



WIKIMEDIA
UK

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2017

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LEGAL AND ADMINISTRATIVE INFORMATION

Full name	Wikimedia UK
Registered Company Number	06741827
Registered Charity Number	1144513
Directors and Charity Trustees	
	Michael Maggs – Chair (G)
	Carol Campbell – Vice-chair (G; A)
	Greyham Dawes – Treasurer (G; A)
	Kate West – (G; A)
	Nick Poole – (G)
	Doug Taylor
	Josie Fraser
	Nancy Bell
	Jordan Landes – (appointed 9 July 2016) (A)
	Lorna Campell – (appointed 9 July 2016)
G: Governance Committee; A: Audit and Risk Committee	

Former Directors and Charity Trustees

Chris Keating (stood down 9 July 2016)

Gill Hamilton (stood down 9 July 2016)

Chief Executive	Lucy Crompton-Reid
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Principal Address	56-64 Leonard Street London EC2A 4LT
Bankers	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP Unity Trust Bank plc 1 Brindleyplace Birmingham B1 2HB
Independent Examiners	Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD
Legal Advisers	Stone King LLP 13 Queen Square Bath BA1 2HJ Borges Salmon LLP One Glass Wharf Bristol BS2 0ZX

MESSAGE FROM THE CHAIR OF THE BOARD

It's good to be able to report a very successful year for Wikimedia UK. At the start of the year we took the opportunity to refine our strategic goals and objectives, and to design a new set of metrics against which to measure our impact. Our work on efficiency, sustainability and scale over the last couple of years is now really starting to bear fruit, and even though the targets we set ourselves were deliberately challenging it is pleasing to see that we have been able to perform in many areas even better than we had anticipated.

Our detailed programme of activities is discussed in more detail below, but I would just like to mention one or two highlights.

Cultural partnerships this year have included The Bodleian Libraries, The British Library, The National Library of Wales, The Natural History Museum, The Tate, The University of Edinburgh and The Wellcome Library.

Diversity has been at the forefront of much of the work we do. The gender gap continues to be an area of focus, as well as support for the Welsh and Gaelic language communities respectively via our Wales manager and our Gaelic Wikipedian at the National Library of Scotland.

Our copyright and open knowledge advocacy work has seen increased involvement in sector-wide initiatives and government representations both in the UK and the EU. Our EU advocacy work will continue during and after Brexit as the EU will remain an important source of UK and international copyright law. Although the UK's copyright law framework is unlikely to change immediately after Brexit we are continuing to watch for UK-specific opportunities.

Our improved engagement with volunteers has resulted in a significant upturn in numbers, with more than 4000 individuals being directly involved in our programmes, contributing a total of 20,000 volunteer hours. We see the potential for even wider volunteer reach and for the provision of improved individual volunteering opportunities and we will continue to work on our communications and on developing and supporting our community.

We are seeing a growing public profile and reach, with more positive media coverage and social media engagement. We have also enjoyed a higher profile at external conferences with an increasing number of speaking engagements being accepted by our chief executive, staff and trustees.

Finally, I would like to put on record my thanks and those of the board for the excellent work that our chief executive, Lucy Crompton-Reid, continues to do in helping and enabling our charity to achieve our open knowledge ambitions. A huge thanks, also, to our volunteers and to the staff team for all their work for the charity over the past year.

Michael Maggs

Chair

MESSAGE FROM THE CHIEF EXECUTIVE

This has been a highly successful year for Wikimedia UK and I am proud of the progress that we have made towards achieving our strategic vision, mission and goals. This has only been made possible by the enthusiasm, commitment and energy of hundreds of volunteers as well as our partners, staff team and board of trustees; and I would like to take this opportunity to thank everyone involved in the charity's work during 2016.

I expressed the hope in my message for last year's annual report that 2016 would be a more stable year for Wikimedia UK following a staff restructure and change of Chief Executive in the previous year. I'm pleased that this has been the case and that 2016 saw continuity of both staff and board, with one staff departure (our Office Manager Richard Symonds, who had worked for the charity for five years and left for a career change), and only two trustees stepping down - at the end of their respective terms - in July 2016. One of those trustees, Chris Keating, had served on the board for nearly six years, including a stint as Chair. His work as a trustee has been invaluable and I'm very grateful that he continues to support the organisation as a volunteer.

The start of 2016 saw the development of a new three year strategic framework and business plan for Wikimedia UK, which seeks to position the charity at the forefront of open knowledge in the UK, working with and developing the Wikimedia projects with a focus on diversity and inclusion. Our three strategic goals for 2016 - 19 have informed the development of our programme and provided more focus and clarity for our work with partners, volunteers and other stakeholders within the wider open knowledge movement.

Collaboration with cultural partners and educational institutions has continued to be crucial to our work at Wikimedia UK, and one of my particular highlights from 2016 was *#100womenwiki*. This saw a multi-lingual, multi-location editathon in partnership with the BBC and Women in Red to raise awareness of the gender gap on Wikipedia, improve coverage of women and encourage women to edit. In the UK, events were held in BBC Broadcasting House in London plus BBC sites in Cardiff, Glasgow and Reading; while around the world, the cities of Cairo, Islamabad, Jerusalem, Kathmandu, Miami, Rio de Janeiro, Rome, Sao Paulo and Washington DC also participated. The partnership, led by Wikimedia UK, resulted in hundreds of new editors, thousands of new and improved Wikipedia articles, and an extraordinary amount of radio, television, online and print media coverage worldwide.

As the national chapter for the global Wikimedia movement, Wikimedia UK is committed to sharing learning and good practice with others, and developing international collaborations where this supports our aims and objectives. During 2016, staff and trustees played a key role in movement-wide meetings and conferences and will be actively involved in the development of a new movement strategy during 2017. I look forward to seeing what this will bring, and how Wikimedia UK can continue to play a unique and important role in realising the vision of a world in which every single human being can freely share in the sum of all knowledge.

Lucy Crompton-Reid

Chief Executive

STRUCTURE, GOVERNANCE AND MANAGEMENT

Wikimedia UK is a charitable company limited by guarantee. It was incorporated on 5 November 2008 as company number 06741827 and registered as a charity by the Charity Commission on 3 November 2011. Under its Articles of Association the company is governed by a Board of up to seven elected directors and up to four co-opted directors who are the charity trustees for charity law purposes. The Articles were amended in July 2016 to extend the trustee term from two to three years. After their initial term, trustees are eligible for re-election or re-appointment subject to a maximum continuous period of no more than of six years. All members of the charity are entitled to stand for the board of trustees, and elections are held at our Annual General Meeting according to the election rules inscribed in our constitution. Co-opted board members can join at any time during the year and are appointed to meet specific skills gaps. Occasionally the charity will advertise for a new co-opted trustee - following best practice in equal opportunities recruitment and our own organisational policies - or they can be identified and approached through our existing networks, members and trustees. The board currently comprises seven elected directors and three co-opted directors.

The company has a Chapter Agreement with the Wikimedia Foundation, the Florida-registered public non-profit organisation that operates Wikipedia and its sister websites and that owns the Wikimedia trademarks. Each party agrees to support the work of the other and agrees not to engage in activities that might negatively impact the work or reputation of the other.

Wikimedia UK encourages all who support its charitable aims and objectives, and who are willing to abide by its membership rules, to join as voting company members. Admission to company membership is by online application to the Charity, with authority for agreeing new members delegated by the board to the Chief Executive.

The Board is committed to best practice in charitable governance. All trustees are induced to the charity through a programme of one-to-one meetings and formal external training where necessary. Trustees are also sent a trustee induction pack that combines external advice and key internal documents. Training and development opportunities are available to serving trustees throughout their time on the board, such as attendance and conferences and events for trustees in the voluntary sector, formal training in specific areas such as finance, and participation in events and conferences organised by Wikimedia UK or the global Wikimedia movement. There are two formal board committees, the Audit and Risk Committee and the Governance Committee, which meet quarterly prior to full board meetings; both of which include specialist external members with full voting rights. The board also conducts a self-evaluation on an annual basis, with the support and input of the Chief Executive.

The charity is managed on a day-to-day basis by the Chief Executive, with a Scheme of Delegation to facilitate fully accountable, effective and efficient management of the charity. Other Key Management Personnel include the Head of Programmes and Evaluation and the Director of Finance and Operations. The Chief Executive's salary was initially set up by the board on the advice of an external specialist third sector recruitment agency, and is reviewed on an annual basis. Salaries for other Key Management Personnel are set by the Chief Executive and also reviewed annually, taking into account inflation as well as any relevant trends within the wider voluntary sector.

OBJECTS, AIMS AND ACTIVITIES

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

In order to achieve our charitable Objects and to maximise public benefit, a new three-year strategic framework was developed in early 2016 by the board and senior management team, with input from our volunteer community. Our new vision, mission, outcomes and strategic goals are included here with the full strategic framework and 2016 – 2019 plan available to read online.

Our **vision** is of a more tolerant, informed and democratic society through the shared creation of, and access to, open knowledge.

Our **mission** is to support and advocate for the development of open knowledge, working in partnership with volunteers, the cultural and education sectors and other organisations to make knowledge available, usable and reusable online.

Wikimedia UK is working towards the following longer-term benefits, or **outcomes**:

- Our work has significantly increased access to knowledge about, or held in, the UK
- The Wikimedia projects reflect our diverse society and are free from systemic bias
- Learners in the UK are able to understand and engage with open knowledge
- Wikimedia UK is recognised as a leading organisation for open knowledge
-

In order to support the achievement of these outcomes, during 2016 - 19 our strategic goals are to:

1. Increase the quality and quantity of coverage of subjects that are currently underrepresented on Wikipedia and the other Wikimedia projects
2. Support the development of open knowledge in the UK, by increasing the understanding and recognition of the value of open knowledge and advocating for change at an organisational, sectoral and public policy level
3. Support the use of the Wikimedia projects as important tools for education and learning in the UK.

ACHIEVEMENTS AND PERFORMANCE

2016 - 17 was a highly successful year for Wikimedia UK in terms of both qualitative and quantitative indicators, and we are proud of the progress that we made towards achieving our strategic goals.

As the UK chapter for the global movement Wikimedia UK receives just under half of our funding from the Wikimedia Foundation, to whom we provide an annual Impact Report – published online [here](#) - containing a detailed narrative commentary of our work as well as our achievement against specific global metrics. The charity performed particularly strongly against our global metric targets in 2016/17, as follows:

- The number of editors actively involved was over 600
- There were over 900 newly registered editors, compared to a target of 300
- There were over 4000 individuals directly involved in our programmes
- Nearly half a million articles were improved or created
- Nearly 1.5 billion bytes were added or deleted

Highlights of other relevant quantitative indicators that are monitored by the charity include:

- Over 45,000 images/media were added to Wikimedia Commons
- Our total reach for the year was over 70,000 people
- We exceeded our advocacy targets

We were particularly pleased by the number of volunteers involved in our programme in 2016/17, and the amount of time that was contributed to the development of open knowledge, facilitated by Wikimedia UK. We were supported by over 200 lead volunteers, and recorded a total of 20,000 volunteer hours (including lead and other volunteers), representing an economic value of £144,000, based conservatively on the minimum hourly wage.

Some of the qualitative highlights of our work in 2016/17 include:

- Our focus on diverse and underrepresented content as the strategic driver for much of our partnerships activity throughout the year, helping to address systemic bias on Wikimedia
- Our participation in Art+Feminism in March 2016, through which we held partnership events at nine high profile galleries and other cultural institutions around the UK
- New Wikimedian in Residence programmes launched in partnership with Wellcome Library in London, the Hypatia Trust in Cornwall and the National Library of Scotland, and deepening relationships with the House of Commons, the National Heritage Science Forum, Tate and other partners
- A wide-ranging, innovative and highly successful partnership with National Library of Wales, with this work driven by our Wales Manager Robin Owain and our longest standing Wikimedian in Residence, Jason Evans, and underpinning our relationship with the Welsh Government
- The growing strength and coherence of our Celtic Knot work, with the ongoing programme in Wales, the launch of a Gaelic Wikipedia project with the National Library of Scotland and the Wikimedian in Residence at Cornwall's Hypatia Trust

- Funding from Oxford University's Innovation Fund to support a university-wide Wikimedian in Residence - building on the success of the initial one year residency at Bodleian Libraries - who is now making significant strides within the university's research community
- Funding from Edinburgh University for a second year of their Wikimedian in Residence, with this work having a significant impact on teaching and learning across the university
- The successful delivery of Wikipedia in the Classroom with higher education partners including Edinburgh, Queen Mary University London, Portsmouth, and Warwick, and the development and involvement of our education community in ambitious plans for the future
- Our growing public profile and reach, with a significant upturn in positive media coverage, increased social media engagement and a wide range of speaking engagements delivered by our staff, trustees, residents and volunteers. Notably, our extremely high profile international partnership with the BBC for #100WomenWiki enabled us to reach significant new audiences with our messages about Wikimedia
- Achieving gender balance in articles about people on the Welsh language Wikipedia - a first for any Wikipedia with more than 10,000 articles - and growing the Wikipedia to 90,000 articles
- More focused advocacy work in the UK, with our Chief Executive increasingly being involved in sector wide discussions, campaigns and government consultations, as well as inputting into the development of Wikimedia's advocacy agenda at an EU level.

A key thread running through our work in 2016/17 was sustainability and scale. With a strong track record of project delivery and a number of long standing partnerships across the UK, we are now able to draw on significant resources and relationships when delivering new projects, which can have an exponential effect in terms of impact and reach. Examples of this include the #1lib1ref campaign in January, during which our library partners got involved by setting up events or publicising the campaign through their networks; and the partnership with BBC 100 Women, our most significant outreach event of the year which is explored in more detail later in this report and which involved many of our Wikimedians in Residence as well as other local, regional, national and international partners.

During the financial year 2016/17 our achievements in the main areas of our work – as reported in the Statement of Financial Activities - were as follows:

Programmes

Wikimedia UK works in partnership with the cultural and education sectors and other organisations to make knowledge freely available, usable and reusable online. Over the past year we worked in partnership with some of the most prestigious cultural institutions in the UK including Bodleian Libraries, British Library, National Library of Wales, The Natural History Museum, Tate, University of Edinburgh and Wellcome Library. We also supported smaller museums with important and diverse collections, such as our work with Groam House Museum, whose Celtic and Pictish collections are nationally recognised.

In developing and delivering our programme activities in 2016/17 the staff team and wider community have been focused on delivering the new organisational strategy, which has brought tangible benefits to the charity and provided a new focus and richness to our partnership work, volunteer engagement and other activities. Through this work, a number of key themes have

emerged that we hope to continue to develop in 2017/18, including a focus on indigenous minority languages of the UK (the Celtic Knot), and the gender gap.

Volunteer Support

Our work with volunteers and editors cuts across all of our activities as an organisation, however over the past year we have had a particular emphasis on increasing and diversifying our community and were pleased that over a third of our leading volunteers were women. In 2016 we ran several initiatives that enabled us to engage with a substantial number of volunteers, with over 100 active editors participating in the Africa Destubathon and a high number of volunteers supporting the BBC 100 Women events in the UK and elsewhere. University courses continued to generate high levels of engagement, with almost 50 students each working on the Warwick and Portsmouth courses.

2016 has also been notable for improved engagement and communication with volunteers – although there is further room for development – with both of these highlighted as issues in the annual volunteer survey in December 2015/January 2016. We ran a successful iteration of our Train the Trainer programme and introduced new development opportunities including peer learning and mentoring. The team also invested resources into the development of new training materials for volunteers, and the online volunteer portal – currently a work in progress.

International

After a somewhat insular year in 2015 when the charity was focused on internal issues such as the restructure, 2016 has seen a renewed commitment to international collaboration, and a resurgence of the Chapter's role within the global Wikimedia movement. The Chief Executive and Head of Programmes and Evaluation both attended the annual Wikimedia conference in Berlin in April, and the Wikimania conference in Esino Lario in June, sharing learning from our programmes through formal presentations and informal meetings. The Head of Programmes and Evaluation attended a partnership workshop in Berlin with international Wikimedia colleagues in November, and also received a fully funded place at *OpenCon 2016: Empowering the Next Generation to Advance Open Access, Open Education and Open Data* in Washington DC the same month.

The Chief Executive participates in regular conference calls with other Chapter Executive Directors around the world and also attends in person meetings, including a two day sharing and strategic planning event in Switzerland in January 2017. She has also been invited to join the global steering group to design the process for developing the Wikimedia movement strategy to 2030, with meetings starting in January and continuing into the next financial year, to April 2017.

External relations

2016 saw a significant underspend in our budget for external relations for various reasons, which were reported to the board regularly through quarterly management account commentaries. These included bringing certain aspects of our work in house (such as print design and creative digital content), postponing planned expenditure on print until the completion of our new brand and visual identity guidelines in 2017, and prioritising programme spend over external relations in the context of a shortfall in fundraising.

Despite this underspend against budget the charity's external profile has arguably grown quite significantly over the past year. As proxy measures of our public profile, we introduced new metrics in 2016/17 including our total reach and our social media followers, and we have also monitored positive media coverage about the organisation. Our new communications co-ordinator, who joined Wikimedia UK in April 2016, was tasked with increasing engagement with our social media channels, particularly Facebook and Twitter, as well as driving improvements to our blog. We also secured media coverage for stories such as our involvement in Art+Feminism, the appointment of a Gaelic Wikipedian in Residence, and Wikipedia Cymraeg becoming gender neutral. Our most successful outreach initiative in terms of both the numbers of people directly engaged with, and the accompanying media coverage, was #100womenwiki in partnership with the BBC in December. The broadcast coverage of this event alone reached an audience of millions, and included interviews with our Chief Executive on Radio 4's Today programme, Radio 5Live and the BBC World Service.

Advocating for open knowledge at events and conferences is another aspect of our external relations activity and 2016/17 saw Wikimedia UK reach 1500 people through presentations and workshops delivered by our staff, trustees and volunteers. This includes our Wales Manager giving a keynote speech at a Celtic language conference in France; our Wikimedians in Residence speaking at many events including the British Society for the history of Science Council; Museums+Tech Conference; a National Heritage Science Forum event; and OER16 (the Open Educational Resources conference). Our Chief Executive was also invited to speak about equality and diversity issues on a number of platforms such as the WOW (Women of the World) Festival at Southbank Centre, Open Data Institute (launching their 'Women in Data' series), OSCON 2016, and Mozfest.

The year has also seen us develop our public policy advocacy work, participating in several consultations and submitting evidence on Freedom of Panorama and Ancillary Copyright, the proposed new EU copyright directive, and Fake News. Our Chief Executive also attended a Ministerial Roundtable about the EU copyright proposals at the Department for Business, Energy and Industrial Strategy, where she represented the concerns of Wikimedia and the broader open knowledge movement.

FINANCIAL REVIEW

Wikimedia UK ended the financial year 2016/17 with a surplus of £35,082, largely due to underspends in external relations and fundraising and a slowdown in budgeted spending on partnership activities and volunteer support towards the end of the year. Compared with 2015-16, out of a total income almost unchanged at nearly £600,000, our charitable expenditure on projects, at £487,000 was nearly 25% up on the previous year and our fundraising costs of £71,000 for a similar level of donation income were almost halved.

The charity has budgeted for a small operating deficit in the current financial year, as we prepare for the forthcoming office move and some anticipated staff leave. Total income is expected to be 5% up on 2016-17, having been awarded a grant of £297,500 by the Wikimedia Foundation for 2017/18, an increase of 7% on the previous year; and we have projected an income of £215,000 from our individual supporters in the UK, who are a crucial component in our fundraising mix. Our forecast for gifts in kind is £60,000 and we plan to raise £50,000 from major donors, trusts and foundations.

Reserves

Our reserves policy is kept under regular review and was updated at the start of the 2016/17 financial year, with the target of holding between three and six months of operating costs (£147,500 - £295,000) in reserve. Our year-end free reserves at just under £200,000, against the previous year-end's £165,000, are now comfortably above the lower limit of our reserves policy, which now allows more of a focus on the further development of our charitable activities – albeit still with an eye to maintaining our reserves at an appropriate level.

Risk Management

Our internal reporting mechanisms for major risks adhere to Charity Commission guidelines, with our risk-rating system based on best practice and reviewed regularly by the Audit and Risk Committee, and all major risks reported to the full board. We identified the following potential major risks at the start of 2016 which were monitored closely throughout the year by the Senior Management Team and the board of trustees:

- A reduction in our annual grant from the Wikimedia Foundation
- Continuing decline in income from individual donors
- Inability to meet fundraising targets
- Deterioration of public perception of Wikimedia

We mitigated these risks through a range of activities including the development of a new fundraising strategy, renewed communications with our individual donors and strong delivery against our Annual Plan Grant targets for 2016/17.

The major potential risks for 2017/18 have been identified as follows:

- Damage to public profile as a result of some unexpected issue related to Wikipedia or the Wikimedia movement
- A substantial loss of donor income as a result of damage to the charity's public profile caused by an unforeseen wider movement crisis
- Unexpected inability to meet targets for funding from trusts and foundations and major donors, leading to a reduction in programme activity
- Lack of the expected number of engaged, active and skilled volunteers based across the country

We aim to mitigate these risks through closer collaboration with other major players in the wider open knowledge movement; the creation of a robust crisis communication plan; developing positive relationships within the media; expanding our donor-base; developing our relationships with trusts, foundations and major donors; further expansion of our highly successful profile-raising partnership projects with major institutions; and an active volunteer engagement programme.

FUTURE PLANS

Wikimedia UK has a full programme of activity planned for 2017-18 and plans to build on our work with the cultural sector and beyond, with a number of emerging partnerships and initiatives that could have a significant impact on open knowledge and engagement with Wikimedia in the UK.

Underpinning and supporting all of our programme activity is the volunteer and editor community in the UK, and in 2017-18 we will continue to engage volunteers in every aspect of our work, including our Board and committees, the Evaluation Panel, the Partnership Advisory Board and Wikimedia UK working groups. We are planning to deliver a range of training and development opportunities for volunteers in the UK and will continue to encourage volunteers to apply for small project grants and borrow equipment to support the delivery of our strategic goals through volunteer-led activities. Crucially, we will ensure appropriate and meaningful opportunities to volunteer with Wikimedia UK as trainers, speakers, advisors and community leaders.

The Wikimedian-in-Residence model continues to be a key strategic lever for our work in the UK, with the success of this programme underpinned by very thorough preparation, management, monitoring and evaluation of all our residencies, working in close partnership with the host institutions to ensure maximum online impact as well as substantial organisational change. A number of residencies will be in their second or third year in 2017 and these are increasingly being funded in their entirety by the host institutions – including Bodleian Libraries, University of Edinburgh and Wellcome Library – or co-funded, as with the National Library of Wales.


A significant element of our work with partners is to advocate for internal change; persuading content holders of the benefits of Wikimedia in terms of public engagement and reach, and influencing decision-makers within the GLAM sector to create policies that support open knowledge. We also advocate for changes to public policy, and over the next year will continue to support the work of the Free Knowledge Advocacy Group EU, whilst positioning ourselves within the UK to make the most of any opportunities created by Brexit to influence national copyright legislation.

Some of the highlights of our plans for 2017-18 in terms of our education and learning programme strand include an Education Summit in partnership with Middlesex University and the development of new resources and materials to support the use of Wikimedia in teaching and learning. We will continue to support Wikipedia in the Classroom as a flagship education project, working with universities such as Exeter, Portsmouth, Swansea and Warwick, and will further develop our work in partnership with the University of Edinburgh, including a joint 'Celtic Knot' conference in July 2017.

Small Company Provisions

The above report has been prepared in accordance with the special provisions of section 416 of the Companies Act 2006 relating to small companies and Section 162 of the Charities Act 2011.

Signed on behalf of the Board, as approved on 15th June 2017.


Michael Maggs
Chair of the Board

I report on the accounts of the company for the year ended 31 January 2017, which are set out on pages 15 to 27.

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

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

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF
WIKIMEDIA UK
FOR THE YEAR ENDED 31 JANUARY 2017

present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Shivani Kothari
For and On Behalf of Kingston Smith LLP
Chartered Accountants
Devonshire House
60 Goswell Road
London
EC1M 7AD

29th June 2017

WIKIMEDIA UK
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 JANUARY 2017

		Total Funds 2017 £	Total Funds 2016 £
	Notes		
INCOME FROM:			
Grants	3	277,300	314,000
Donations & legacies	4	237,409	244,117
Charitable activities	6	77,981	25,670
Investments	5	209	602
Other	7	152	3,731
Total Voluntary Income		593,051	588,120
EXPENDITURE			
Raising Funds	8	70,731	132,802
Charitable activities:	9		
International programme		47,090	45,648
External relations		31,025	60,784
Programmes		317,184	186,906
Volunteer Support		91,939	96,438
Other			9,573
Costs of restructure		-	59,360
Total expenditure		557,969	591,511
Net income		35,082	(3,391)
Reconciliation of funds:			
Fund balances at 31 January 2016		165,210	168,601
Fund balances at 31 January 2017		200,292	165,210

WIKIMEDIA UK
BALANCE SHEET
AS AT 31 JANUARY 2017

			2017	2016
	Notes	£	£	£
FIXED ASSETS				
Tangible Assets	17		3,439	3,962
CURRENT ASSETS				
Debtors	11	23,021	23,375	
Cash at bank and in hand		205,732	175,114	
		228,753	198,489	
Creditors: amounts falling due within one year	12	(31,900)	(37,241)	
NET CURRENT ASSETS			196,853	161,248
NET ASSETS			200,292	165,210
FUNDS				
Unrestricted funds			200,292	165,210
TOTAL CHARITY FUNDS			200,292	165,210

The Trustees state that for the financial period ended 31 January 2017 the company was entitled to exemption from audit under Section 477 Companies Act 2006. No member of the company has deposited a notice, pursuant to Section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The Trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with Section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial period and of its net movement in funds for the financial period in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and with section 1A of Financial Reporting Standard 102, which has been adopted.

Approved by the Board of Trustees on 15th June 2017 and signed on its behalf by:

Greyham Dawes

Treasurer

Company Registration No. 06741827

The notes on pages 18 to 27 form an integral part of these accounts.

WIKIMEDIA UK
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JANUARY 2017

	Notes		Total Funds 2017 £	Total Funds 2016 £
Net cash provided by operating activities	18		33,028	25,356
<i>Cash flows from investing activities:</i>				
Interest	5	209	602	
Purchase of computer equipment	17	(2,618)	(692)	
Net cash used in investing activities			<u>(2,409)</u>	<u>(90)</u>
Change in cash and cash equivalents in the year			30,619	25,266
Cash and cash equivalents brought forward			178,505	153,239
Cash and cash equivalents carried forward			<u>209,123</u>	<u>178,505</u>

ACCOUNTING POLICIES

a) Accounting Framework

These financial statements are prepared on a going concern basis, under the historical cost convention.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), including update Bulletin 1. The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), including Update Bulletin 1, and the Companies Act 2006.

FRS 102 section 1A has been adopted for the first time when preparing these financial statements. The transition date to FRS 102 was 1 February 2015 and the last financial statements prepared under the previous financial reporting framework were prepared for the year ended 31 January 2016. The only change to the financial statements as a result of transition, was the reallocation of governance costs from the face of the Statement of Financial Activities, to now be shown within support costs.

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

b) Income

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

c) Expenditure

Expenditure is charged inclusive of Value Added Tax.

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

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

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

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

The comparative costs for each activity were determined using the same method except that the individual staff time spent on each activity was determined for each quarter by management estimate.

e) Volunteers

The trustees gratefully acknowledge the significant contribution made by volunteers who gave freely of their time (totalling some 20,000 hours in the financial year) and expertise.

f) Fixed Assets

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

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

Computer equipment	33.33% straight line
Furniture	33.33% straight line

g) Investments

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

h) Grants Awarded

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

i) Gifts In Kind

(i) Tangible gifts-in-kind

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

(ii) Donated services or facilities

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

(iii) Wikimedians in Residence

Where either

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

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

j) Pensions

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

k) Financial instruments

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

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

l) Critical accounting estimates and areas of judgement

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

2 NET INCOME

		2016
	£	£
Net income is stated after charging the following:		
Independent examiner's fees	3,600	3,500
Tax return services	400	1,112
Other services	-	851
	<u>4,000</u>	<u>5,463</u>
Depreciation - see note 17	<u>2,564</u>	<u>3,631</u>

3 GRANTS RECEIVABLE

		2016
	£	£
Wikimedia Foundation Inc	<u>277,300</u>	<u>314,000</u>

4 DONATIONS AND LEGACIES

		2016
	£	£
Major gifts	11,500	-
Legacies	5,000	-
Other cash donations	208,038	230,255
Gift Aid	12,161	12,657
Membership fees	710	1,205
	<u>237,409</u>	<u>244,117</u>

5 INVESTMENT INCOME

2016

	£	£
Bank interest	209	602

6 INCOME FROM CHARITABLE ACTIVITIES

Gifts in kind income recognised in the year includes:

Donor	Nature of gift	Value £	2016 £
Edinburgh University	Wikimedian in Residence host costs	24,890	-
National Library of Wales	Wikimedian in Residence host costs	18,018	6,694
Wellcome Trust	Wikimedian in Residence host costs	15,000	8,628
Hypatia Trust	Wikimedian in Residence host costs	11,666	-
Bodleian Libraries	Wikimedian in Residence host costs	6,007	-
Gifts in kind from other institutions	Wikimedian in Residence host costs	-	10,348
Chartered Institute of Public Relations	Training	2,400	-
		77,981	25,670

7 OTHER INCOME

2016

	£	£
Miscellaneous	152	1,841
Conference income	-	1,890
	152	3,731

8 RAISING FUNDS

2016

Fundraising	£	£
Direct costs - external	14,762	16,902
Direct costs - staff	31,019	62,141
Management & Administration costs	24,950	53,759
	70,731	132,802

9 ANALYSIS OF EXPENDITURE AND SUPPORT COSTS

	Raising funds	International programmes	External relations	Programmes	Volunteer support	Grand Total	2016
	£	£	£	£	£	£	£
Direct costs	14,762	6,438	1,036	94,274	15,478	131,988	73,517
Direct staff costs	31,019	24,041	19,045	111,023	44,029	229,157	243,216
Total direct costs	45,781	30,479	20,081	205,297	59,507	361,145	316,733
Governance and support costs							
Office costs	10,294	6,853	4,515	46,162	13,380	81,204	80,961
Legal	136	90	60	609	177	1,072	11,507
Governance	3,548	2,362	1,556	15,909	4,611	27,986	29,509
Finance and reporting	4,633	3,085	2,032	20,776	6,022	36,548	38,824
Other	3,870	2,576	1,697	17,353	5,030	30,526	28,990
Other staff costs	2,470	1,645	1,084	11,078	3,211	19,488	25,627
Total support costs	24,951	16,611	10,944	111,887	32,431	196,824	215,418
Costs of restructure	-	-	-	-	-	-	59,360
Total costs	70,732	47,090	31,025	317,184	91,938	557,968	591,511

The basis of apportionment of support costs is provided in note 1(d) on page 18.

10 WIKIMEDIANS IN RESIDENCE

The following gifts in kind received and grants made by the charity in respect of Wikimedians in residence in the year are included in Programmes expenditure:

	Gifts in kind received	Grants made	Total	2016
	£	£	£	£
Edinburgh University	24,890	-	24,890	-
National Library of Wales	18,018	6,579	24,597	18,077
Wellcome Trust	15,000	-	15,000	-
Hypatia Trust	11,666	-	11,666	-
Bodleian Libraries	6,007	-	6,007	-
National Library of Scotland	-	5,000	5,000	7,500
Museums and Galleries of Scotland	-	-	-	8,500
	75,581	11,579	87,160	34,077

11 DEBTORS

2016

	£	£
Prepayments	2,528	2,450
Other debtors	6,802	8,268
Gift aid receivable	5,143	12,657
Pension contributions	8,548	-
	<u>23,021</u>	<u>23,375</u>

12 CREDITORS

2016

	£	£
Trade creditors	10,682	17,546
Accruals	4,000	4,000
Taxation and social security	17,218	15,695
	<u>31,900</u>	<u>37,241</u>

13 RELATED PARTY TRANSACTIONS

There were no related party transactions.

14 OPERATING LEASES

At 31 January 2017, Wikimedia UK was committed to making the following payments in respect of a lease of offices at 56-64 Leonard Street, London EC2A 4LT.

2016

	£	£
Payments due within 3 months	<u>11,364</u>	<u>6,367</u>
Payments under the lease expensed during the year	<u>42,225</u>	<u>41,089</u>

15 ANALYSIS OF STAFF COSTS AND STAFF NUMBERS

The average number of employees in Wikimedia UK in the year to 31 January 2017 was as follows:

	No.	2016 No.
Full-time	7	7
Part-time	1	2
	<u>8</u>	<u>9</u>
Total employee costs were as follows:	£	£
Salaries	287,539	321,021
National insurance	26,781	20,924
Pension contributions - see note 1(k)	17,611	11,462
Redundancy pay	-	3,504
Other termination payments	-	22,876
	<u>331,931</u>	<u>379,787</u>

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

	No.	No.
£70,000 - £79,999	1	1

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

The key management personnel of the charity comprise the trustees, the Chief Executive, the Director of Finance and Operations and the Head of Programmes and Evaluation. The total cost of employee benefits of the key management personnel were £157,450 (2016: £164,289).

No trustee received any remuneration or other benefit from employment by Wikimedia UK during the year nor any payment for professional or other services supplied to the charity (2016: none). Expenses amounting to £3,573 (2016 - £6,759) were paid to or on behalf of 7 (2016 - 11) trustees during the year in respect of travel, accommodation, subsistence and conferences (2016 - travel, accommodation, subsistence and training).

17 TANGIBLE FIXED ASSETS

	Computer Equipment	Furniture	Total
Cost			
	£	£	£
At 1 February 2016	16,271	2,116	18,387
Additions	2,618	-	2,618
At 31 January 2017	<u>18,889</u>	<u>2,116</u>	<u>21,005</u>
Depreciation			
At 1 February 2016	12,779	1,646	14,425
Charge for year	2,671	470	3,141
At 31 January 2017	<u>15,450</u>	<u>2,116</u>	<u>17,566</u>
Net Book Value			
At 31 January 2017	<u>3,439</u>	<u>-</u>	<u>3,439</u>
At 31 January 2016	<u>3,492</u>	<u>470</u>	<u>3,962</u>

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

		2016
Net movement in funds	35,082	(3,391)
Add back depreciation	3,141	3,631
Deduct interest income	(209)	(602)
Decrease (increase) in debtors	354	57,543
Increase (decrease) in creditors	(5,340)	(35,216)
Net cash used in operating activities	<u>33,028</u>	<u>21,965</u>

19 Financial instruments

		2016
	£	£
Financial assest measured at amortised cost	9,330	10,718
Financial liabilities measured at amortised cost	14,682	21,546