research and position.

To further diversify and broaden the Prevent coalition, we built links with civil society organisations in Scotland, which is something we had previously found more difficult. 13 Scottish organisations signed onto an open letter calling on the Scottish Cabinet Secretary for Justice and Home Affairs to scrap Prevent, and to use their powers to limit the reach and harm of Prevent in Scotland.



Messaging guide on How to Talk about Prevent for activists and partners

The third route in our campaigning on Prevent is through building power through community organising and local activism. We collaborated with Prevent Watch and Liberty to create a [Know Your Rights on Prevent](#) pocket resource for higher education students. The resource was published through social media in November. Since then, there has been an increase in interest from Amnesty student groups to campaign on Prevent in their universities, and support for three existing campaigns, led by Amnesty local activists.

3.3 Freedom of Expression/Right to Protest

What we said we would do: *Work as part of the global campaign to protect the right to protest.*



CEO hand in of Right to Protest petition

The Right to Protest in the UK came under continued scrutiny throughout 2024 and tens of thousands of AIUK supporters showed their support in defence of these essential rights. Freedom of Expression inspired more actions than any other topic in 2024.

For one of these actions, we partnered with Liberty and Greenpeace UK on a petition to defend the right to protest. The action demanded that the Home Secretary scrap anti-protest laws in the UK.

In December 2024, the CEOs of all three organisations came together to hand in our petitions with the signatures of 200,000 people. We had a small win toward this outcome when we received a commitment from the new Policing Minister to

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

‘post-legislative scrutiny’ of the various anti-protest laws passed by the previous government. This review will take place in 2025; although of course the wider campaign to see reform of the significant crackdowns on right to protest that we have seen in the UK in recent years needs to continue.

We achieved a significant breakthrough in our work to protect press freedom in Northern Ireland, when the Independent Press Tribunal delivered its judgment in the Birney-McCaffrey case. It found that the Police Service of Northern Ireland (PSNI) and the Metropolitan Police had broken the law, breaching the human rights of the two journalists, and awarded damages against the PSNI. We supported this case and the two journalists throughout 2024 and were present alongside them outside the Royal Courts of Justice in London at the start of the hearing in September. The case featured prominently in news coverage. After the judgement, we worked to ensure the media reporting of that this case was clearly framed as a human rights case.



In the first half of 2024, we helped to establish the independent [McCulloch Review](#) into PSNI surveillance of journalists, by contributing to the shaping of its Terms of Reference and joining its reference group. This involvement continued after the Review got underway, where we participated in regular meetings of the advisory board, and encouraged participation in the Review by journalists and others.

Our Hong Kong Programme continued to work alongside the wider Hong Kong activism and diaspora community in the UK. We organised the staging of *May 35th*, a play from Hong Kong that had been funded and supported by this programme, and have continued to build on the success of the attention on the play; strengthening our relationships with partner organisations and engagement with Chinese diaspora activists.

During the year, we focussed on supporting Hong Kong community activism in the UK; in particular to highlight the issue of transnational repression (e.g. repression of diaspora communities working for Chinese and Hong Kong human rights); and to campaign on the cases of Jimmy Lai and Chow Hang-tung. In September 2024 we co-organised a half-day roundtable with The Rights Practice and Hong Kong Democracy Council. The Roundtable was attended by more than 20 Hong Kong diaspora groups and human rights organisations based in the UK. The meeting aired valuable first-hand lived experience from Hong Kong activists who faced transnational repression and harassment while continuing their activism in the UK. The roundtable participants developed a set of policy recommendations for how the UK Government could better support victims of transnational repression. These were shared with the FCDO Hong Kong desk and China audit team and members of the Hong Kong diaspora community.

We attended a closed-door parliamentary meeting hosted by Human Rights Watch and attended by MPs and Thirty INGOs and diaspora groups that were invited to consolidate civil society recommendations to the UK-China audit. Our advocacy work has positioned our Hong Kong Programme as a valuable participant in the Westminster-led effort and debate around transnational repression.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

3.4 Individuals and Communities at Risk

What we said we would do: Work on issues relating to UK nationals detained abroad and deliver the UK part of Amnesty's global Write for Rights campaign.

Our Individuals at Risk (IAR) work continued to generate thousands of actions. Over the whole of 2024, just over 129,000 actions were taken on IAR subjects.. Across the whole of 2024 there more than 17,000 digital Urgent Actions, as part of that IAR action total.

Since the 2024 Write for Rights ended, Neth Nahara, an Angolan activist and TikToker, who was imprisoned for posts criticising the government, has been released. Neth's case was a priority for AIUK in this year's campaign, with over 26,000 UK supporters taking action to call for her release. She was released as part of a larger presidential pardon and along with four other activists arrested ahead of a planned protest in solidarity with motorcycle taxi drivers.



We noted manifesto commitments from across the political and government spectrum to strengthen support for British Nationals abroad – one of the key objectives of our Path to Freedom project. With a new UK Government, we focused our advocacy on ensuring that consular access for British Nationals is enshrined into law and then implemented. We have continued to campaign for Alaa Abdel Fattah's freedom and were public and powerful in our call for the UK Government to raise his case with the Egyptian Government and visit Alaa on his trip to Egypt.

Our work campaigning for individuals at risk relies on maintaining close relationships with rights holders and their families, particularly in the case of British Nationals held in detention abroad. Our approach to campaigning is led by and in support of those families and what they need from Amnesty. That approach has proven to be effective, and we have good, ongoing relationships with Anoosheh Ashoori and Richard Ratcliffe who work with us closely on on-going campaigns. Richard took part in a panel discussion for Amnesty at the Amplify Human Rights Festival in December. We have also worked with Anoosheh to create portable versions of his 'Surviving Evin' exhibition; one of which will be exhibited in the Houses of Parliament in 2025 and the other will tour local communities.

In October, Jimmy Lai and Chow Hang-tung were designated prisoners of conscience by the International Secretariat. This coincided with David Lammy's official visit to China as Foreign Secretary, and we took the opportunity to demand that he call for the release of Jimmy Lai and Chow, among other human rights concerns. It was subsequently reported that the Foreign Secretary did raise these concerns.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

3.5 Human Rights Crises

What we said we would do: Continue our work on the end Israel's apartheid campaign and our response to the ongoing crisis in Gaza, the West Bank and Israel; and respond to new crises as they emerge .



Our Crisis Response work continues to be dominated by events in Gaza, Israel, and the wider Occupied Palestinian Territory (IOPT) given the scale and breadth of human rights violations in that conflict. Despite the desperate situation and ongoing deep human rights abuses, we were able to achieve some small wins that contributed to the long-term aim of accountability for those perpetrating some of the most significant of the human rights violations in this conflict.

We met with senior figures from across political parties ahead of the UK general election. The new UK Government's decision for a limited suspension of arms sales to Israel built on our engagement with the FCDO in the months leading up to this. Stopping arms transfers to Israel has been a key campaign priority; whose importance is only emphasised as those arms are now contributing to a genocide.

Leveraging the new Government's avowed commitment to the rule of law, respect for and cooperation with international mechanisms is key. In August 2024, we used legal action approaches when we secured permission to intervene in a Judicial Review of the previous Government's decision to continue arming Israel. We submitted evidence to the High Court, and the hearing took place in November - the case will proceed and be heard in May 2025.

Our work on this crisis continued to provide people who care about human rights with an opportunity to take action; to be able to do something in the face of such devastation and blatant violation of human rights. More than half of the actions taken as part of this campaign were in fact people's first action with an Amnesty campaign. Almost 100,000 joined our call for a ceasefire and more people took action on this issue than any other single issue in the second half of the year. After the election, we called on our supporters to email their new MP with our ask; and they responded. Every MP in Parliament received at least one email from an Amnesty supporter (and of course many, many more than that), calling for an end to arms sales to Israel.

In December 2024, we worked with the IS to launch Amnesty's research report into Israel's Genocide Against Palestinians in Gaza; the UK audience both politically and in media being a key global target.

This report concluded that Israel has committed, and continues to commit, genocide in its actions in Gaza. We secured widespread media coverage in mainstream outlets in the UK and reached key advocacy contacts with the report. Gathering Parliamentary support for our policy recommendations was a central part of our campaign aims (difficult as it is to secure public political acknowledgement

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

of international law violations by a UK ally). In December 2024, MPs who had received the report and a briefing on the International Criminal Court arrest warrants spoke out on these matters in the House, and also challenged ministers publicly on UK Government positions.

In Syria, with the change in government in late 2024, we responded immediately and effectively with increased monitoring, media work and advocacy with the FCDO. We quickly assessed needs with key partners and worked with Ta'afi (one of our long-standing partners) on an evidence collection project. We have been working with and through Syrian partners and human rights defenders for years, building the capacity of these organisations to develop strategies and a plan for what came next if and when the Assad regime might fall. When that finally happened in December, we saw the impact of that work immediately. We provided assistance to the International, Impartial and Independent Mechanism, which was established to assist in the investigation and prosecution of persons responsible for the most serious crimes under International Law committed in the Syrian Arab Republic. This was in recognition of our position as a contact point for many Syrian human rights defenders.

3.6 Legal Human Rights Frameworks

What we said we would do: Build our Human Rights Futures Programme; and develop a new strand of work on the anti-rights movement.

2024 had a significant human rights win when, as one of their first actions, the new UK Government scrapped the Rwanda Scheme and amended the Illegal Migration Act so that people's asylum claims can now be considered. The UK Government also announced that the Bibi Stockholm barge was no



longer to be used to house people seeking asylum (from January 2025 onwards). Our human rights evidence push as the Bill was debated in the first half of the year contributed to this win.

In September 2024, we worked with the office of the new Attorney General on an important change in guidance on legal risk and in November 2024, the Attorney General announced this change. Whilst not something that will get the headlines, this was in fact a significant, systemic pro-human rights change across that will impact across UK government policy. The result of this is that government lawyers will now have to advise Ministers on the 'legal risk' for all new policy and decision making – including new legislation. They will need to inform Ministers whether what is being proposed is lawful and in line with the UK's human rights obligations.

In Wales we have started to establish a human rights coalition that will allow us to build campaigning and influencing in partnership. Similarly, in Northern Ireland, we spent the latter half of 2024 working with partners to establish a Northern Ireland Human Rights Consortium. This commissioned a policy paper on a Northern Ireland Bill of Rights and Northern Ireland incorporation (the process of making international human rights treaties legally binding within a country's domestic law) and have developed joint campaign plans to make progress on this in 2025.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

In Scotland, turmoil in the Scottish Government, which led to a change of First Minister, had a significant impact on plans for incorporation in the second half of the year. The draft Scottish Human Rights Bill, which had been expected in September 2024, was postponed until after Scottish Parliament elections in 2026. In response to this setback, we played an important role to keep the human rights coalition working together; refocusing plans on broader political advocacy and a potential independent working group that will draft a model Bill.

We used strategic litigation as a campaigning tool to defend human rights in 2024. Strategic Litigation is a tactic that we have increasingly used as a complement (and where appropriate sharper focus of action) to more traditional advocacy. It has helped us to achieve some important results.

In December 2024, we pursued an intervention in the Supreme Court appeal of the case of *For Women Scotland v Scottish Ministers*, which was called to answer the question of whether a person with a Gender Recognition Certificate (GRC) that recognises her gender as female, is a woman for the purposes of the Equality Act and the protections against sex discrimination that the Act provides. The decision was published by the Supreme Court in April 2025, and while we were disappointed that the Supreme Court judgement overturned long-standing practice in the recognition of trans women with GRCs as women under the definition in the Equality Act, we also noted the detail in that judgement on the protection of trans people from discrimination and harassment under the Equality Act.

In Northern Ireland, we continued to build toward greater accountability for past human rights violations. After the Labour party included a commitment to repeal and replace the Troubles Act in its manifesto, this was included in the King's Speech in July. This was followed in September 2024 by a judgement from the Belfast Court of Appeal following our intervention, which found that core parts of the Independent Commission for Reconciliation and Information Recovery (ICRIR) are unlawful.

How we will enable our goals

Governance, Compliance & Risk Management

What we said we would do: *Delivering all scheduled Trust and Section Board meetings, ensuring papers are high quality and delivered on time; Deliver all statutory reporting, meeting required deadlines; Improve governance recruitment processes so that we avoid vacancies which can affect quoracy as well as overall breadth of contributions.*

We made some progress to embed good practice in our induction and training package for members of the Board of Trustees. Sessions in Board development days looked at safeguarding responsibilities and feminist leadership, including associated concepts of oppression and equity. An induction was provided for all newly appointed Trustees. We made changes to ensure the induction process is more specific and aligned to the role and responsibilities of individual Trustees. The induction enabled Trustees to understand their statutory duties as company directors and Trustees.

Planning, Impact and Learning

What we said we would do: *Keep building our approach to measuring impact, learning and reporting; Make improvements so our decision makers can use evidence of impact and learning to lead the organisation in planning, delivering and improving our work.*

The business planning process for 2025-2027 built on the work done in the prior year and resulted in an efficient process, effective integration of budgets and operational plans, and detailed activity plans with clear indicators of success and targets for 2025. The activity plans helped us to develop an

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

organisational timeline of all work to be delivered in 2025. This will be used to improve collaboration on major planned outputs and to ensure we maximise opportunities from more integrated working.

We continued to iterate and develop an organisational key performance indicator (KPI) dashboard, and used it to inform business planning, setting ourselves ambitious targets. The KPI dashboard evolved to include month-on-month analysis that allowed decision making to identify patterns and trends over the year. We also improved the central learning reporting system.

People and Culture

What we said we would do: Continue improvements in our workplace culture and ways of working as a team; Continue to deliver and build capacity in our IDEA approach; Improve our safeguarding by developing guidance, education and a culture of continuous improvement; including through further training and improved processes relating to criminal records checks; Expand our psychological support offering and proactive approach for key roles where there is a greater exposure to risk, and improve management guidance; Deliver high-quality leadership and management training and development, as well as mapping out wider learning needs across the organisation and how best to organise learning decision making and culture so that we become a much more learning, supportive and enabling organisation; Continue to improve our people practices and systems and look at what our reward approach should be to best support our aims as a progressive employer.

During 2024 we ran a Leadership Development Programme, delivered to all people managers. The Leadership Programme encouraged managers to be more reflective about what it means to be a manager. The peer-to-peer nature of the programme and in-person delivery meant that leaders and managers saw each other working effectively and being self-reflective, and this made it easier to identify what they needed to work on in their own management.

We continued to implement our multi-year Inclusion, Diversity, Equity and Anti-Racism (IDEA) plan. We completed the Equality Impact Assessment hub, which includes specialised templates and tools for different areas of our work. These tools are used to ensure we mitigate risks of not being inclusive in our work.

We made significant progress on our organisational culture work. Having worked on an expression of the strong behaviours that best support our culture, those behaviours were socialised to provide all staff with the opportunity to be involved.

Knowledge, Technology and Digital Capabilities

What we said we would do: Embark and make progress to deliver a three-year data, digital and technology transformation project; Continue day to day with well-run core IT systems and ensure those systems are secure.

The focus for 2024 was to put into place the resources and processes that will set us up to deliver this ambitious and transformative project. We recruited an experienced and expert team with the skills to deliver this complex multi-faceted project. We began procurement across several workstreams and completed the selection of implementation partners for our new website and knowledge hub development.

An immediate priority in our IT was to improve our existing technology foundations, whilst making progress on critical development projects. The team delivered robust cyber security improvements and enhancement to technical resilience, which was achieved by a successful move from on-premises

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

servers to the cloud. The team also started work on preparations for a move to a new office space; a priority is to ensure we remain appropriately cyber-resilient.

Whilst we work towards implementing a new customer relationship management (CRM) system as part of the technology transformation project, we have ensured that our operations continue with small improvements where possible, including increasing the number of direct debit dates available to regular donors from two to six per month, a key request from our supporters. This change is key to reducing the amount of time between recruitment of new supporters and their first payments, and to reducing the likelihood of a cancellation. The impact of this systems change should be seen in more income and fewer no-shows from new fundraising supporters.

Finance Systems and Processes

What we said we would do: Streamline and improve re-forecasting processes; Improve transparency of on-going financial performance and improve modelling of potential future performance to support stronger business case assessments of potential activity; Plan for the integration of capabilities in the Digital, Data and Technology transformation roadmap, which need to feed information and data from/into financial systems to deliver impact and effectiveness.

Through 2024 we focussed on delivering benefits from the cloud-based financial accounting system, with a focus on improving the efficiency of financial processes and the quality of forward looking analysis. We developed a suite of financial reports which enable better integration of financial performance and operational impact reporting. We have continued to innovate, particularly in support of income generation, for example with a project to add payment options to improve the donation experience for our financial supporters through our website and especially on mobile devices.

Facilities

What we said we would do: Realise the potential value of the Human Rights Action Centre to better deliver value for our human rights mission; Further update our ethical procurement procedures and processes that will ensure our suppliers and contractors comply with human rights standards and our values as a human rights organisation.

In 2024 there was further progress on the project to realise value from our London head office. The building was marketed, and offers were received. We plan to complete a sale during 2025. We also undertook an extensive needs analysis for a future London head office, and in consideration of that work have identified a preferred option, with a move anticipated during summer 2025.

Income Generation

What we said we would do: Transform our approach to fundraising innovation and improve the speed and efficiency with which new fundraising products are launched; Address profitability issues in the retail portfolio, assessing the long-term role of the high street portfolio, and boosting volume and profitability in online retail; Establish a stronger prospecting and restricted funding marketing and securing pipeline approach, building up the % of our human rights activity financed by restricted funding; Innovate other areas of income generation outside of traditional fundraising, such as business to business training (e.g. to public service providers) on human rights and human rights respecting approaches in different elements of public service.

In 2024, our Mass Fundraising programme continued to be a critical source of unrestricted income, enabling the organisation to respond rapidly to human right crisis around the world. The programme

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

leveraged a diverse range of channels, including digital campaigns, telephone fundraising, out of home advertising and direct mail to recruit supporters and encourage donor loyalty. Recruitment of new supporters was lower than planned, impacted by challenges in digital performance. We invested less than budget in this area, primarily as recruitment costs remain high on paid digital media. Digital performance was at its best in cases of calling for 'urgent' support, for example in relation to live human rights crises on which Amnesty was producing key evidence and research, including in the Gaza crisis.

The Trust saw a small decrease in the number of individuals donating to its work, ending 2024 with around 96,800 financial supporters, down from around 102,800 financial supporters at end of 2023. With an increase in the average gift offsetting the decrease in the number of supporters, there was no change in the overall value of donations from supporters, with £7.8m received in both 2024 and 2023.

While donations from individuals continue to be a key source of funding to enable our human rights work, income source diversification continues to be critical in the current climate. We plan to do this by focusing on building income from major gift sources and legacies. In 2024 our partnership with the Postcode Justice Trust contributed £3.0m (2023: £3.1m). Grant income of £3.2m in 2024 was a significant decrease on the £6.0m received in 2023 when two large multi-year restricted grants were received. We experienced another year of generous legacy gifts with income significantly up on 2023, receiving £9.0m (2023: £4.8m) which represents 37% of total income (2023: 21%). Legacy income can vary by large amounts year to year, with a small number of very large estates having a high impact on our income. We are budgeting conservatively for 2025, with a decrease in Legacy income back toward a multi-year average.

Changes to our innovation approach have seen new mass market fundraising products brought to market. We none have yet had a significant impact on our fundraising.

We value and respect the financial supporters who are engaged in our movement, and we strive to give them the best experience we can, so that together we can do more to promote and protect human rights for everyone.

The Trust follows a set of six fundraising principles, which we use to guide our fundraising policy, strategy and the behaviour of our fundraisers and the professional fundraising agencies we work with. These principles lay out our commitment to our supporters and members:

- Our fundraising respects and protects our independence, impartiality and mission
- We fundraise with integrity
- We work in partnership with those who support us
- We value and respect our supporters
- We fundraise with courage
- We are transparent in our fundraising and use of funds

Our fundraising activity complies with all relevant legislation and regulation, including the EU General Data Protection Regulation (which came into force in May 2018) and the Privacy and Electronic Communications Regulations 2003. The Trust complies with the Code of Fundraising Practice and is a member of the Direct Marketing Association.

Our supporter care team received a total of 66 complaints in relation to the UK Section and the Trust's

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

fundraising activities in 2024 (2023: 198); often relating to criticism of Amnesty's position on human rights issues and so the cause on which we are fundraising. Of these complaints in 2024, we identified that 48 relate directly to the Trust (2023: 160), and 1 to the UK Section (2023: 7). In 2024 there were a further 17 general fundraising complaints which could not be attributed to either entity (2023: 31). We respond to all complaints, and ensure corrective action is taken as required. Those corrective actions might include re-training fundraisers and revising our fundraising activities.

We recognise the need to ensure we respond appropriately when our fundraisers engage with people who may be in vulnerable circumstances. We are committed to showing respect and empathy towards people in vulnerable circumstances and we ensure that no donation is sought from someone who may not have the capacity to make an informed and considered decision.

4. Plans for future periods

2025 will be the fourth year of delivery of our 2022-30 Strategy and accompanying Theory of Change. This year, we will build on achievements in 2024 in a number of areas where we have made good progress, but also must take steps forward to address a number of organisations challenges. Set out below are some of the key activities and achievements we will undertake.

Goal One: Change Attitudes to Human Rights
Build understanding of what Amnesty does and why it matters in the UK, while building visibility for our work by organizing around key moments in the year
Building partnerships: we will work with artists, Ambassadors and partners to increase our reach and impact and we will seek to build one new brand partnership in 2025
Seek to develop a project with film or TV production company to get human rights messaging into TV or film scripts
Further deepening and delivering through our working relationships with decision makers in politics
Goal Two: Build a Powerful Movement
A more deliberate approach to supporting our local groups and networks, with a key focus on developing a stronger activist pipeline through supporting groups and networks to better recruit and retain activists
Developing and testing the Community Platform: this new online platform will be key to improving connectivity, efficiency, and agency of activists in their own activity
Our Human Rights Education projects and programmes in 2025 will focus on reach to children, young people, professionals and adults, as all ages have the right to HRE and have a role to play in building a rights-respecting society
Goal Three: Winning Human Rights Victories
Conduct new research on Predictive policing, social security, press freedom in Northern Ireland, anti-rights movement, illegal Israeli settlement goods and the impact of UK protest laws.
See growth in our policy content outputs, which will mean our Policy and Research team producing regular analysis and briefings on our key issues
Plan a range of high-profile activations to build people's understanding of the realities of the human rights issues we are campaigning to change
Individuals at Risk: Work on issues relating to UK nationals detained abroad and deliver the UK part of Amnesty's global Write for Rights campaign
Freedom of Expression: Work as part of the global campaign to protect the right to protest
implement our multi-year strategy for our ESCR work
How we will enable our Goals

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

People and Culture
Continue improvements in our workplace culture and ways of working as a team. Our priority areas for this in 2025 will be recruitment, induction, leadership & management and performance management
Further delivery and capacity building in our IDEA approach
Build our safeguarding strength through reviewing and improving safeguarding practices in the specific teams and conducting a review of safeguarding practices
Preparing for trial of potential four-day working week
Improvements in our workplace culture and ways of working as a team. Our priority areas for this is 2025 will be recruitment, induction, leadership & management and performance management
Improvements to Governance
Delivering all scheduled Trust and Section Board meetings, ensuring papers are high quality and delivered on time
Deliver all statutory reporting, meeting required deadlines
Improve governance recruitment processes so that we avoid vacancies which can affect quoracy as well as overall breadth of contributions
Planning, Monitoring, Evaluation and Learning Systems
Keep building our approach to measuring impact, learning and reporting
Make improvements so our decision makers can use evidence of impact and learning to lead the organisation in planning, delivering and improving our work
Finance Systems and Processes
Improve transparency of on-going financial performance and improve modelling of potential future performance to support stronger business case assessments of potential activity
Meet best practice in further strengthening our control environment as we implement procurement process improvements, with the likely introduction of a purchase order system
Data, Digital & Technology Transformation
Continue to deliver on a three-year data, digital and technology transformation project
Continue day to day with well-run core IT systems and ensure those systems are secure. A key priority will be strengthening our organisation's cybersecurity by simplifying service architectures and introducing dedicated cybersecurity training for the IT team.
Facilities
Deliver the organisation to a new space
Income Generation
Implement our new fundraising strategy and embrace new ways of generating income
Grow income by better demonstrating how the funds distributed through our large-scale grant making for Amnesty's global work have enabled and directly contributed to the growth of a dynamic, diverse and powerful global movement, and a huge impact on human rights
In Mass market fundraising we will utilise insight and data to deliver increased investment and performance in supporter recruitment, delivering innovative products to market and improving rates of consent to contact, Gift Aid declarations and supporter retention

5. Financial review

The Trustees have prepared the annual report and financial statements of the charity in accordance with the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities", second edition issued in October 2019. The financial statements also comply with the charity's governing documents.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

The accounts show a planned deficit for the year of £0.4m, compared to a £0.3m deficit in 2023. Income of £24.1m was £1.3m more than was received in 2023, a result of increased legacy income.

Expenditure increased by £1.4m to £24.5m. Expenditure on charitable activities increased by £1.4m to £18.4m in 2024, there was a £0.1m increase in expenditure on raising funds to £6.2m. A large part of our total expenditure (40%) continues to support global research into human rights violations (2023: 37%). The proportion of expenditure on the promotion of human rights was 27% (2023: 29%). This includes charitable grants from unrestricted funds made to the UK Section totalling £5.7m in 2024 (2023: £5.3m).

The cash holdings of the Trust decreased by £0.6m during the year to £6.1m at 31 December 2024 (2023: £6.7), in part a result of an increase in debtors, with more legacy income accrued at year end 2024 than in the prior year.

Free reserves, those reserves which are unrestricted and undesignated, at 31 December 2024 were £6.3m, an increase of £0.1m on 2023, as a result of the unrestricted surplus for the year. This resulted in reserves above the target range of £5.0m to £5.5m. The reserves policy is addressed further in Section 7 below.

6. Risk and assurance

Risk management is an integral part of our governance. We identify and address our key strategic risks to mitigate their likelihood and impact. There are two levels to the risk and assurance process.

Our strategic risk approach is designed to identify the key risks which could prevent the Trust from achieving its strategic objectives. It also identifies the assurance processes which we have in place to mitigate these risks and any outstanding actions around these assurance processes.

We also have an operational risk framework which underpins the strategic risk framework, dealing with a greater number of potential risks at a more detailed level.

Scenario planning was undertaken during 2024 to understand financial risks and mitigating strategies, and to ensure that we can adapt financially sustainable plans against a range of fundraising outcomes. We closely monitor performance against financial plans to ensure we are operating as expected, and are ready to adjust spending plans at short notice if required. We have applied the going concern basis of accounting for these accounts as we are confident that we can control costs and adapt to a broad range of challenging fundraising environments.

The Trustees consider aspects of risk and assurance and are supported in this by the work of the Finance, Audit and Risk Sub-Committee.

The major strategic risks for the Trust, together with plans and strategies in managing these risks, are shown in the table below.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Strategic Report for the year ended 31 December 2024

Risk	Plans and strategies to manage risks
Strategy and Governance – are we delivering the strategy and impact to meet our vision?	<ul style="list-style-type: none"> Boards have approved the 2022-30 Strategic Plan and the 2025 business plan and budget, and taken into consideration the resource requirements required to deliver them. The Strategic Plan was developed with engagement and consultation with activists and other stakeholders to ensure that it reflected the direction of the UK movement.
Operational Delivery – are business critical processes operating as intended?	<ul style="list-style-type: none"> Hybrid working has been normalised and business critical processes such as payroll, accounts payable and IT can be operated effectively in the hybrid environment. Relevant business continuity plans exist and are operational. Work is underway to update these and to consolidate them into a single document, reflecting recent changes in organisational structure. A "Cloud First" approach to application procurement has been adopted as part of the IT Strategy. Migration of legacy systems and data to cloud storage is ongoing. Back-ups are in place where possible for all key processes, so that they are still able to be delivered if one system fails.
Financial Stability – are we delivering the strategy in a way that safeguards our financial sustainability?	<ul style="list-style-type: none"> We undertake detailed monitoring of fundraising performance, including cancellation rates, legacy-giving and performance of new supporter recruitment. We continue to closely monitor our fixed cost base. Our operational plans for 2025 have been developed based on current staffing levels. We are closely monitoring rates of Inflation and modelling the impact on our cost base. Management accounts are reviewed monthly by senior management. These include cashflow and consideration of liquidity.
Compliance – Do we comply with all legal and regulatory requirements?	<ul style="list-style-type: none"> We operate a compliance register, ensuring complete coverage and timely consideration of any changes in regulation. Detailed health and safety risk assessments are in place across all our operations. All staff undertake data protection and cyber security training, and are provided with laptops to access our systems with enhanced security. Board members are provided with secure IT hardware. We undertake an annual security audit of our data and IT security systems and those of its third-party selling suppliers related to lotteries and player data and forward the report to the Gambling Commission annually. This was last undertaken in September 2024.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

	<ul style="list-style-type: none"> A cyber <i>Security Operations Centre</i> solution is now also in place.
People and Culture – Do we have the right skills and experience to deliver our goals?	<ul style="list-style-type: none"> The Strategy for 2022-2030 has been approved at the AGM and a business plan for 2025 has been developed which takes into account the resource needs of activities. We remain focused on bringing diversity into the organisation to enable us to better deliver on our priorities. Plans are in place across the organization to promote equity, diversity and inclusion, and to build a supportive and respectful workplace with anti-racism as the priority. Safeguarding policies have been updated to reflect best practice. The Safeguarding Policy is reviewed on an annual basis, published and communicated to relevant stakeholders.

Our risk management framework complies with recommended practice as outlined by the Charity Commission for England and Wales. During 2024 we continued to develop and improved our risk reporting, incident management and processes to monitor regulatory compliance across a broad range of activities following an approach endorsed by the National Council for Voluntary Organisations (NCVO).

7. Reserves policy

As at 31 December 2024 unrestricted funds totalled £10.7m (2023: £10.7m). This comprises:

- £4.5m (2023: £4.5m) of designated funds, representing the net book value of fixed assets, which are not readily realisable and are hence excluded from free reserves.
- £6.3m (2023: £6.2m) of funds which represent free reserves.

A level of free reserves is necessary to ensure that the Trust's activities can continue on a day-to-day basis and can continue in the event of a major unforeseen reduction of income or increase in expenditure. These reserves provide a contingency to enable the Trustees to take the necessary actions to bring income and expenditure into line.

In line with recommendations of the Charity Commission, the Trustees have adopted a risk-based reserves policy which is reviewed annually.

The target range of free reserves is determined by considering the key strategic and operational risks facing the Trust, as well as the strategic plans and current financial position.

Considering these factors, the Trustees have determined that free reserves should remain in the range of £5.0m to £5.5m (2023: £5.0m to £5.5m).

At 31 December 2024, the level of free reserves was above this range, at £6.3m. The current strong position of free reserves slightly above their target range supports the Trust to meet future uncertainty and to further our strategic objectives. We undertake financial planning which aims to deliver free reserves within our target range in the medium term. We have set a deficit budget for

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Strategic Report for the year ended 31 December 2024

2025.

In most circumstances we would expect free reserve levels to be managed through the annual budget process, with deficit or surplus budgets implemented according to requirements. Plans to reach the target range of free reserves should be timely, but must balance the sustainability of operations against the need to reach target reserve levels.

In all cases, the Trustees would formally agree any plan to build or use free reserves to bring them toward the target range.

8. Investments policy

In making any financial investment, the Trust's policy requires consideration of:

- Minimisation of risk. No speculative investments shall be made
- Liquidity: Invested funds shall be kept liquid to allow them to be called upon as necessary
- Reputational risks: No investment shall be made if the Trustees are aware that the investment vehicle may present a compromise (or a perception of one by its supporters) to the charity's commitment to human rights, and thus result in reputational risk.

At 31 December 2024 the only form of investment held by the Trust was cash held in a pooled fund of interest-bearing deposits, included in the accounts within cash balances.

This report, incorporating the Strategic Report, is now approved by the Board and signed on its behalf by:

Andrew Lines, Chair
15 May 2025

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Opinion on the 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 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended.

We have audited the financial statements of Amnesty International UK Section Charitable Trust ("the Charitable Company") for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. 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).

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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remain independent of the Charitable Company in accordance with the ethical requirements 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.

Conclusions related 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 Charitable Company'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 Trustees are responsible for the other information. The other information comprises the

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

information included in the Trustee's 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. 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.

Other Companies Act 2006 reporting

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

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' Report, have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustees' report.

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

- proper and 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustee's Responsibilities, 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 the Trustees determines 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.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 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.

Extent to which the audit was capable of detecting irregularities, including fraud

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:

Non-compliance with laws and regulations

Based on:

- Our understanding of the and the sector in which it operates;
- Discussion with management and those charged with governance including the Finance, Audit and Risk Sub-Committee and Internal Audit; and
- Obtaining and understanding of the policies and procedures regarding compliance with laws and regulations;

We considered the significant laws and regulations to be FRS102, Companies Act 2006, Corporate and VAT legislation, Employment Taxes, Health and Safety, Data Protection regulations and the Bribery Act 2010 .

The Charitable Company is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be the Health and Safety, Data Protection regulations and the Bribery Act 2010

Our procedures in respect of the above included:

- Review of minutes of meeting of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance including the Finance,

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

Audit and Risk Sub-Committee and Internal Audit regarding any known or suspected instances of fraud;

- Obtaining an understanding of the Charitable Company's policies and procedures relating to:
 - Detecting and responding to the risks of fraud; and
 - Internal controls established to mitigate risks related to fraud.
- Review of minutes of meeting of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be improper revenue recognition as well as management override of controls through the use of journal entries and bias in significant accounting estimates.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, including those that met a defined risk criterion, by agreeing to supporting documentation;
- Testing a sample of other journal entries throughout the year by agreeing to supporting documentation;
- Assessing significant estimates made by management for bias, including allocation of costs including apportionment of costs between Amnesty International United Kingdom Section and Amnesty International UK Section Charitable Trust, Deferral of income, Accrued legacy income, Depreciation rates for assets, Going concern assumptions and Bad debt provision; and
- Reviewing revenue recognition as well as assessing cut off for revenue in the financial year.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST

Strategic Report for the year ended 31 December 2024

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, and to the Charitable Company's trustees, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members and 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 Charitable Company, the Charitable Company's members as a body and the Charitable Company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Elliott (Senior Statutory Auditor)
For and on behalf of BDO LLP, statutory auditor
London, UK

Date: 05 June 2025

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Statement of financial activities for the year ended 31 December 2024

	Note	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Total funds
		2024 £000s	2024 £000s	2024 £000s	2024 £000s	2023 £000s
Income from:						
Donations and grants	4,5	21,314	335	-	21,649	20,298
Other trading activities	6	1,997	-	-	1,997	2,120
Investment and other income	7	496	-	-	496	409
Total income		23,807	335	-	24,142	22,827
Expenditure on:						
Raising Funds						
Raising funds	4	4,901	27	-	4,928	4,875
Other trading activities	6	1,252	-	-	1,252	1,208
Total expenditure on raising funds		6,153	27	-	6,180	6,083
Charitable activities						
Promotion of human rights	8	6,468	256	-	6,724	6,611
Research: human rights violations	8	9,392	523	-	9,915	8,518
Investment in activist recruitment	8	1,728	-	-	1,728	1,885
Total expenditure on charitable activities		17,588	779	-	18,367	17,014
Total expenditure		23,741	806	-	24,547	23,097
Net (expenditure)		66	(471)	-	(405)	(270)
Reconciliation of funds:						
Total funds brought forward		10,653	2,576	543	13,772	14,042
Total funds carried forward		10,719	2,105	543	13,367	13,772

All amounts relate to continuing activities. The notes on pages 43 to 56 form part of these financial statements. Analysis by fund of the 2024 income and expenditure comparatives is shown in notes 4 to 8.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Balance sheet at 31 December 2024

	Note	2024 £000s	2024 £000s	2023 £000s	2023 £000s
Fixed assets					
Tangible fixed assets	12	<u>4,458</u>	4,458	<u>4,490</u>	4,490
Current assets					
Debtors	13	9,263		6,865	
Cash at bank and in hand		<u>6,142</u>		<u>6,735</u>	
		15,405		13,600	
Creditors: amounts falling due within one year	14	<u>(6,496)</u>		<u>(4,318)</u>	
Net current assets			8,909		9,282
Total net assets			<u>13,367</u>		<u>13,772</u>
Funds					
Unrestricted					
Undesignated	15		6,261		6,163
Designated	15		4,458		4,490
Restricted	15		2,105		2,576
Endowment	15		543		543
Total funds			<u>13,367</u>		<u>13,772</u>

Approved by the Board of Trustees and authorised for issue by:

Andrew Lines, Chair
Date: 15 May 2025

Company number: 03139939

The notes on pages 43 to 56 form part of these financial statements.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Cash flow statement for the year ended 31 December 2024

	Note	2024 £000s	2023 £000s
Cash flows from operating activities			
Net cash (used by)/ provided by operating activities	16	(593)	1,155
Change in cash and cash equivalents in the year	16	<u>(593)</u>	<u>1,155</u>
Cash and cash equivalents at the beginning of the year	16	6,735	5,580
Cash and cash equivalents at the end of the year	16	<u><u>6,142</u></u>	<u><u>6,735</u></u>

The notes on pages 43 to 56 form part of these financial statements.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

1 Overview of our structure in relation to the worldwide Amnesty International movement

Amnesty International UK Section Charitable Trust ("the Trust") is a company limited by guarantee and a registered charity. The Trust pursues its charitable objectives by funding a range of activities aimed at promoting the rights set out in the Universal Declaration of Human Rights.

An overview of the place of the Trust in relation to the worldwide Amnesty International movement is provided in the Trustees Report.

2 Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention. The report and financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' effective from 1 January 2019, the Companies Act 2006, the Charities Act 2011 and applicable UK accounting standards, including FRS 102. The principal accounting policies are set out below and have been applied consistently throughout the year.

The Trust constitutes a public benefit entity as defined by FRS102.

Going Concern

The Trustees have undertaken an assessment of the strategic risks facing the Trust and the potential financial impact of these risks materialising in a range of different negative scenarios. A detailed cashflow analysis has been performed for the Trust and plans are in place to manage cash outflows in the event of such negative scenarios arising. A significant proportion of the Trust's expenditure consists of grant making which is either linked to income received or could be withheld, delayed or reduced in the event of a significant income reduction. The Trustees concluded that the Trust could adequately withstand the financial impact of key risks materialising through exercising control over grant making and by utilising its reserves which are above the target level derived from the risk based reserves policy.

Given the strength and liquidity of the balance sheet, the degree of control that the Trust has over its largest area of expenditure and the scenario planning work which has established that sufficient reserves are held to cover the remaining expenditure if income sources were to be disrupted, the Trustees are satisfied that there are no known risks that would cast doubt on the Trust's ability to continue as a going concern. The Trustees therefore consider it appropriate to prepare the accounts on a going concern basis.

Income and expenditure

Income is recognised in the financial year in which the Trust is legally entitled to the income, receipt of funds is probable and the amount can be measured with sufficient reliability.

Income from appeals and charitable donations is accounted for when received.

Tax recoverable on Gift Aid income is accounted for on a receivable basis.

Interest income is accounted for on an accruals basis.

Grant income is recognised when the Trust has entitlement to the funds, any performance related conditions have been met, it is probable that the income will be received and the amount can be measured reliably.

Both pecuniary and residuary legacies are accounted for when there is sufficient evidence as to entitlement, measurability and probability of receipt. Legacies with a life interest are recognised at the termination of the intervening trust and when legal title passes to the charity.

For external lotteries benefiting the Trust where there is no ability to alter the ticket price, prizes or management charges, the Trust is not treated as the principal. Income is recognised when received, net of associated costs.

2 Accounting Policies - Continued

Income and expenditure (continued)

Expenditure is charged to the Statement of Financial Activities on an accruals basis.

Expenditure with the main purpose of attracting new committed supporters is allocated between the cost of raising funds (gaining financial supporters) and campaigning expenditure (gaining activists).

Where other expenditure relates to more than one classification within the Statement of Financial Activities, it is attributed on the basis of staff time spent on the relevant activity.

Grants made in furtherance of the charity's objects are recognised as expenditure when confirmation of an award has been made to the recipient.

Irrecoverable VAT is charged to the relevant expenditure account when it is incurred.

Estimates and Judgements

All accounting judgements and estimates included in these accounts are in line with the stated accounting policies.

Valuation of legacies in accrued income is an estimate included in these accounts that may have a significant risk of causing a material adjustment to the carrying value of assets and liabilities within the next financial year. The value of the legacy is estimated based on the best information available. Due to uncertainty associated with valuation, there is a possibility that material adjustments are required in future.

For grant income, entitlement is dependent upon the fulfilment of conditions within the Trust's control, the income is recognised when there is sufficient evidence that these conditions have been met. This judgement is made based on the income being reliably measured and probable based on contracted terms and progress made against agreed donor outcomes.

Fixed assets

Fixed assets are recorded at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of fixed assets on a straight-line basis over their estimated useful lives as follows:

Freehold buildings 2% per annum; Computer equipment 33% per annum;
Freehold land is included at cost and is not depreciated.

A de minimis amount of £5k is used for the capitalisation of fixed assets, with items of a lower cost being charged to expenditure.

Assets are reviewed for impairment when events or changes in circumstances indicate that their value could be impaired. If the review indicates any asset has a carrying value higher than its recoverable value then it will be written down accordingly and the difference recorded as expenditure.

Debtors

Debtors are recognised at the settlement amount due to the Trust at the end of the period.

Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

2 Accounting Policies - Continued

Financial Instruments

The Trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Pensions

The Trust contributes to two defined contribution pension schemes:

- A multi-employer scheme with The Pensions Trust.
- A separate scheme with Scottish Widows.

Contributions are charged to the income and expenditure account in the year to which they relate. The pension schemes are independently administered and the assets of the schemes are held separately from the Trust.

Reserves

Reserves are distinguished between restricted, endowment and unrestricted funds. Income, expenditure, assets and liabilities for each classification of reserve are accounted for separately.

Holiday pay

All employees of the Trust and the UK Section are contractually entitled to annual leave in accordance with relevant legislation and organisational policies. The total cost of untaken staff holiday entitlement at the year end is provided for.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

3 Taxation

The Trust is a registered charity within the meaning of paragraph 1 schedule 6 of the Finance Act 2010. Accordingly the Trust is potentially exempt from taxation in respect of income or capital gains within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the year.

4 Donations and grants

	Unrestricted 2024 £000s	Restricted 2024 £000s	Endowment 2024 £000s	Total 2024 £000s	Total 2023 £000s
Donations from supporters (see note 5)	7,510	255	-	7,765	7,799
Legacies	9,007	-	-	9,007	4,813
Gift Aid	1,710	-	-	1,710	1,620
Grants received (see note 5)	3,087	80	-	3,167	6,066
	21,314	335	-	21,649	20,298
Expenditure on raising funds					
Supporter recruitment	2,165	-	-	2,165	2,481
Supporter care	608	-	-	608	691
General fundraising	1,506	27	-	1,533	1,190
Legacies	622	-	-	622	513
	4,901	27	-	4,928	4,875
Net fundraised income generated	16,413	308	-	16,721	15,423

Included within Donations from supporters are unrestricted amounts received from Trustees and senior management totalling £406 (2023: £195)

Included in the Expenditure on raising funds is £1,036k (2023: £824k) of apportioned support costs. (See note 9 for further information).

Donations from supporters in 2023 included £100k restricted income. £10K of legacies received in 2023 were restricted. £2,719k of grants received in 2023 were restricted.

All other 2023 comparative income and expenditure in this note was unrestricted.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

5 Analysis of restricted funds received

The Trustees express their gratitude to the funders for their generous grants: **£000s**

Donations:

From individuals in support of:	Be There - International Crisis Reponse	100
	Goal 3 - Winning Human Rights Victories	155
		255

Grants:

Power Up Scotland	Independent Human Rights for Scotland	77
The Bryan Guinness Charitable Trust	Be There - International Crisis Response	3
		80

Total restricted funds received	335
--	------------

Grant income is recognised when the conditions for receipt have been complied with, therefore multi-year grants are recognised in the year the grant commitment is made where there are no conditions which would prevent receipt of funds in future years if not met.

6 Other trading activities

	Income	Expenditure	Net funds	Income	Expenditure	Net funds
	2024	2024	2024	2023	2023	2023
	£000s	£000s	£000s	£000s	£000s	£000s
Corporate relationships	88	135	(47)	57	75	(18)
Community fundraising	518	584	(66)	527	488	39
Appeals	713	225	488	753	427	326
Lotteries	461	196	265	526	43	483
Raffles	217	112	105	257	175	82
	1,997	1,252	745	2,120	1,208	912

Lottery income in 2024 of £461k (2023: £526k) is from the Trust's weekly lottery draws.

Included in expenditure on other trading activities is £236k (2023: £160k) of apportioned support costs. (See note 9 for further information).

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

7 Investment and other income	2024	2023
	£000s	£000s
Interest income	251	164
Rental income	245	245
Total investment and other income	496	409

The rental income arises under a lease granted to a related entity, the UK Section, to occupy the Human Rights Action Centre. See note 18 for income under operating leases.

8 Expenditure on charitable activities	2024	2023
	£000s	£000s
Promotion of human rights		
Grants from unrestricted funds to the UK Section:	5,744	5,338
Grants from restricted funds to the UK Section:		
Human rights education	99	164
Crisis planning and delivery	58	163
Individuals at risk		3
Freedom of expression	51	-
Racial justice	48	-
Total grants from restricted funds to the UK Section	256	330
Production and distribution of human rights publications	532	699
Support costs apportioned (see note 9)	192	244
Total expenditure on promotion of human rights	6,724	6,611

Restricted grants to the UK Section represent the passing on of restricted funds received for human rights activities to be carried out by the UK Section.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

8 Expenditure on charitable activities - Continued	2024	2023
	£000s	£000s
Research into and relief of human rights violations		
Grant to Amnesty International Limited	9,380	8,020
Direct international funding	535	498
Total research into and relief of human rights violations	9,915	8,518
Investment in activist recruitment		
Investment in activist recruitment	1,229	1,469
Support costs apportioned (see note 9)	499	416
Total investment in activist recruitment	1,728	1,885
Total expenditure on charitable activities	18,367	17,014
Total restricted grants included in the above		
For the promotion of human rights	256	330
Research into and relief of human rights violations	523	508
	779	838

9 Support Costs

	2024	2023
	£000s	£000s
Staff costs	1,569	1,271
Depreciation	32	32
Audit fees	48	46
Other support costs	314	295
Total support costs	1,963	1,644

	2024	2023
	£000s	£000s
Raising funds	1,036	824
Other trading activities	236	160
Promotion of human rights	192	244
Investment in activist recruitment	499	416
Total support costs apportioned	1,963	1,644

Staff costs include employees in the Finance, Information Technology, Human Resources and Facilities departments.

These support costs are apportioned across the organisation's activities based on the amount of staff time spent on each activity.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

10 Staff costs

All staff are employed on joint contracts of employment with both the UK Section and the Trust. A total of 263 staff were employed during 2024 (2023: 253).

This number includes part-time and job-share posts and those who joined and left during the year. The average headcount was 231 in 2024 (2023: 223). The full time equivalent number of staff employed in 2024 was 212 (2023: 203).

Apportioned staff costs

Costs shown here are those apportioned to the Trust only. The amount charged for an employee to each entity is based on time spent in undertaking work for that entity.

	2024	2023
	£000s	£000s
Wages and salaries	4,112	3,886
Social security costs	473	452
Pension costs	315	302
Redundancy and termination costs	142	103
	5,042	4,743

The Trust contributes to defined contribution pension schemes.

Redundancy and termination costs in 2024 are in respect of payments made to four staff members (2023 - three staff members).

Full time equivalent analysis

The number and cost of apportioned full-time equivalent staff engaged on the Trust's various activities was as follows:

	Average number of staff	Full-time equivalents	Cost £000s
Raising funds	68	40	2,732
Other trading activities	21	6	372
Promotion of human rights	26	5	369
Support	45	20	1,569
	160	71	5,042

Of the 263 staff employed during 2024, there were 183 staff who had a part of their time apportioned to the Trust (2023: 179). The full time equivalent number of staff apportioned to the Trust was 71 (2023: 71). The average number of employees apportioned to the Trust for 2024 was 160 (2023: 157).

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

10 Staff costs (continued)

Emoluments of employees

The number of employees who had part of their time apportioned to the Trust whose emoluments fell within the following bands were:

£ 000s	2024 Total numbers	2023 Total numbers
0 - 60	142	143
60 - 70	22	22
70 - 80	5	2
80 - 90	7	6
90 - 100	1	1
100 - 110	3	3
110 - 120	1	-
120 - 130	1	-
130 - 140	1	1
190 - 200	-	1
	183	179

The banding above is based on the full employee benefits (excluding employer pension costs) of those staff working for the Trust irrespective of the apportionment of those costs between the Trust and the UK Section. The member of staff in the highest band was one of the staff members who received a termination payment in 2023.

Key management personnel remuneration

Aggregate emoluments for the key management personnel of both the UK Section and the Trust for the year ended 31 December 2024 total £769,297 (2023: £818,481). Emoluments to key management personnel in this note include redundancy and termination costs, employer's pension and National Insurance contributions. This figure represents the total costs, of which 48% in total are apportioned to the Trust (2023: 55%).

The annual equivalent gross salary (excluding employer's pension and National Insurance contributions) for the Chief Executive in 2024 was £131k (2023: £131k).

11 Directors' remuneration

The Trust is a company limited by guarantee and a charity, and so the Directors are also Trustees. No Trustee received emoluments during the year (2023: £nil). During 2024 out of pocket travel expenses totalling £266 were reimbursed to one Trustee (2023: £412 to three Trustees).

Directors and Officers Liability Insurance cover was in place at an annual premium of £8k (2023: £8k).

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

12 Tangible fixed assets

	Computer equipment & infrastructure £000's	Land and buildings £000s	Total fixed assets £000s
Cost			
At 1 January 2024 and 31 December 2024	41	5,094	5,135
Depreciation			
At 1 January 2024	41	604	645
Charge for the year	-	32	32
At 31 December 2024	41	636	677
Net book value at 31 December 2024	-	4,458	4,458
Net book value at 31 December 2023	-	4,490	4,490

The land and building asset is the freehold of the Human Rights Action Centre in New Inn Yard, London. The Trust has granted a 35-year lease to the UK Section, a condition of which is that the tenant has to carry out the programme of refurbishments to the building. The capital costs of these refurbishments are shown in the accounts of that company. The UK Section has granted a licence allowing the Trust to use the building for its own activities. The cost of the asset shown above includes the purchase price and associated expenses together with capitalised costs incurred in beginning the refurbishment works before the tenant took over the responsibility for the works. The original cost of the land included above was £3.5m.

13 Debtors

	2024 £000s	2023 £000s
Tax recoverable on Gift Aid	813	555
Amounts due from UK Section	-	182
Accrued legacy income	7,681	4,785
Other accrued income	677	1,296
Other debtors and prepayments	92	47
	9,263	6,865

14 Creditors: amounts falling due within one year

	2024 £000s	2023 £000s
Trade creditors	392	141
Amounts due to UK Section	1,433	-
Accrued charges and deferred income	4,671	4,177
	6,496	4,318

Included in the above figures is £77k of deferred income (2023: £63k). £46k of this deferral relates to Amnesty Lottery receipts, where players paid in advance for draws which have not yet taken place (2023: £47k).

Also included in the above figures is £4,401k of accrued expenditure related to the grant to the International Secretariat for research into human rights violations (2023: £3,894k).

All income deferred at 31 December 2023 was recognised as income in 2024, and all deferred income included above relates to receipts in 2024.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

15 Funds

	Undesignated funds £000s	Designated funds £000s	Restricted funds £000s	Endowment fund £000s	Total £000s
At 1 January 2024	6,163	4,490	2,576	543	13,772
Total income	23,807	-	335	-	24,142
Total expenditure	(23,741)	-	(806)	-	(24,547)
Movement between reserves	32	(32)	-	-	-
At 31 December 2024	6,261	4,458	2,105	543	13,367
Represented by					
Fixed assets	-	4,458	-	-	4,458
Net current assets	6,261	-	2,105	543	8,909
	6,261	4,458	2,105	543	13,367

Undesignated funds

Undesignated funds represent the funds that the Trustees are free to use in accordance with the charitable objects.

Designated funds

Designated funds comprise investments in tangible fixed assets which enable the Trust to carry out its work effectively. As these funds comprise fixed assets, it is not possible to utilise them elsewhere within the Trust.

The movement between funds shown above which reduces Designated Funds by £32k is a reflection of the decrease in the net book value of fixed assets over the year.

Restricted funds

Restricted funds represent grants received for restricted purposes (analysed below). Further details of restricted income and expenditure can be found in notes 5 and 8.

Restricted fund balances at 31 December comprised:

	2024 £000s	2023 £000s
Human Rights Education - West Africa	1,249	1,761
Other Human Rights Education	679	815
Be There - International Crisis Reponse	100	-
Power Up Scotland	77	-
	2,105	2,576

Endowment fund

By a declaration of Trust dated September 1999, the Trust was made the beneficiary of a gift from David T K Wong of:

- : US\$300k US Federal Government Zero Coupon Bonds which matured in November 2011;
- : US\$50k US Federal Government Zero Coupon Bonds which matured in November 2015; and
- : US\$250k US Federal Government 7.625% Coupon Bonds which matured in January 2023

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

15 Funds - continued

In October 2014 a gift of £25k was received, and in February 2016 a further gift of £20k was received, with both to be invested in the Endowment fund. The Trustees are obliged to hold this capital in perpetuity and apply the income of the fund in furtherance of the Trust's charitable objectives.

In January 2019, all bonds were liquidated at market value, and a transfer made to the UK where the Endowment is now held in sterling.

Fund movements for 2023 are analysed below for comparison

	Undesignated funds £000s	Designated funds £000s	Restricted funds £000s	Endowment fund £000s	Total £000s
At 1 January 2023	8,343	4,522	634	543	14,042
Total income	19,998	-	2,829	-	22,827
Total expenditure	(22,210)	-	(887)	-	(23,097)
Movement between reserves	32	(32)	-	-	-
At 31 December 2023	6,163	4,490	2,576	543	13,772
Represented by					
Fixed assets	-	4,490	-	-	4,490
Net current assets	6,163	-	2,576	543	9,282
	6,163	4,490	2,576	543	13,772

16 Notes to cash flow statement

Reconciliation of net expenditure to net cash flow from operating activities

	2024 £000s	2023 £000s
Net expenditure for the year as per the statement of financial activities	(405)	(270)
Adjustments for:		
Depreciation charge	32	32
(Increase)/ decrease in debtors	(2,398)	953
Increase in creditors	2,178	440
Net cash used in/ provided by operating activities	(593)	1,155

Analysis of cash, cash equivalents and net funds

	1 Jan 2024 £000s	Cash flows £000s	31 Dec 2024 £000s
Cash at bank and in hand	6,735	(593)	6,142

Cash in hand and at bank represents total net funds and there are no other liquid resources or debt.

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

17 Related party transactions

The Trust and the UK Section are considered to be related entities due to the alignment of their objectives and close collaborative and operational working.

The Trust and the two companies which comprise the International Secretariat are considered to be related entities due to the alignment of objectives and close relationships that exist within the Amnesty movement.

Related entity balances

At 31 December the Trust had the following balances with related entities:

	2024	2023
	£000s	£000s
Due to UK Section	1,433	-
Due from the UK Section	-	182
Due to the International Secretariat	4,401	3,894

Related entity transactions

During the year the following transactions took place with related entities reflecting monies flowing in/(out) of the charity:

	2024	2023
	£000s	£000s
Grant to the International Secretariat for research into human rights violations	(9,379)	(8,020)
Grants made from restricted funds to other Amnesty International Sections for furtherance of charitable objectives	(535)	(498)
Grants made from unrestricted funds to the UK Section for furtherance of charitable objectives	(5,744)	(5,338)
Grants made from restricted funds to the UK Section for furtherance of charitable objectives	(256)	(330)
Charges made to the UK Section under the terms of a lease for the occupancy of the Human Rights Action Centre	245	245
Charges made by the UK Section under the terms of a licence to use the Human Rights Action Centre	(45)	(45)
Payments made to the UK Section for Amnesty magazine	(164)	(182)

AMNESTY INTERNATIONAL UK SECTION CHARITABLE TRUST
Notes forming part of the financial statements for the year ended 31 December 2024

18 Income under operating leases

The following income has been committed to the Trust in the future in respect of the Human Rights Action Centre operating lease:

	2024	2023
Minimum lease income due	£000s	£000s
No later than one year	245	245
Between 1 and 5 years	980	980
More than 5 years	2,430	2,675
	3,655	3,900