

GRIT: BREAKTHROUGH PROGRAMMES

England & Wales · Charity number 1041855

Details

Other names YOUTH AT RISK (UK)

Status Registered

Legal form Charitable company

Company number [02930456](#)

Registered 1994-11-07

Register [View on the Charity Commission register](#)

Contact

Address 93 High Street
Tewkesbury
Gloucestershire
GL20 5JZ

Phone 07971 891924

Email jon@grit.org.uk

Website www.grit.org.uk

Activities

Objects: I)TO ADVANCE THE EDUCATION OF CHILDREN AND YOUNG PEOPLE WITH SPECIAL REFERENCE TO PEOPLE UNDER THE AGE OF 21 WHO HAVE BEEN CONVICTED OF CRIMINAL OFFENCES OR WHOSE CIRCUMSTANCES HAVE CREATED TENDENCIES TO COMMIT OR A POSSIBILITY OF THEIR CONVIVTION OF SUCH OFFENCES WITH THE INTENTION THAT SUCH PEOPLE MAY BE ASSISTED TO GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY AND MAY BE BETTER EQUIPPED TO BECOME USEFUL AND RESPONSIBLE MEMBERS OF THE COMMUNITY II)TO PROMOTE AND PROTECT PHYSICAL AND MENTAL HEALTH OF CHILDREN AND YOUNG PEOPLE AND TO PROMOTE RESEARCH INTO THE CAUSES OF DRUG ABUSE VIOLENCE CRIME ILLITERACY POVERTY AND UNEMPLOYMENT AFFECTING YOUNG PEOPLE AND TO DISSEMINATE THE USEFUL PRODUCTS OF SUCH RESEARCH III)TO PROVIDE COMFORT CARE AND COUNSELLING FOR THE PUBLIC WITH SPECIAL REFERNCE TO CHILDREN AND YOUNG PEOPLE AFFECTED BY ANY OF THE MATTERS TO WHICH THE OBJECTS OF THE COMPANY ARE DIRECTED IV)TO UNDERTAKE ANY OTHER CHARITABLE ACTIVITY WHICH MAY HELP TO IMPROVE THE CONDITIONS OF LIFE OF CHILDREN AND YOUNG PEOPLE AFFECTED BY ANY OF THE MATTERS TO WHICH THE OBJECTS OF THE COMPANY ARE DIRECTED

Activities: The principal activity of the charity is to advance the social education of young people who are deemed to be at risk either from physical, mental or sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment, or illiteracy; to help them improve their condition and thereby become useful members of society.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** UNDEFINED
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£582,684	£621,205	£239,466	11
2024-06-30	£766,930	£851,501	£277,987	12
2023-06-30	£833,614	£916,523	£362,558	12
2022-06-30	£860,541	£727,730	£445,466	10
2021-06-30	£848,796	£638,877	£312,655	10

Trustees

Name	Role	Appointed
MR BEN ROSE	Chair	
Anil Kanti Basu		2023-01-25
Annete Kalombodza		2021-01-18
Christopher Murray		2021-04-24
DAVID JOHN WOOLLEY		2020-07-01
Kathryn Boulton		2024-04-10
Michael William John Parton		2021-01-18
Nana Ahema Mills-Robertson		2021-01-18

Accounts



Annual Report and Accounts

Year Ended 30 June 2025

Contents of the Financial Statements For Year Ended 30 June 2025

	Page
Report of the Trustees	1 – 8
Independent Examiner’s Report	9
Statement of Financial Activities	10
Balance Sheet	11-12
Cash Flows Statement	13-14
Notes to the Financial Statements	15-23

Company registration number
02930456

Registered charity number
1041855

Independent Examiner
Mr Alberto Di Lorenzo FCA
HW Bedford Limited
First Floor, Woburn Court,
2 Railton Road, Kempston
Bedford, MK42 7PN

Trustees

Chair: Mr B Rose (re-elected 25th January 2025)
Mr A Basu
Mrs K Boulton (elected 25th January 2025)
Ms A Kalombodza (re-elected 25th January 2025)
Ms N Mills-Robertson
Mr C Murray
Mr M Parton
Mr D Woolley

Chief Executive Officer
Ms E Garraway

Management Executive Team
Ms E Garraway
Ms A Asantewa
Mr J Down

Company Secretary
Mr J Down

Registered address
3rd Floor, The Library Building, Sun Street, Tewkesbury, Gloucestershire, GL20 5NX

Solicitors
Harbottle & Lewis LLP, 7 Savoy Court, London WC2R 0EX

Bankers
HSBC UK Bank Plc, 55 Corporation Street, Coventry, CV1 1GX

Report of the Trustees

The trustees present their annual report and financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in July 2014 in preparing the annual report and financial statements of the charity.

Status and administration

The Charity was originally registered with the Charity Commission by Trust Deed in May 1991 under registration number 1041855. On 31 January 1995, it was wound up and reconstituted on 1 February 1995 as a company limited by guarantee, governed by its Memorandum and Articles of Association. The company registration number is 2930456.

The charity changed its name from "Youth at Risk (UK)" to "Grit: Breakthrough Programmes" with Companies House on the 9th June 2017 and with the Charity Commission on 10th August 2017.

Object of the charity

The principal activity of the charity is to advance the social education of young people who are deemed to be at

risk either from physical, mental or sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment or illiteracy; to help them improve their condition and thereby become useful members of society.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the grant making policy for the year and are satisfied that the charity is in compliance.

The trustees of Grit who served during the year were:

Chair: Mr B Rose (re-elected 25th January 2025)
Mr A Basu
Mrs K Boulton (elected 25th January 2025)
Ms A Kalombodza (re-elected 25th January 2025)
Ms N Mills-Robertson
Mr C Murray
Mr M Parton
Mr D Woolley

The day to day running of the organisation is delegated to the CEO, Ellie Garraway.

A word from the CEO

There is no shying away from the fact that this has been a turbulent year for Grit. In Higher Education (our main area of work) huge restructures and cost-saving measures have been taking place to deal with the financial pressures universities are under. This has meant they have not been able to commit funds with confidence towards external interventions and we have seen a big drop in activity in this sector.

We have made some equally significant cost-savings to ensure the organisation can continue to make a difference and be robust and ready when an uptick in activity takes place. Our ability to navigate these uncertain times and the impact on our income has been hugely enhanced by the support and partnership from the Julia Rausing Trust. We're incredibly grateful for their investment in Grit.

On a more positive note, the year ahead already sees us reaping some of the seeds sewn this last year with new innovations taking off with year 12 students in secondary schools, staff training for virtual school teams and an ongoing innovation looking at supporting young people entering the workplace. We can already see a better year, a higher level of activity, a more diversified income stream and a continued ability to make a difference with young people and those that surround them in the longer-term future.

A highlight of the past year was our celebration event centred around our Black Leaders and Students of Colour programme hosted by NTU and sponsored by Octopus Energy. *The Grit Unleashed* event saw staff attendees travel to Nottingham from 15 universities across the UK. Student champions spoke about the benefits they continued to get from participating in the programme and challenged universities to continue to do more to address issues facing students of colour in higher education. The day was uplifting and inspiring, an opportunity to bring our network of existing and potential Grit partners together and solidify our commitment to creating equitable experiences for students and combatting racism wherever we find it.

A second highlight of the year has been our first workshop for virtual schools, training staff in Kent. This is a new avenue of work for Grit, building on the successes of our work with Children's Services teams evidenced by our recent independent evaluation. It was great to work with those staff who are supporting the educational journey of children in care and represents a new way for us to broaden the impact of Grit by working with those who build relationships with young people who have a complex set of challenges. We already have more work commissioned in this sector for the year ahead and are excited to learn, hone and build this strand of delivery.

So, a year of challenges as well as achievements. I'm really proud of how we've responded to the difficulties we've faced: by becoming more innovative, responsive and resilient. We find out who we are when things get tough and the staff, boards, trainers, partners and volunteers in Grit's community have shown themselves to be creative, supportive and optimistic, giving us the energy and resource we need to continue to thrive.

Ellie Garraway, CEO

Review of 2024-25

Over the year we worked with 591 young people of which 79% reported increase in resilience

We worked with 225 adults of which 93% say Grit continues to influence their practice a year on.

Grit in Universities

The intense funding pressures on universities (our principal market) has made this a more challenging year than usual, spurring us on to new levels of innovation.

We worked in 23 universities, including 8 that commissioned Grit for the first time, and several key partners have written Grit into their strategic plans - indicative of the strength of our reputation.

Demand for our work with Black Student Leaders and Students of Colour remains very strong: we delivered it in 9 universities and ran workshops on inclusive coaching for staff supporting Students of Colour.

We continue to see impressive results against key indicators of long-term student success and achievement.

83%

report an increased self-efficacy

84%

report an increased sense of belonging

In response to the funding challenges we have been experimenting with new ways to package the Grit offer: shorter versions of our key programmes has made them affordable to more universities; new offers at quiet times

of the year has seen us bring in new partners; and bite size sessions as part of programmes run by HE professional development organisations have enabled us to get Grit in front of a wider audience.

Grit in Schools

We have run programmes supporting universities and their access work with networks of local schools: with the University of Sheffield and working class boys; Solent University and learners of colour; the University of Portsmouth in regional HE 'cold spots.'

86%

of young people reported increased commitment to, and motivation about, their studies

We continue to innovate here too. In response to requests from schools we have created a new curriculum for year 12 students around aspirational choices; and we have begun a long term collaboration with the Boys Impact Hub in Portsmouth looking at transforming practice in engaging boys across the city.

Grit and Professionals

Efforts to grow our work with local authority partners have begun to pay off. We won two new contracts to deliver programmes for Children's Services staff teams and delivered our first workshop with a Virtual School (the team that supports the education of care experienced young people).

And we've been working with the Staff College, the leadership and development agency for local authorities.

Impact

The year saw the publication of two, university-led evaluations of our work that provide strong evidence of the change we make: of “sustained qualitative impact on the work of local authority staff teams”; and the “profound, transformative impact on the academic and personal development” of Black Leaders and Students of Colour in universities.

We continue to work with universities as they evaluate Grit programmes in their own institutions. Again, they are reporting sustained, measurable positive impact of our work.

Comprehensive and academically rigorous, the evaluations are proving to be powerful tools for business generation.

Communications

We continue to amplify our voice in the HE sector and also, for the first time, with local authorities. We have co-authored 10 articles in reputable well-read blogs; co-presented at 7 conferences; and run two roundtable events where potential clients hear from current clients and get a taste of Grit.

This drives new business and contributes towards our strategic objective: to extend the reach and impact of Grit.

Business Development

We continue to develop innovative ways to diversify our income streams: working with employers to explore how we can contribute to programmes supporting new graduates; and our first fundraising campaign which generated significant donations.

Grit remains financially stable and sustainable. 74% of our universities from 24/25 have already confirmed intentions to work with us again in 25/26 in spite of financial challenges.

Our reserves remain at the target of a level equivalent to six months running costs. Grit remains in good shape.

Future Plans

In the coming year we will build on these innovations: continuing to develop the new range of partners to find new ways to work with young people; growing our income from individual donations; and leveraging funding from trusts & foundations

Financial Review

2024/25 has seen the continuation of the very challenging economic conditions and funding issues in Higher Education (our key market). In response we undertook a significant review of our cost base, bearing down on all outgoings and reviewing resources against current and predicted activity levels, taking appropriate action to work towards a balance.

Alongside this we developed a programme of work to diversify our income streams in the year ahead. As a result we remain well-placed to start the delivery of our new three-year strategy, designed to keep the charity proficient.

The income profile of the charity has continued to shift. Traded income accounted for 53% of income (as against 92% for the previous year and 62% three years ago), with the balance coming from trusts & foundations and individual donations.

Traded income is made up of sales of programmes to universities, school, colleges and local authorities.

This year Grit is reporting a deficit of £38,521. Trustees recognise that this result is a considerable achievement in difficult circumstances.

The charity wishes to thank all the funders who have supported it during the year. We are extremely grateful to the Julia Rausing Trust and all the other trusts and foundations that have

contributed to the charity and its programmes.

Thanks are also due to all the individuals, especially the volunteers, who have supported Grit during the year.

Unrestricted reserves policy

Our reserves remain in line with our policy to have unrestricted reserves equating to six months running costs.

Trustees Responsibilities

The trustees (who are also directors of Grit: Breakthrough Programmes for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 directors are not aware of any relevant audit information of which the auditors are unaware.

On behalf of the Board



Mr B Rose

Trustee and Chair

3/11/2025.

Management, Structure and Governance

Organisational structure

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are also members of the company. The directors are the only members of the company.

Under the requirements of the Memorandum and Articles of Association one-third of the directors shall retire from office each year (on a length of service basis) and are eligible for re-election.

Once appointed, any necessary training needs for trustees are identified by the directors and appropriate training is organised.

The trustees have continued to monitor, on a quarterly basis (monthly for financial results and forecasts), the charity's activities, to ensure they are operated on a proper basis.

Management structures

The level of eight trustees is considered sufficient for the current needs of the charity but the matter is under continuous review.

The remuneration of key management personnel who are not trustees is recommended by the CEO and approved by the Chair of the Board of Trustees on behalf of the trustees.

Ben Rose, Chair of Grit, also chairs the Advisory Board who continue to be immensely supportive; the charity is greatly indebted to each and every one of them. They actively support the

charity both through individual counsel and their attendance at Advisory Board meetings. The members of the Advisory Board are:

Colleen Amos, co-founder and CEO of the Amos Bursary

Sir Les Ebdon, CBE, DL, former Vice Chancellor of Bedfordshire University and former Director of the Office of Fair Access

Professor Sherria Hoskins, Provost of the University of Portsmouth

Amira Mansour, Senior Learning and Development Advisor, GAM Investments

Lord Mendelsohn, Member of the House of Lords International Relations and Defence Committee

Helen Millichap, Metropolitan Police Deputy Assistant Commissioner for Local Policing

Lord Neuberger, former President of the Supreme Court of the United Kingdom

Eunice Simmons, Vice-Chancellor and Principal at the University of Chester

Emily Sun, A leadership and strategy consultant, specialising in youth sector organisational development

Brigadier Simon Waddington, Ex-British Defence Adviser to Pakistan.

Dawn Warwick, former Director of Children's Services and social care specialist

Grit's Management Executive Team meets monthly

Fundraising Statement

Grit's income comes from a mix of traded income (sales of programmes to universities, schools and local authorities), trusts and foundations, and donations from individual supporters. Donations are solicited by personal requests from senior staff, trustees and the Advisory Board. The charity carries out no fundraising with the general public, either in-house or third party.

Risk management

The charity maintains a Risk Register identifying high level risks. The register is used by the Management Executive to identify potential risks and put in place strategies to reduce or avoid negative impact.

The trustees continue to assess the major risks to which the charity is exposed including those related to its operations and finances.

The trustees are satisfied, having regard to the size and objects of the charity that appropriate measures are in place to manage its exposure to risk.

Grit: Breakthrough Programmes (Limited by Guarantee)

Independent Examiner's Report to the Trustees of Grit: Breakthrough programmes

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

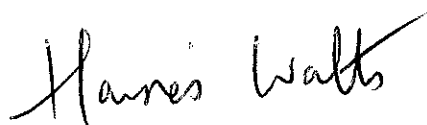
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alberto Di Lorenzo FCA
HW Bedford Limited
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Date: 3/11/2025.....

Grit: Breakthrough Programmes (Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

For the Year Ended 30 June 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
Income and Endowments From							
Donations and legacies	(2)	27,439	240,000	267,439	7,490	50,000	57,490
Charitable activities	(2)	310,674		310,674	707,824	-	707,824
Investments & Other	(2)	4,571	-	4,571	1,616	-	1,616
Total Income and Endowments		342,684	240,000	582,684	716,930	50,000	766,930
Expenditure							
Raising Funds		480	-	480	-	-	-
Charitable activities	(3)	374,125	240,000	614,125	795,501	50,000	845,501
Other	(3)	6,600	-	6,600	6,000	-	6,000
Total Expenditure		381,205	240,000	621,205	801,501	50,000	851,501
Net income/(expenditure) for the year		(38,521)	-	(38,521)	(84,571)	-	(84,571)
Gross transfer between funds		-	-	-	-	-	-
Net movement in funds for the year		(38,521)	-	(38,521)	(84,571)	-	(84,571)
Fund balances b/fwd at 1 July		277,987	-	277,987	362,558	-	362,558
Fund balances c/fwd at 30 June		239,466	-	239,466	277,987	-	277,987

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)**BALANCE SHEET
For the Year Ended 30 June 2025**

Company number: 02930456

		2025	2024
		£	£
FIXED ASSETS	Notes		
Fixed assets	(6)	4,031	6,659
		<u>4,031</u>	<u>6,659</u>
CURRENT ASSETS			
Debtors	(7)	23,157	105,307
Cash at bank		<u>351,310</u>	<u>207,902</u>
		374,467	313,209
CREDITORS			
Amounts falling due within one year	(8)	(139,032)	(41,881)
		<u>235,435</u>	<u>271,328</u>
NET CURRENT ASSETS			
		239,466	277,987
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>239,466</u>	<u>277,987</u>
NET ASSETS			
FUNDS			
Unrestricted funds	(10)	239,466	277,987
Restricted funds	(10)	-	-
TOTAL FUNDS		<u>239,466</u>	<u>277,987</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

BALANCE SHEET

For the Year Ended 30 June 2025

Company number 02930456

These financial statements have been prepared in accordance with the provisions applicable to charitable companies' subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 3/11/2025 and were signed on its behalf by:


.....

Mr B Rose – Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes**STATEMENT OF CASH FLOWS**
For the Year Ended 30 June 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	(1)	139,869	(227,359)
Net cash from operating activities		<u>139,869</u>	<u>(227,359)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,208)	-
Proceeds on disposals of fixed assets		176	
Interest received		<u>4,571</u>	<u>1,616</u>
Net cash from investing activities		<u>3,539</u>	<u>1,616</u>
Cash flows from financing activities			
Cash generated from operations		<u>-</u>	<u>-</u>
Net cash from financing activities		<u>-</u>	<u>-</u>
Increase/(Decrease) in cash and cash equivalents	(2)	143,408	(225,743)
Cash and cash equivalents at beginning of year		<u>207,902</u>	<u>433,645</u>
Cash and cash equivalents at end of year		<u>351,310</u>	<u>207,902</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes

NOTES TO THE STATEMENT OF CASH FLOWS For the Year Ended 30 June 2025

(1) Reconciliation of net income to cash generated from operations

	2025 £	2024 £
Net income/(expenditure) for the year	(38,521)	(84,571)
Depreciation charges	1,488	3,176
Loss on disposal of fixed assets	2,172	-
Finance income	(4,571)	(1,616)
	<u>(39,432)</u>	<u>(83,011)</u>
(Increase)/decrease in trade and other debtors	82,150	(26,061)
Increase (Decrease) in trade and other creditors	97,151	(118,287)
Cash generated from operations	<u>139,869</u>	<u>(227,359)</u>

(2) Cash and cash equivalents

The amounts disclosed on the statement of cash flows in respect of cash and cash equivalents are in respect of these Statement of financial position amounts:

	30.6.25 £	1.7.24 £
Cash and cash equivalents	351,310	207,920
	<u>351,310</u>	<u>207,902</u>
	<u><u>351,310</u></u>	<u><u>207,902</u></u>
	30.6.24 £	1.7.23 £
Cash and cash equivalents	207,902	433,645
	<u>207,902</u>	<u>433,645</u>
	<u><u>207,902</u></u>	<u><u>433,645</u></u>

The notes form part of these financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements**

1. ACCOUNTING POLICIES

a) Basis of Accounting

Grit: Breakthrough Programmes is a charity based in the United Kingdom. The address of the principal office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support or to promote such charitable purposes as the Trustee's in their absolute discretion determine.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective October 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. They believe that the charity will continue to have adequate cash resources in order to pay all of its creditors as they fall due for the foreseeable future and at least 12 months from the date of signing of these financial statements.

The presentational currency is £ sterling and rounded to the nearest pound.

b) Significant judgement and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions which impact on the reported amounts of assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Trade income (fees from universities, schools and local authorities) has been designated "unrestricted".

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds on projects are set out in the notes to the financial statements.

Investment income is allocated to the appropriate fund.

d) Income & Endowments

Income from donations and grants, including capital grants, is included in the Statement of Financial activities when they are receivable i.e. the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

The notes form part of these financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements**

e) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those costs categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories according to time or the nature of the activity undertaken.

Raising funds

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

Charitable activities

Charitable activities represent expenses incurred in the running of specific programmes and training courses.

Other costs

Other costs are governance costs that are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Programme support and administration costs

Programme support and administration costs are those costs incurred directly in support of expenditure on the objects of the Charity. These costs are apportioned to the charitable activities on a reasonable and consistent basis, based on time and resources spent on each area.

f) Fixed assets

Fixed assets are stated at cost, or estimated market value at the date of receipt where assets have been donated to the charity.

The cost of minor additions or those costing in the region of £100 or below are not capitalised.

Depreciation is provided to write off the cost less estimated residual values of all fixed assets over their expected useful lives at the following rates:

Leasehold improvements: Over the remaining term of the lease

Office equipment: 33% per annum reducing balance

Furniture, fixtures and fittings: 25% per annum reducing balance

g) Financial instruments

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's statement of financial position when the charity becomes party to contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements – continued

Basic financial liabilities

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

h) Leased assets

Where assets are financed by leasing agreements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable over the term of the lease. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the statement of financial activities.

Lease payments are analysed between capital and interest components. The interest element of the payment is charged to the statement of financial activities over the period of the lease and is calculated so that it represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating lease. Their annual rentals are charged to the statement of financial activities on a straight- line basis over the term of the lease.

i) Pension costs

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable are charged to the statement of financial activities in the year they are payable. Differences between contributions payable and contributions actually paid are shown in either accruals or prepayments in the balance sheet.

j) Basis of consolidation

The consolidated accounts incorporate the results of Grit: Breakthrough Programmes (“the Charity”) and its subsidiary undertaking on a line-by-line basis. The consolidated entity is referred to as “the Group”. No separate company Statement of Financial Activities (SOFA) has been prepared for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

k) Related party disclosure

The charity has taken advantage of exemptions contained within Accounting and Reporting by Charities (FRS102) and has therefore not disclosed transactions with entities which form part of the group.

l) Corporation tax

In common with other charities, the charity does not pay tax on most types of income as long as it uses the money for charitable purposes. Also, in common with other charities, the charity can claim back tax that has been deducted on, for example, bank interest and donations.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements - continued

2. INCOME AND ENDOWMENTS

	2025	2024
	£	£
Donations from individuals	21,108	4,140
Donations from charitable foundations	246,331	53,350
	<u>267,439</u>	<u>57,490</u>

Charitable activities

Trade income (for personal development programmes for young people and the adults that work with them)	310,674	707,824
	<u> </u>	<u> </u>

Other

Investment income- bank interest receivable	4,571	1,616
	<u>4,571</u>	<u>1,616</u>

All income arises in connection with the charity's principal activity. The income resources were all generated in the United Kingdom.

3. ANALYSIS OF CHARITABLE ACTIVITIES AND OTHER COSTS

Charitable Activities

	Programme expenditure	Core Expenditure	2025 £	2024 £
Salaries and benefits	-	378,058	378,058	438,296
Redundancy Costs	-	6,650	6,650	-
Social security costs	-	30,346	30,346	38,584
Contractors and freelancers	64,475	-	64,475	194,879
Travel and subsistence	-	27,883	27,883	58,876
Support and infrastructure costs	12,922	-	12,922	19,271
Telecoms and computer expenses	-	28,499	28,499	45,031
Loss on disposal of assets	-	2,172	2,172	-
Professional fees	25,053	31,977	57,030	33,049
Independent examination	-	-	-	6,000
Depreciation	-	1,488	1,488	3,176
Exceptional training costs	-	-	-	935
Other costs	-	4,602	4,602	13,404
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total costs for the year	102,450	511,675	614,125	851,501
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements - continued

Costs are directly attributable to the activity undertaken, any apportioned costs are apportioned on a basis of time and nature of the activities undertaken.

	2025	2024
	£	£
Other services – Independent Examination	6,600	6,000
	<u>6,600</u>	<u>6,000</u>

4. STAFF COSTS

Details of the staff costs are shown in note 3.

1 employee received remuneration in the band £90,000-£100,000 per annum (2024: 1 in the band £80,000-£90,000 per annum) and the company made pension contributions totalling £6,327 (2024: £ 6,327).

The average number of employees during the year 11 (2024:12).

The charity operates a defined contribution pension scheme, the assets of which are held outside the charity. The charity contributed a total of £16,504 (2024: £18,896) on behalf of all employees during the year. At the yearend, £2,175 (2024: £2,633) contributions were outstanding.

5. TRUSTEES' REMUNERATION AND BENEFITS

None of the members of the Board of trustees received any remuneration during this year or last year. During the year, no trustees (2024: £Nil) received reimbursement of charity related expenditure (2024: £Nil).

The trustee indemnity is included as part of the charity's general indemnity insurance and covers the trustees' liability in respect of neglect and breach of trust or duty to the charity.

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2025**

Notes to the Financial Statements - continued

6. FIXED ASSETS

	Office fittings £	Charity Furniture fixtures and equipment £	Total £
COST			
At 1 July 2024	28,297	8,489	36,786
Additions	1,208	-	1,208
Disposals	(15,944)	(8,489)	(24,433)
At 30 June 2025	<u>13,561</u>	<u>-</u>	<u>13,561</u>
DEPRECIATION			
At 1 July 2024	22,320	7,807	30,127
Charge for the year	1,488	-	1,488
Disposals	(14,278)	(7,807)	(22,085)
At 30 June 2025	<u>9,530</u>	<u>-</u>	<u>9,530</u>
NET BOOK VALE			
At 30 June 2025	<u>4,031</u>	<u>-</u>	<u>4,031</u>
At 30 June 2024	<u>5,977</u>	<u>682</u>	<u>6,659</u>

The closing net book value represents fixed assets used for the support and administration of the charity

7. DEBTORS

	2025 £	2024 £
Trade Debtors	17,810	22,262
Other debtors	-	72,560
Prepayments and accrued income	<u>5,347</u>	<u>10,485</u>
	<u>23,157</u>	<u>105,307</u>

8. CREDITORS

	2025 £	2024 £
Trade Creditors	6,094	16,442
Taxation and social security	4,901	10,064
Accruals	9,963	9,418
Other creditors	2,514	4,457
Deferred income (note 9)	<u>115,560</u>	<u>1,500</u>
	<u>139,032</u>	<u>41,881</u>

The notes form part of these financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2025**

Notes to the Financial Statements - continued

9. DEFERRED INCOME

Deferred income comprises of money received in advance of programmes, which are yet to start or have started but not been completed and deferred element relates to the element of the programme to be completed in the forthcoming year.

	2025	2024
	£	£
Balance at 1 July 2024	1,500	96,260
Amount released to incoming resources	(1,500)	(96,260)
Amount deferred in year	115,560	1,500
	<u>115,560</u>	<u>1,500</u>

10. MOVEMENT IN FUNDS

	At 1 July 2024	Incoming resources	Resources expended	Deferred Income	At 30 June 2025
	£	£	£	£	£
Unrestricted funds	277,987	342,684	(381,205)	-	239,466
Restricted funds (see note 11)	-	330,000	(240,000)	(90,000)	-
	<u>277,987</u>	<u>672,684</u>	<u>(621,205)</u>	<u>(90,000)</u>	<u>239,466</u>

The unrestricted funds represent the free funds of the charity that are not designed or restricted for particular purposes, this includes traded income received via schools, universities and local authorities.

The restricted funds represent grants from The Julia Rausing Trust to undertake specific programmes to improve the social education of young people.

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements - continued

11. ANALYSIS OF RESTRICTED FUNDS

	At 1 July 2024	Incoming resources	Resources expended	Deferred Income	At 30 June 2025
	£	£	£	£	£
Julia Rausing Trust	-	330,000	(240,000)	(90,000)	-
	<u>-</u>	<u>330,000</u>	<u>(240,000)</u>	<u>(90,000)</u>	<u>-</u>

12. COMMITMENTS UNDER OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Charity	
	2025	2024
	£	£
Within one year	-	6,215
Between one and five years	-	-
	<u>-</u>	<u>6,215</u>

13. CONTROLLING PARTY

In the opinion of the trustees the Charity has no single controlling entity.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Fund balances at 30 June are represented by:				
Fixed assets	4,031	-	4,031	6,659
Current assets	284,467	90,000	374,467	313,209
Current liabilities	(49,032)	(90,000)	(139,032)	(41,881)
	<u>239,466</u>	<u>-</u>	<u>239,466</u>	<u>277,987</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2025
Notes to the Financial Statements – continued

15. RELATED PARTY DISCLOSURES

Except as set out in Note 5, there were no related party transactions for the years ended 30th June 2024 and 2025.

16. LEGAL STATUS

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Accounts

RECEIVED

17 OCT 2024



Annual Report and Accounts
Year Ended 30 June 2024

**Contents of the Financial Statements
For Year Ended 30 June 2024**

	Page
Report of the Trustees	1 – 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11-12
Cash Flows Statement	13-14
Notes to the Financial Statements	15-23

Company registration number
02930456

Independent Examiner
Mr Alberto Di Lorenzo FCA
HW Bedford Limited
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Registered charity number
1041855

Trustees

Chair: Mr B Rose
Mr A Basu
Mrs K Boulton (elected 10th April 2024)
Ms S Cook (resigned 15th December 2023)
Ms A Kalombodza (re-elected 31st January 2024)
Ms N Mills-Robertson (re-elected 31st January 2024)
Mr C Murray
Mr M Parton (re-elected 31st January 2024)
Mr D Woolley (re-elected 23rd November 2023)

Chief Executive Officer

Ms E Garraway

Management Executive Team

Ms E Garraway
Ms A Asantewa
Ms A Barradell
Mr J Down

Company Secretary

Mr J Down

Registered address

The Old Warehouse, 31 Upper King Street, Royston, SG8 9AZ

Solicitors

Harbottle & Lewis LLP, 7 Savoy Court, London WC2R 0EX

Bankers

HSBC UK Bank Plc, 55 Corporation Street, Coventry, CV1 1GX

Report of the Trustees

The trustees present their annual report and financial statements of the charity for the year ended 30 June 2024. The trustees have adopted the provisions of the Statement of Recommended Practice for accounting and reporting by charities (in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preparing the annual report and financial statements of the charity.

Status and administration

The Charity was originally registered with the Charity Commission by Trust Deed in May 1991 under registration number 1041855. On 31 January 1995, it was wound up and reconstituted on 1 February 1995 as a company limited by guarantee, governed by its Memorandum and Articles of Association. The company registration number is 2930456.

The charity changed its name from “Youth at Risk (UK)” to “Grit: Breakthrough Programmes” with Companies House on the 9th June 2017 and with the Charity Commission on 10th August 2017.

Object of the charity

The principal activity of the charity is to advance the social education of

young people who are deemed to be at risk either from physical, mental or sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment or illiteracy; to help them improve their condition and thereby become useful members of society.

The trustees confirm that they have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing the charity’s aims and objectives and in planning future activities and setting the grant making policy for the year and are satisfied that the charity is in compliance.

The trustees of Grit who served during the year were:

Chair: Mr B Rose
Mr A Basu
Mrs K Boulton (elected 10th April 2024)
Ms S Cook (resigned 15th December 2023)
Ms A Kalombodza (re-elected 31st January 2024)
Ms N Mills-Robertson (re-elected 31st January 2024)
Mr C Murray
Mr M Parton (re-elected 31st January 2024)
Mr D Woolley (re-elected 23rd November 2023)

The day to day running of the organisation is delegated to the CEO, Ellie Garraway.

A word from the CEO

This year has seen some significant highlights for Grit with independent evaluations finalised and demonstrating the high level of impact our training has had both for Local Authority teams and for Black students in university. Having demonstrable impact is critical at a time when resources (both financial and people) are stretched, and therefore justifying costs for our customer-base is ever more important. This places us in a strong position in our key 'markets' for the year ahead.

We've seen a year in which our main client base – universities – are undergoing huge financial difficulties resulting in restructures and funding reductions. This has affected the amount of work we've been able to deliver this year and is informing the way we spread our work for the year ahead. Our strong reputation means that many university partners are continuing to invest in Grit and we are also beginning to grow the work we deliver with secondary schools and to build the momentum of our work with local authorities based on the outstanding outcomes of our evaluation.

The year ahead looks set to be challenging but the recent change of government could present new opportunities for Grit and we recognise that, whilst resources may be tight, the appetite and need for Grit's work is growing. A student recently told us: *"Grit has given me a completely different way of looking at things, about how you get out what you put in. People genuinely need this. More people should do it."*

Our commitment is to seek out new funding avenues that will help to keep channelling the work we do towards those who need it most and we look forward to working with the new funding partnerships we have begun to develop as we enter 2024/25.

Our team of staff have been exceptional this year in taking ownership of the values and journey of the organisation. They embody Grit's ambition to build communities in which people contribute and thrive and I have huge gratitude for their approach, energy and commitment. It also needs to be said that our amazing trainers, trustees, Advisory Board, volunteers and supporters enable us to continue to champion this way of working and inspire us to be our best - using our challenges as well as our strengths to grow and thrive.

Ellie Garraway, CEO

Review of 2023-24

Over the year we worked with 1,559 young people of which 90% report an increase in resilience

We worked with 350 adults, 5% more than our target. Over 90% said the programmes were good or excellent.

Grit in Universities

Demand for Grit remains strong, despite the financial challenges in the HE sector. We worked in 26 universities (the same as 2022/3) delivering a mix of programmes for students and staff. Our offer continues to develop: we have run a range of bespoke workshops for student leaders and mentors, for students repeating a year, and on employability and connection.

We continue to see impressive results against key indicators of long-term student success and achievement. 87% of students report an increased self-efficacy; 89% report an increased sense of belonging.

Our work with Black Student Leaders and Students of Colour continues to expand: this year we delivered in nine universities (up from three in 2021/2) and worked with double the number of students than in 2022/3. We also ran our first workshop on inclusive coaching practice for staff supporting Black students.

Grit in Schools

We ran major programmes in schools across London and the West Midlands, combining intensive workshops and coaching from local volunteers to support young people in Year 9 disengaged from education or exhibiting challenging behaviours.

82% of young people said they felt more optimistic about the year ahead

We have developed programmes supporting universities with their 'raising aspiration' and access work with local schools: with the University of Sheffield and white working class boys; and with Edge Hill university and Black learners in Liverpool schools.

Grit and Professionals

We've continued to work with local authority partners, exploring ways for staff to stay connected with the Grit methodology, and developed new leads generated by our evidence base (see below) which bodes well for work in the year ahead.

And we've been working with the Staff College, the leadership and development agency for local authorities.

Quality

Our current strategic priority is quality: it underpins all of our activity. We have updated curricula, upskilled our team of trainers and put in place processes to monitor the consistency of impact across workshops.

Impact

Independent, university-led evaluations of our work are producing results.

The evaluation of our work with local authority professionals provides strong evidence of sustained impact on cultural change and the results frontline workers are able to achieve; and positive findings are emerging from the evaluation of our work with students from racialised groups.

We have worked with universities as they evaluate Grit programmes in their own institutions. Again, they are reporting sustained, measurable positive impact of our work.

This brings academic rigour to our evidence base, attests to the quality of our work, and is a crucial element in our business development and communications strategy.

Communications

We have overhauled our marketing material for students and developed an alumni group with graduates of our Black Leaders.

Over the year we have been amplifying our voice in the HE sector and building quality relationships, moving clients from customer to partner. We have developed *Learning Networks* of university partners; co-authored 11 articles in reputable, well-read blogs; co-presented at 5 conferences; added 23 short films to our YouTube channel where students, staff and professionals talk about their Grit experience.

This drives new business and contributes towards our strategic objective: to extend the reach and impact of Grit.

People

We have been investing in the Grit staff team with a new performance management system. All staff and trainers have had DEI training and our quarterly Action Learning Set, *Conversations About Race*, continues.

Business Development

Grit remains financially stable and sustainable. We had an 69% repeat business rate with universities from last year and, at the close of our financial year 23/24, we have contracted around 69% of our target income for the coming year.

Our reserves remain at the target of a level equivalent to six months running costs. Grit is in good shape.

Future Plans

We will work to diversify our income base: grow the number of our university partners; and expand vertically in existing partner institutions on agendas around access to university, employability and apprenticeships.

We will grow our income from trusts & foundations and corporates, enabling us to innovate and find new ways to deliver Grit to more at risk young people.

Financial Review

2023/24 has been a year of political uncertainty, very challenging economic conditions and funding issues in Higher Education (our key market). In response we undertook a significant review of our cost base, bearing down on all outgoings and reviewing resources against current and predicted activity levels, taking appropriate action to work towards a balance.

Alongside this we developed a programme of work to diversify our income streams in the year ahead. As a result we remain well-placed to continue the delivery of our current three-year strategy, designed to keep the charity proficient.

The income profile of the charity has continued to shift. Traded income accounted for 92% of income (as against 83% for the previous year and 62% three years ago), with the balance coming from trusts & foundations and individual donations.

Traded income is made up of sales of programmes to universities, school, colleges and local authorities.

This year Grit is reporting a deficit of £84,571. Trustees recognise that this result is a considerable achievement in difficult circumstances.

The charity wishes to thank all the funders who have supported it during the year. We are extremely grateful to the Julia & Hans Rausing Trust, the Porticus Foundation and all the other trusts and foundations that have contributed to the charity and its programmes.

Thanks are also due to all the individuals, especially the volunteers, who have supported Grit during the year.

Unrestricted reserves policy

Our policy remains to have unrestricted reserves equating to six months running costs (£280,824). Reserves now stand at £277,987.

Trustees Responsibilities

The trustees (who are also directors of Grit: Breakthrough Programmes for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 directors are not aware of any relevant audit information of which the auditors are unaware.

On behalf of the Board



16/10/2024.

Mr B Rose

Trustee and Chair

Management, Structure and Governance

Organisational structure

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are also members of the company. The directors are the only members of the company.

Under the requirements of the Memorandum and Articles of Association one-third of the directors shall retire from office each year (on a length of service basis) and are eligible for re-election.

Once appointed, any necessary training needs for trustees are identified by the directors and appropriate training is organised.

The trustees have continued to monitor, on a quarterly basis (monthly for financial results and forecasts), the charity's activities, to ensure they are operated on a proper basis.

Management structures

The level of eight trustees is considered sufficient for the current needs of the charity but the matter is under continuous review.

The remuneration of key management personnel who are not trustees is recommended by the CEO and approved by the Chair of the Board of Trustees on behalf of the trustees.

Ben Rose, Chair of Grit, also chairs the Advisory Board who continue to be immensely supportive; the charity is greatly indebted to each and every one of them. They actively support the

charity both through individual counsel and their attendance at Advisory Board meetings. The members of the Advisory Board are:

Colleen Amos, co-founder and CEO of the Amos Bursary

Lord Blunkett, Member of the House of Lords and Former Home Secretary

Sir Les Ebdon, CBE, DL, former Vice Chancellor of Bedfordshire University and former Director of the Office of Fair Access

Professor Sherria Hoskins, Executive Dean of the Faculty of Science and Health, University of Portsmouth

Amira Mansour, Senior Learning and Development Advisor, GAM Investments

Lord Mendelsohn, Member of the House of Lords International Relations and Defence Committee

Helen Millichap, Metropolitan Police Deputy Assistant Commissioner for Local Policing

Lord Neuberger, former President of the Supreme Court of the United Kingdom

Eunice Simmons, Vice-Chancellor and Principal at the University of Chester

Emily Sun, A leadership and strategy consultant, specialising in youth sector organisational development

Brigadier Simon Waddington, Ex-British Defence Adviser to Pakistan.

Dawn Warwick, former Director of Children's Services and social care specialist

Grit's Management Executive Team meets monthly.

Fundraising Statement

Grit's income comes from a mix of traded income (sales of programmes to universities, schools and local authorities), trusts and foundations, and donations from individual supporters. Donations are solicited by personal requests from senior staff, trustees and the Advisory Board. The charity carries out no fundraising with the general public, either in-house or third party.

Risk management

The charity maintains a Risk Register identifying high level risks. The register is used by the Management Executive to identify potential risks and put in place strategies to reduce or avoid negative impact.

The trustees continue to assess the major risks to which the charity is exposed including those related to its operations and finances.

The trustees are satisfied, having regard to the size and objects of the charity that appropriate measures are in place to manage its exposure to risk.

Grit: Breakthrough Programmes (Limited by Guarantee)

Independent Examiner's Report to the Trustees of Grit: Breakthrough programmes

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

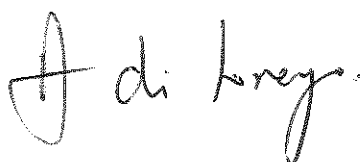
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alberto Di Lorenzo FCA
HW Bedford Limited
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Date: 18/10/2024

Grit: Breakthrough Programmes (Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

For the Year Ended 30 June 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Income and Endowments From							
Donations and legacies	(2)	7,490	50,000	57,490	126,039	7,106	133,145
Charitable activities	(2)	707,824		707,824	698,969	-	698,969
Investments & Other	(2)	1,616	-	1,616	1,500	-	1,500
Total Income and Endowments		<u>716,930</u>	<u>50,000</u>	<u>766,930</u>	<u>826,508</u>	<u>7,106</u>	<u>833,614</u>
Expenditure							
Raising Funds	(3)	-	-	-	-	-	-
Charitable activities	(3)	795,501	50,000	845,501	859,418	46,706	906,124
Other	(3)	6,000	-	6,000	10,399	-	10,399
Total Expenditure		<u>801,501</u>	<u>50,000</u>	<u>851,501</u>	<u>869,817</u>	<u>46,706</u>	<u>916,523</u>
Net income/(expenditure) for the year		(84,571)	-	(84,571)	(43,309)	(39,600)	(82,909)
Gross transfer between funds		-	-	-	-	-	-
Net movement in funds for the year		<u>(84,571)</u>	<u>-</u>	<u>(84,571)</u>	<u>(43,309)</u>	<u>(39,600)</u>	<u>(82,909)</u>
Fund balances b/fwd at 1 July		362,558	-	362,558	405,867	39,600	445,467
Fund balances c/fwd at 30 June		<u>277,987</u>	<u>-</u>	<u>277,987</u>	<u>362,558</u>	<u>-</u>	<u>362,558</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)**BALANCE SHEET****For the Year Ended 30 June 2024****Company number: 02930456**

		2024	2023
	Notes	£	£
FIXED ASSETS			
Fixed assets	(6)	6,659	9,835
		<u>6,659</u>	<u>9,835</u>
CURRENT ASSETS			
Debtors	(7)	105,307	79,246
Cash at bank		<u>207,902</u>	<u>433,645</u>
		313,209	512,891
CREDITORS			
Amounts falling due within one year	(8)	(41,881)	(160,168)
		<u>271,328</u>	<u>352,723</u>
NET CURRENT ASSETS			
		<u>277,987</u>	<u>362,558</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>277,987</u>	<u>362,558</u>
NET ASSETS			
		<u>277,987</u>	<u>362,558</u>
FUNDS			
Unrestricted funds	(10)	277,987	362,558
Restricted funds	(10)	<u>-</u>	<u>-</u>
TOTAL FUNDS		<u>277,987</u>	<u>362,558</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

BALANCE SHEET

For the Year Ended 30 June 2024

Company number 02930456

These financial statements have been prepared in accordance with the provisions applicable to charitable companies' subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 16/10/2024..... and were signed on its behalf by:



.....
Mr B Rose – Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes**STATEMENT OF CASH FLOWS**
For the Year Ended 30 June 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	(1)	(227,359)	(108,348)
Net cash from operating activities		<u>(227,359)</u>	<u>(108,348)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(2,012)
Interest received		1,616	1,500
Net cash from investing activities		<u>1,616</u>	<u>(512)</u>
Cash flows from financing activities			
Cash generated from operations		-	-
Net cash from financing activities		<u>-</u>	<u>-</u>
Increase/(Decrease) in cash and cash equivalents	(2)	(225,743)	(108,860)
Cash and cash equivalents at beginning of year		<u>433,645</u>	<u>542,505</u>
Cash and cash equivalents at end of year		<u>207,902</u>	<u>433,645</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes

NOTES TO THE STATEMENT OF CASH FLOWS For the Year Ended 30 June 2024

(1) Reconciliation of net income to cash generated from operations

	2024 £	2023 £
Net income/(expenditure) for the year	(84,571)	(82,909)
Depreciation charges	3,176	4,117
Loss on disposal of investments	-	1
Finance income	(1,616)	(1,500)
	<u>(83,011)</u>	<u>(80,291)</u>
 (Increase)/decrease in trade and other debtors	 (26,061)	 (16,791)
Increase (Decrease) in trade and other creditors	<u>(118,287)</u>	<u>(11,266)</u>
Cash generated from operations	<u><u>(227,359)</u></u>	<u><u>(108,348)</u></u>

(2) Cash and cash equivalents

The amounts disclosed on the statement of cash flows in respect of cash and cash equivalents are in respect of these Statement of financial position amounts:

	30.6.24 £	1.7.23 £
Cash and cash equivalents	207,902	433,645
	<u>207,902</u>	<u>433,645</u>
	<u><u>207,902</u></u>	<u><u>433,645</u></u>
	 30.6.23 £	 1.7.22 £
Cash and cash equivalents	433,645	542,505
	<u>433,645</u>	<u>542,505</u>
	<u><u>433,645</u></u>	<u><u>542,505</u></u>

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements

1. ACCOUNTING POLICIES

a) Basis of Accounting

Grit: Breakthrough Programmes is a charity based in the United Kingdom. The address of the principle office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support or to promote such charitable purposes as the Trustee's in their absolute discretion determine.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective October 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. They believe that the charity will continue to have adequate cash resources in order to pay all of its creditors as they fall due for the foreseeable future and at least 12 months from the date of signing of these financial statements.

The presentational currency is £ sterling and rounded to the nearest pound.

b) Significant judgement and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions which impact on the reported amounts of assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Trade income (fees from universities, schools and local authorities) has been designated "unrestricted".

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds on projects are set out in the notes to the financial statements.

Investment income is allocated to the appropriate fund.

d) Income & Endowments

Income from donations and grants, including capital grants, is included in the Statement of Financial activities when they are receivable i.e. the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements

e) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those costs categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories according to time or the nature of the activity undertaken.

Raising funds

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

Charitable activities

Charitable activities represent expenses incurred in the running of specific programmes and training courses.

Other costs

Other costs are governance costs that are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Programme support and administration costs

Programme support and administration costs are those costs incurred directly in support of expenditure on the objects of the Charity. These costs are apportioned to the charitable activities on a reasonable and consistent basis, based on time and resources spent on each area.

f) Fixed assets

Fixed assets are stated at cost, or estimated market value at the date of receipt where assets have been donated to the charity.

The cost of minor additions or those costing in the region of £100 or below are not capitalised.

Depreciation is provided to write off the cost less estimated residual values of all fixed assets over their expected useful lives at the following rates:

Leasehold improvements: Over the remaining term of the lease

Office equipment: 33% per annum reducing balance

Furniture, fixtures and fittings: 25% per annum reducing balance

g) Financial instruments

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's statement of financial position when the charity becomes party to contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements – continued

Basic financial liabilities

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

h) Leased assets

Where assets are financed by leasing agreements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable over the term of the lease. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the statement of financial activities.

Lease payments are analysed between capital and interest components. The interest element of the payment is charged to the statement of financial activities over the period of the lease and is calculated so that it represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating lease. Their annual rentals are charged to the statement of financial activities on a straight-line basis over the term of the lease.

i) Pension costs

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable are charged to the statement of financial activities in the year they are payable. Differences between contributions payable and contributions actually paid are shown in either accruals or prepayments in the balance sheet.

j) Basis of consolidation

The consolidated accounts incorporate the results of Grit: Breakthrough Programmes (“the Charity”) and its subsidiary undertaking on a line-by-line basis. The consolidated entity is referred to as “the Group”. No separate company Statement of Financial Activities (SOFA) has been prepared for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

k) Related party disclosure

The charity has taken advantage of exemptions contained within Accounting and Reporting by Charities (FRS102) and has therefore not disclosed transactions with entities which form part of the group.

l) Corporation tax

In common with other charities, the charity does not pay tax on most types of income as long as it uses the money for charitable purposes. Also, in common with other charities, the charity can claim back tax that has been deducted on, for example, bank interest and donations.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements - continued

2. INCOME AND ENDOWMENTS

	2024	2023
	£	£
Donations from individuals	4,140	33,089
Donations from charitable foundations	53,350	100,056
	<u>57,490</u>	<u>133,145</u>
Charitable activities		
Trade income (for personal development programmes for young people and the adults that work with them)	707,824	698,969
Other		
Investment income- bank interest receivable	1,616	1,500
	<u>1,616</u>	<u>1,500</u>

All income arises in connection with the charity's principal activity. The income resources were all generated in the United Kingdom.

3. ANALYSIS OF CHARITABLE ACTIVITIES AND OTHER COSTS

	Programme expenditure	Core expenditure	Governance	2024 £	2023 £
Salaries and benefits	-	438,296	-	438,296	391,357
Social security costs	-	38,584	-	38,584	28,973
Contractors and freelancers	194,879	-	-	194,879	252,464
Travel and subsistence	53,836	5,040	-	58,876	66,497
Support and infrastructure costs	19,271	-	-	19,271	27,637
Telecoms and computer expenses	-	45,031	-	45,031	30,032
Loss on disposal of investments	-	-	-	-	1
Professional fees	614	32,435	-	33,049	50,043
Independent examination	-	-	6,000	6,000	10,399
Depreciation	-	3,176	-	3,176	4,117
Exceptional training costs	-	935	-	935	43,850
Other costs	-	13,404	-	13,404	11,153
Total costs for the year	268,600	576,901	6,000	851,501	916,523

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements - continued

Costs are directly attributable to the activity undertaken, any apportioned costs are apportioned on a basis of time and nature of the activities undertaken.

	2024	2023
	£	£
Other services – Independent Examination	6,000	10,399
	<u>6,000</u>	<u>10,399</u>

4. STAFF COSTS

Details of the staff costs are shown in note 3.

1 employee received remuneration in the band £80,000-£90,000 per annum (2023: 1 in the band £80,000-£90,000 per annum) and the company made pension contributions totalling £6,327 (2023: £ 5,897).

The average number of employees during the year 12 (2023:10).

The charity operates a defined contribution pension scheme, the assets of which are held outside the charity. The charity contributed a total of £18,896 (2023: £15,707) on behalf of all employees during the year. At the yearend, £2,633 (2023: £5,345) contributions were outstanding.

5. TRUSTEES' REMUNERATION AND BENEFITS

None of the members of the Board of trustees received any remuneration during this year or last year. During the year, no trustees (2023: £Nil) received reimbursement of charity related expenditure (2023: £Nil).

The trustee indemnity is included as part of the charity's general indemnity insurance and covers the trustees' liability in respect of neglect and breach of trust or duty to the charity.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024

Notes to the Financial Statements - continued

6. FIXED ASSETS

	Office fittings £	Charity Furniture fixtures and equipment £	Total £
COST			
At 1 July 2023	28,297	8,489	36,786
Additions	-	-	-
Disposals	-	-	-
At 30 June 2024	<u>28,297</u>	<u>8,489</u>	<u>36,786</u>
DEPRECIATION			
At 1 July 2023	19,372	7,579	26,951
Charge for the year	2,948	228	3,176
Disposals	-	-	-
At 30 June 2024	<u>22,320</u>	<u>7,807</u>	<u>30,127</u>
NET BOOK VALE			
At 30 June 2024	<u>5,977</u>	<u>682</u>	<u>6,659</u>
At 30 June 2023	<u>8,925</u>	<u>910</u>	<u>9,835</u>

The closing net book value represents fixed assets used for the support and administration of the charity

7. DEBTORS

	2024 £	2023 £
Trade Debtors	22,262	25,144
Other debtors	72,560	45,000
Prepayments and accrued income	<u>10,485</u>	<u>9,102</u>
	<u>105,307</u>	<u>79,246</u>

8. CREDITORS

	2024 £	2023 £
Trade Creditors	16,442	6,582
Taxation and social security	10,064	9,874
Accruals	9,418	39,723
Other creditors	4,457	7,729
Deferred income (note 10)	<u>1,500</u>	<u>96,260</u>
	<u>41,881</u>	<u>160,168</u>

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements - continued

9. DEFERRED INCOME

Deferred income comprises of money received in advance of programmes, which are yet to start or have started but not been completed and deferred element relates to the element of the programme to be completed in the forthcoming year.

	2024	2023
	£	£
Balance at 1 July 2022	96,260	99,817
Amount released to incoming resources	(96,260)	(577,900)
Amount deferred in year	1,500	574,343
	<u>1,500</u>	<u>96,260</u>

10. MOVEMENT IN FUNDS

	At 1 July 2023	Incoming resources	Resources expended	Transfer	At 30 June 2024
	£	£	£	£	£
Unrestricted funds	362,558	716,930	(801,501)	-	277,987
Restricted funds (see note 12)	-	50,000	(50,000)	-	-
	<u>362,558</u>	<u>766,930</u>	<u>(851,501)</u>	<u>-</u>	<u>277,987</u>

The unrestricted funds represent the free funds of the charity that are not designed or restricted for particular purposes, this includes traded income received via schools, universities and local authorities.

The restricted funds represent donations and grants from various statutory Authorities, Foundations, Trusts, Individuals and other corporate bodies to undertake specific programmes to improve the social education of young people.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements - continued

11. ANALYSIS OF RESTRICTED FUNDS

	At 1 July 2023	Incoming resources	Resources expended	Transfer	At 30 June 2024
	£	£	£	£	£
Julia and Hans Rausing Trust	-	50,000	(50,000)	-	-
	<u>-</u>	<u>50,000</u>	<u>(50,000)</u>	<u>-</u>	<u>-</u>

12. COMMITMENTS UNDER OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Charity	
	2024	2023
	£	£
Within one year	6,215	6,734
Between one and five years	-	6,215
	<u>6,215</u>	<u>12,949</u>

13. CONTROLLING PARTY

In the opinion of the trustees the Charity has no single controlling entity.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Fund balances at 30 June are represented by:				
Fixed assets	6,659	-	6,659	9,835
Current assets	313,209	-	313,209	512,891
Current liabilities	(41,881)	-	(41,881)	(160,168)
	<u>277,987</u>	<u>-</u>	<u>277,987</u>	<u>362,558</u>

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2024
Notes to the Financial Statements – continued

15. RELATED PARTY DISCLOSURES

Except as set out in Note 5, there were no related party transactions for the years ended 30th June 2023 and 2024.

16. LEGAL STATUS

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Accounts

RECEIVED
16 JAN 2024



Annual Report and Accounts

Year Ended 30 June 2023

THURSDAY



ACVFZRPE

A3

25/01/2024

#273

COMPANIES HOUSE

**Contents of the Financial Statements
For Year Ended 30 June 2023**

	Page
Report of the Trustees	1 – 8
Independent Examiner’s Report	9
Statement of Financial Activities	10
Balance Sheet	11-12
Cash Flows Statement	13-14
Notes to the Financial Statements	15-24

Company registration number
02930456

Registered charity number
1041855

Trustees

Chair: Mr B Rose
Mr A Basu (elected 25th January 2023)
Ms S Cook
Ms A Kalombodza
Ms N Mills-Robertson
Mr C Murray
Mr M Parton
Mr D Woolley

Chief Executive Officer

Ms E Garraway

Management Executive Team

Ms E Garraway
Ms A Asantewa
Ms A Barradell
Mr M Charley
Mr J Down

Company Secretary

Mr J Down

Registered address

The Old Warehouse, 31 Upper King Street,
Royston, SG8 9AZ

Solicitors

Harbottle & Lewis LLP, 7 Savoy Court, London WC2R 0EX

Bankers

HSBC UK Bank Plc, 55 Corporation Street, Coventry, CV1 1GX

Independent Examiner

Mr Alberto Di Lorenzo FCA
HW Bedford Limited
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Report of the Trustees

The trustees present their annual report and financial statements of the charity for the year ended 30 June 2023. The trustees have adopted the provisions of the Statement of Recommended Practice for accounting and reporting by charities (in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preparing the annual report and financial statements of the charity.

Status and administration

The Charity was originally registered with the Charity Commission by Trust Deed in May 1991 under registration number 1041855. On 31 January 1995, it was wound up and reconstituted on 1 February 1995 as a company limited by guarantee, governed by its Memorandum and Articles of Association. The company registration number is 2930456.

The charity changed its name from “Youth at Risk (UK)” to “Grit: Breakthrough Programmes” with Companies House on the 9th June 2017 and with the Charity Commission on 10th August 2017.

Object of the charity

The principal activity of the charity is to advance the social education of young people who are deemed to be at risk either from physical, mental or

sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment or illiteracy; to help them improve their condition and thereby become useful members of society.

The trustees confirm that they have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing the charity’s aims and objectives and in planning future activities and setting the grant making policy for the year and are satisfied that the charity is in compliance.

The trustees of Grit who served during the year were:

Chair: Mr B Rose

Mr N Basu (elected 25th January 2023)

Ms S Cook

Ms A Kalombodza

Ms N Mills-Robertson

Mr C Murray

Mr M Parton

Mr D Woolley

The day to day running of the organisation is delegated to the CEO, Ellie Garraway.

A word from the CEO

The majority of Grit's work takes place in partnership with educational institutions and all of it – more broadly – takes place within the public sector. Both young people and professionals in these sectors have talked increasingly to us over the last year about the **pressure, exhaustion, anxiety** and – at times – growing **isolation** they feel. They exist and operate within an environment which seems to be ever more challenging in terms of what they are being asked/expected to achieve, the limitations they experience and the landscape they look out at in the future.

At Grit, we recognise that we can't change this environment and these challenges – at least not in the short term – yet what we can do is to give people the space to unpack their experiences, to share and to connect. We find that within the rigorously safe and highly supportive boundaries of a Grit workshop, participants reignite their sense of purpose, share with others on the basis of their common humanity and generate a sense of optimism, activism and joy about what's possible. It is a privilege to provide this space, especially for those who experience the highest levels of challenge and we recognise the necessity of this for those that participate – the lifeline that it offers. In service of that necessity, we have spent the last year rigorously exploring the ways to **(1)** hone in on quality continuously and **(2)** grow the reach and the impact of the work.

In terms of **quality**, we have grown and diversified our training team, recruiting, training and supervising new trainers as well as developing and quality-assuring existing trainers. We have chosen to invest a significant portion of our surplus reserves to ensure there is a robust succession plan and we continue to deliver to our quality standard as we grow the work. Our commitment to **quality** has also seen us spending more time with our partners and participants, listening and engaging with them through forums, roundtable events, focus groups and external evaluations. This helps us to keep our own learning journey alive and to remain curious and open about the best ways we can serve those we work with using the unique 'Grit' ingredients.

In terms of **broadening the reach** of the work, our increased focus on working with professionals – within Children's Services Teams, Community Safety Partnerships as well as within schools and universities – enables us to create a breadth of impact. Professionals working in a more relationship-focused way, taking a coaching approach and feeling more connected to their own vision for change has a significant ripple effect on the families, young people and students they serve.

We also continue to **innovate** with our newer workshops – our Black Leaders programme has been our fastest growing programme over the last year, with a pilot also taking place with secondary aged pupils. Alongside this, we have begun to explore and pilot an employability programme for university students as well as building new partnerships with youth clubs, Uni Connect partners and universities themselves to work with younger pupils in years 9 to 13.

So, it's been a busy, challenging, exciting and galvanising year for the Grit team. We acknowledge the difficulties and limitations of the times in which we're operating. This only strengthens our commitment to providing young people (and those that serve them) with a space in which they can experience being valued, understood, challenged and in which they can imagine a future that excites them and create a community of support that will work with them to get there.

Ellie Garraway, CEO

Review of 2022-23

Over the year we worked with 1804 young people of which 88% said our programmes are good or excellent.

We worked with more than 709 adults, 5% more than our target. Over 85% said the programmes were good or excellent.

Grit in Universities

Demand for Grit remains buoyant. The year saw a 19% increase in the number of universities we are working in (25 against 21 in 2021/22). With the return to being 'in the room' we were able to deliver a broader mix of 1, 2 and 3-day programmes for students. The year also saw over 400 academic and student support professionals in our 1 and 2-day programmes for staff - double that of last year.

We have seen impressive results against key indicators of long-term student success and achievement.

We have seen impressive results against key, well-established indicators of long-term student success and achievement.

91% of students report an increased sense of belonging; 89% report an increased self-efficacy.

Our work with Black Student Leaders and Students of Colour continues to develop: this year we delivered these programmes in seven universities (up from three last year).

Grit in Schools

We ran major programmes in schools across London and the West Midlands, combining intensive workshops and support from volunteer coaches. Overcoming the longer-term impacts

of the pandemic has been a running theme.

76% of young people said they felt more optimistic about the year ahead.

In partnership with the University of Sheffield we delivered workshops to raise aspiration and expectation in white working-class boys in South Yorkshire; and, alongside a multi university collaboration in the East Midlands, we ran a programme for Black learners in Nottingham schools.

The work drew heavily on the expertise and experience we have developed from working with Black students in universities.

Grit and Professionals

Work towards our objective of creating systemic transformation in the way services are delivered for young people is gathering momentum.

We've continued to work with two local authorities, another two came on board over the course of the year and two more are already set to join us in the coming year. And we've been working with the Staff College, the leadership and development agency for local authorities.

The focus has been on leadership and shifts in organisational culture, rejuvenating teams in the aftermath of the pandemic to produce significantly improved outcomes for young people.

Quality

Our current strategic priority is quality: it underpins all of our activity. We have been upskilling our team of trainers and put in place a calendar of training, supervisions and observations, further strengthening our quality assurance processes.

Impact

Independent university-led evaluations of our work are beginning to produce results.

We now have robust evidence of our impact on Further Education college students; interim findings evidence of our impact on team-working and the practice of professionals; and positive findings are already emerging from the evaluation of our work with students from racialised groups.

This brings academic rigour to our evidence base, attests to the quality of our work, and makes a powerful case to clients, old and new.

Communications

Over the year the focus has been to amplify our voice in the HE sectors and to create a sense of belonging in our network of university clients. We have run roundtable events for leads in our university partners; co-authored a series of articles in reputable, well-read blogs; co-presented at conferences; built a collection of short films where students, staff and professionals talk about their Grit experience; and grown our social media following.

This drives new business, contributing towards our strategic objective: to extend the reach and impact of Grit on the lives of young people.

People

We have been investing in the Grit staff team to build confidence, expertise and connection through a programme of personal development, coaching, staff days, sessions on culture and values, and a monthly 'book club' exploring relevant research, books and podcasts.

Business Development

Grit remains financially stable and sustainable. We had an 69% repeat business rate with universities from last year and, at the close of our financial year 22/23, we have secured around 93% of our target income for the coming year.

We have maintained our reserves at the target of a level equivalent to six months running costs. Grit is in excellent shape.

Future Plans

We are ambitious for the year ahead. With our new partnerships around schools we are finding new ways to deliver Grit to more at risk young people. In universities we will respond to emerging agendas, delivering programmes around employability and degree apprenticeships.

Financial Review

2022/23 saw a continuation of investment into the development of the charity and its new three-year strategy, designed to keep it proficient in the ever-changing political environment and the very challenging economic conditions.

The year saw a significant shift in the income profile of the charity. Traded income now accounts for 85% of income (as against 62% two years ago), with the balance coming from trusts & foundations and individual donations.

Traded income is made up of sales of programmes to universities, schools, colleges and local authorities.

This year Grit is reporting an unrestricted deficit of £43,309. It is important to note that this is accounted for by a planned investment of surplus unrestricted reserves of £43,850 in the development and upskilling of the staff team and building the capacity of the training teams. This expenditure is shown separately in Note 3 of the financial statements.

In addition to this, Grit recognised a reduction in restricted funds of £39,600. This was the result of a decision by the trustees to reclassify various funds that were previously reported as restricted and transfer them to unrestricted.

The charity wishes to thank all the funders who have supported it during the year. We are extremely grateful to the Julia & Hans Rausing Trust, the Porticus Foundation, the Clothworkers Foundation, BBC Children in Need, and all the other trusts and foundations that have contributed to the charity and its programmes.

Thanks, are also due to all the individuals, especially the volunteers, who have supported Grit during the year.

Unrestricted reserves policy

Our policy remains to have unrestricted reserves of £300,000 – which equates to six months running costs. Reserves stand at £362,558.

The Trustees have agreed that we will continue to invest the surplus back into the charity to evaluate key programmes, growing the evidence base for current and potential clients.

Trustees Responsibilities

The trustees (who are also directors of Grit: Breakthrough Programmes for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 directors are not aware of any relevant audit information of which the auditors are unaware.

On behalf of the Board

 15/11/24

Mr B Rose

Trustee and Chair

Management, Structure and Governance

Organisational structure

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are also members of the company. The directors are the only members of the company.

Under the requirements of the Memorandum and Articles of Association one-third of the directors shall retire from office each year (on a length of service basis) and are eligible for re-election.

Once appointed, any necessary training needs for trustees are identified by the directors and appropriate training is organised.

The trustees have continued to monitor, on a quarterly basis (monthly for financial results and forecasts), the charity's activities, to ensure they are operated on a proper basis.

Management structures

The level of eight trustees is considered sufficient for the current needs of the charity but the matter is under continuous review.

The remuneration of key management personnel who are not trustees is recommended by the CEO and approved by the Chair of the Board of Trustees on behalf of the trustees.

Ben Rose, Chair of Grit, also chairs the Advisory Board who continue to be immensely supportive; the charity is

greatly indebted to each and every one of them. They actively support the charity both through individual counsel and their attendance at Advisory Board meetings. The members of the Advisory Board are:

Colleen Amos, co-founder and CEO of the Amos Bursary

Lord Blunkett, Member of the House of Lords and Former Home Secretary

Sir Les Ebdon, CBE, DL, former Vice Chancellor of Bedfordshire University and former Director of the Office of Fair Access

Professor Sherria Hoskins, Executive Dean of the Faculty of Science and Health, University of Portsmouth

Amira Mansour, Senior Learning and Development Advisor, GAM Investments

Lord Mendelsohn, Member of the House of Lords International Relations and Defence Committee

Helen Millichap, Metropolitan Police Deputy Assistant Commissioner for Local Policing.

Lord Neuberger, former President of the Supreme Court of the United Kingdom

Lord Phillips, former President of the Supreme Court of the United Kingdom

Eunice Simmons, Vice-Chancellor and Principal at the University of Chester

Emily Sun, A leadership and strategy consultant, specialising in youth sector organisational development

Brigadier Simon Waddington, Director Global Plans, HQ Joint Operations Command, Australian Defence Force, Canberra

Dawn Warwick, former Director of Children's Services and social care specialist

Grit's Management Executive Team meets monthly.

Fundraising Statement

Grit's income comes from a mix of traded income (sales of programmes to universities, schools, FE Colleges and local authorities), trusts and foundations, and donations from individual supporters. Donations are solicited by personal requests from senior staff, trustees and the Advisory Board. The charity carries out no

fundraising with the general public, either in-house or third party.

Risk management

The charity maintains a Risk Register identifying high level risks. The register is used by the Management Executive to identify potential risks and put in place strategies to reduce or avoid negative impact.

The trustees continue to assess the major risks to which the charity is exposed including those related to its operations and finances.

The trustees are satisfied, having regard to the size and objects of the charity that appropriate measures are in place to manage its exposure to risk.

Grit: Breakthrough Programmes (Limited by Guarantee)

Independent Examiner's Report to the Trustees of Grit: Breakthrough programmes

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

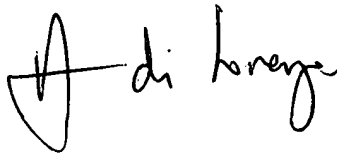
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alberto Di Lorenzo FCA
HW Bedford Limited
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Date: 19/01/2024.....

Grit: Breakthrough Programmes (Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

For the Year Ended 30 June 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Income and Endowments From							
Donations and legacies	(2)	126,039	7,106	133,145	99,531	-	99,531
Charitable activities	(2)	698,969		698,969	676,413	78,358	754,771
Investments & Other	(2)	1,500	-	1,500	6,239	-	6,239
Total Income and Endowments		<u>826,508</u>	<u>7,106</u>	<u>833,614</u>	<u>782,183</u>	<u>78,358</u>	<u>860,541</u>
Expenditure							
Raising Funds	(3)	-	-	-	-	-	-
Charitable activities	(3)	859,418	46,706	906,124	650,755	72,460	723,215
Other	(3)	10,399	-	10,399	5,140	-	5,140
Total Expenditure		<u>869,817</u>	<u>46,706</u>	<u>916,523</u>	<u>655,895</u>	<u>72,460</u>	<u>728,355</u>
Net income/(expenditure) for the year		(43,309)	(39,600)	(82,909)	126,288	5,898	132,186
Gross transfer between funds		-	-	-	-	-	-
Net movement in funds for the year		<u>(43,309)</u>	<u>(39,600)</u>	<u>(82,909)</u>	<u>126,288</u>	<u>5,898</u>	<u>132,186</u>
Fund balances b/fwd at 1 July		405,867	39,600	445,467	278,579	33,702	313,281
Fund balances c/fwd at 30 June		<u>362,558</u>	<u>-</u>	<u>362,558</u>	<u>405,867</u>	<u>39,600</u>	<u>445,467</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)**CHARITY BALANCE SHEET**
For the Year Ended 30 June 2023

Company number: 0249135

		2023	2022
		£	£
FIXED ASSETS	Notes		
Fixed assets	(6)	9,835	11,940
Investments	(7)	<u>-</u>	<u>1</u>
		9,835	11,940
CURRENT ASSETS			
Debtors	(8)	79,246	62,455
Cash at bank		<u>433,645</u>	<u>542,505</u>
		512,891	604,960
CREDITORS			
Amounts falling due within one year	(9)	(160,168)	(171,434)
		<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>352,723</u>	<u>433,526</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		362,558	445,467
		<u>-</u>	<u>-</u>
NET ASSETS		<u>362,558</u>	<u>445,467</u>
FUNDS			
Unrestricted funds	(11)	362,558	405,867
Restricted funds	(11)	<u>-</u>	<u>39,600</u>
TOTAL FUNDS		<u>362,558</u>	<u>445,467</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

BALANCE SHEET

For the Year Ended 30 June 2023

Company number 0249135

These financial statements have been prepared in accordance with the provisions applicable to charitable companies' subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:



15.1.24

.....
Mr B Rose – Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes**STATEMENT OF CASH FLOWS**
For the Year Ended 30 June 2022

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	(1)	(108,348)	<u>114,125</u>
Net cash from operating activities		<u>(108,348)</u>	<u>114,125</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,012)	(11,213)
Interest received		<u>1,500</u>	<u>43</u>
Net cash from investing activities		<u>(512)</u>	<u>(11,170)</u>
Cash flows from financing activities			
Cash generated from operations		<u>-</u>	<u>-</u>
Net cash from financing activities		<u>-</u>	<u>-</u>
Increase/(Decrease) in cash and cash equivalents	(2)	(108,860)	102,955
Cash and cash equivalents at beginning of year		<u>542,505</u>	<u>439,550</u>
Cash and cash equivalents at end of year		<u>433,645</u>	<u>542,505</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes

NOTES TO THE STATEMENT OF CASH FLOWS For the Year Ended 30 June 2023

(1) Reconciliation of net income to cash generated from operations

	2023 £	2022 £
Net income/(expenditure) for the year	(82,909)	132,811
Depreciation charges	4,117	3,538
Loss on disposal of investments	1	-
Finance income	(1,500)	(43)
	<u>(80,291)</u>	<u>136,306</u>
(Increase)/decrease in trade and other debtors	(16,791)	(24,041)
Increase (Decrease) in trade and other creditors	(11,266)	1,860
Cash generated from operations	<u>(108,348)</u>	<u>114,125</u>

(2) Cash and cash equivalents

The amounts disclosed on the statement of cash flows in respect of cash and cash equivalents are in respect of these Statement of financial position amounts:

	30.6.23 £	1.7.22 £
Cash and cash equivalents	433,645	542,505
	<u>433,645</u>	<u>542,505</u>
	<u><u>433,645</u></u>	<u><u>542,505</u></u>
	30.6.22 £	1.7.21 £
Cash and cash equivalents	542,505	439,550
	<u>542,505</u>	<u>439,550</u>
	<u><u>542,505</u></u>	<u><u>439,550</u></u>

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements

1. ACCOUNTING POLICIES

a) Basis of Accounting

Grit: Breakthrough Programmes is a charity based in the United Kingdom. The address of the principle office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support or to promote such charitable purposes as the Trustee's in their absolute discretion determine.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective October 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. They believe that the charity will continue to have adequate cash resources in order to pay all of its creditors as they fall due for the foreseeable future and at least 12 months from the date of signing of these financial statements.

The presentational currency is £ sterling and rounded to the nearest pound.

b) Significant judgement and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions which impact on the reported amounts of assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Trade income (fees from universities, schools and local authorities) has been designated "unrestricted".

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds on projects are set out in the notes to the financial statements.

Investment income is allocated to the appropriate fund.

d) Income & Endowments

Income from donations and grants, including capital grants, is included in the Statement of Financial activities when they are receivable i.e. the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

This page does not form part of the statutory financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements**

e) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those costs categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories according to time or the nature of the activity undertaken.

Raising funds

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

Charitable activities

Charitable activities represent expenses incurred in the running of specific programmes and training courses.

Other costs

Other costs are governance costs that are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Programme support and administration costs

Programme support and administration costs are those costs incurred directly in support of expenditure on the objects of the Charity. These costs are apportioned to the charitable activities on a reasonable and consistent basis, based on time and resources spent on each area.

f) Fixed assets

Fixed assets are stated at cost, or estimated market value at the date of receipt where assets have been donated to the charity.

The cost of minor additions or those costing in the region of £100 or below are not capitalised.

Depreciation is provided to write off the cost less estimated residual values of all fixed assets over their expected useful lives at the following rates:

Leasehold improvements: Over the remaining term of the lease

Office equipment: 33% per annum reducing balance

Furniture, fixtures and fittings: 25% per annum reducing balance

g) Financial instruments

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's statement of financial position when the charity becomes party to contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements – continued**

Basic financial liabilities

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

h) Leased assets

Where assets are financed by leasing agreements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable over the term of the lease. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the statement of financial activities.

Lease payments are analysed between capital and interest components. The interest element of the payment is charged to the statement of financial activities over the period of the lease and is calculated so that it represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating lease. Their annual rentals are charged to the statement of financial activities on a straight- line basis over the term of the lease.

i) Pension costs

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable are charged to the statement of financial activities in the year they are payable. Differences between contributions payable and contributions actually paid are shown in either accruals or prepayments in the balance sheet.

j) Basis of consolidation

The consolidated accounts incorporate the results of Grit: Breakthrough Programmes (“the Charity”) and its subsidiary undertaking on a line-by-line basis. The consolidated entity is referred to as “the Group”. No separate company Statement of Financial Activities (SOFA) has been prepared for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

k) Related party disclosure

The charity has taken advantage of exemptions contained within Accounting and Reporting by Charities (FRS102) and has therefore not disclosed transactions with entities which form part of the group.

l) Corporation tax

In common with other charities, the charity does not pay tax on most types of income as long as it uses the money for charitable purposes. Also, in common with other charities, the charity can claim back tax that has been deducted on, for example, bank interest and donations.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements - continued

2. INCOME AND ENDOWMENTS

	2023	2022
	£	£
Donations from individuals	33,089	20,511
Donations from charitable foundations	100,056	79,020
	<u>133,145</u>	<u>99,531</u>
Charitable activities		
Trade income (for personal development programmes for young people and the adults that work with them)	698,969	754,771
	<u></u>	<u></u>
	Other	
Coronavirus job retention scheme grant	-	6,196
Investment income- bank interest receivable	1,500	43
	<u>1,500</u>	<u>6,239</u>

All income arises in connection with the charity's principal activity. The income resources were all generated in the United Kingdom.

3. ANALYSIS OF CHARITABLE ACTIVITIES AND OTHER COSTS

	Programme expenditure	Core expenditure	Governance	2023	2022
				£	£
Salaries and benefits	-	391,357	-	391,357	328,412
Social security costs	-	28,973	-	28,973	29,087
Contractors and freelancers	252,464	-	-	252,464	248,767
Travel and subsistence	44,108	22,389	-	66,497	34,498
Support and infrastructure costs	27,637	-	-	27,637	30,115
Telecoms and computer expenses	-	30,032	-	30,032	23,502
Loss on disposal of investments	-	1	-	1	-
Professional fees	10,917	39,126	-	50,043	14,872
Independent examination	-	-	10,399	10,399	5,140
Depreciation	-	4,117	-	4,117	3,538
Exceptional training costs	-	43,850	-	43,850	-
Other costs	-	11,153	-	11,153	10,424
	<u></u>	<u></u>	<u></u>	<u></u>	<u></u>
Total costs for the year	335,126	570,998	10,399	916,523	728,355

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements - continued

Costs are directly attributable to the activity undertaken, any apportioned costs are apportioned on a basis of time and nature of the activities undertaken.

	2023	2022
	£	£
Other services – Independent Examination	10,399	5,140
	<u>10,399</u>	<u>5,140</u>

4. STAFF COSTS

Details of the staff costs are shown in note 3.

1 employee received remuneration in the band £80,000-£90,000 per annum (2022: 1 in the band £70,000-£80,000 per annum) and the company made pension contributions totalling £5,897 (2022: £ 5,390).

The average number of employees during the year 10 (2022:10).

The charity operates a defined contribution pension scheme, the assets of which are held outside the charity. The charity contributed a total of £15,707 (2022: £12,843) on behalf of all employees during the year. At the yearend, £5,345 (2021: £62) contributions were outstanding.

5. TRUSTEES' REMUNERATION AND BENEFITS

None of the members of the Board of trustees received any remuneration during this year or last year. During the year, no trustees (2022: £Nil) received reimbursement of charity related expenditure (2022: £Nil).

The trustee indemnity is included as part of the charity's general indemnity insurance and covers the trustees' liability in respect of neglect and breach of trust or duty to the charity.

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2023**

Notes to the Financial Statements - continued

6. FIXED ASSETS

	Office fittings £	Charity Furniture fixtures and equipment £	Total £
COST			
At 1 July 2022	26,850	7,924	34,774
Additions	1,447	565	2,012
Disposals	-	-	-
At 30 June 2023	<u>28,297</u>	<u>8,489</u>	<u>36,786</u>
DEPRECIATION			
At 1 July 2022	15,512	7,322	22,834
Charge for the year	3,860	257	4,117
Disposals	-	-	-
At 30 June 2023	<u>19,372</u>	<u>7,579</u>	<u>26,951</u>
NET BOOK VALE			
At 30 June 2023	<u>8,925</u>	<u>910</u>	<u>9,835</u>
At 30 June 2022	<u>11,339</u>	<u>601</u>	<u>11,940</u>

The closing net book value represents fixed assets used for the support and administration of the charity

7. FIXED ASSETS INVESTMENTS

	Unlisted investment £
COST	
At 1 July 2022	1
Disposals	(1)
At 30 June 2023	<u>-</u>
NET BOOK VALUE	
At 30 June 2023	<u>-</u>
At 30 June 2022	<u>1</u>

The Charity had 100% ownership of the ordinary share capital of YAR Trading Limited, company number 03639057 incorporated in England and Wales. YAR Trading Limited was dissolved on 25 October 2022.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements - continued

8. DEBTORS

	2023	2022
	£	£
Trade Debtors	25,144	52,645
Other debtors	45,000	1,500
Prepayments and accrued income	9,102	8,310
	<u>79,246</u>	<u>62,455</u>

9. CREDITORS

	2023	2022
	£	£
Trade Creditors	6,582	11,900
Taxation and social security	9,874	8,987
Accruals	39,723	49,170
Other creditors	7,729	1,560
Deferred income (note 10)	96,260	99,817
	<u>160,168</u>	<u>171,434</u>

10. DEFERRED INCOME

Deferred income comprises of money received in advance of programmes, which are yet to start or have started but not been completed and deferred element relates to the element of the programme to be completed in the forthcoming year.

	2023	2022
	£	£
Balance at 1 July 2022	99,817	103,689
Amount released to incoming resources	(577,900)	(485,273)
Amount deferred in year	574,343	481,401
	<u>96,260</u>	<u>99,817</u>

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements - continued

11. MOVEMENT IN FUNDS

	At 1 July 2022	Incoming resources	Resources expended	Transfer	At 30 June 2023
	£	£	£	£	£
Unrestricted funds	405,867	826,508	(869,817)	-	362,558
Restricted funds (see note 12)	39,600	7,106	(46,706)	-	-
	<u>445,467</u>	<u>833,614</u>	<u>(916,523)</u>	<u>-</u>	<u>362,558</u>

The unrestricted funds represent the free funds of the charity that are not designed or restricted for particular purposes, this includes traded income received via schools, universities and local authorities.

The restricted funds represent donations and grants from various statutory Authorities, Foundations, Trusts, Individuals and other corporate bodies to undertake specific programmes to improve the social education of young people.

During the year to 30 June 2023, the trustees re-evaluated the treatment of restricted income and believe that previous recognition of restricted funds should be reclassified as unrestricted. This has had the effect of increasing the overall deficit by £39,600. At the end of the financial period there was no restricted funds carried forward.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements – continued

12. ANALYSIS OF RESTRICTED FUNDS

	At 1 July 2022	Incoming resources	Resources expended	Transfer	At 30 June 2023
	£	£	£	£	£
Julia and Hans Rausing Trust	10,250	-	(10,250)	-	-
Porticus Foundation	20,000	-	(20,000)	-	-
Warwickshire County Council	9,350	-	(9,350)	-	-
Children in Need	-	7,106	(7,106)	-	-
	<u>39,600</u>	<u>7,106</u>	<u>(46,706)</u>	<u>-</u>	<u>-</u>

13. COMMITMENTS UNDER OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Charity	
	2023	2022
	£	£
Within one year	6,734	-
Between one and five years	<u>6,215</u>	<u>-</u>
	<u>12,949</u>	<u>-</u>

14. CONTROLLING PARTY

In the opinion of the trustees the Charity has no single controlling entity.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2023
Notes to the Financial Statements – continued

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Total 2022 £
Fund balances at 30 June are represented by:				
Fixed assets	9,835	-	9,835	11,941
Current assets	512,891	-	512,891	604,960
Current liabilities	(160,168)	-	(160,168)	(171,434)
	<u>362,558</u>	<u>-</u>	<u>362,558</u>	<u>445,467</u>

16. RELATED PARTY DISCLOSURES

Except as set out in Note 5, there were no related party transactions for the years ended 30th June 2022 and 2023.

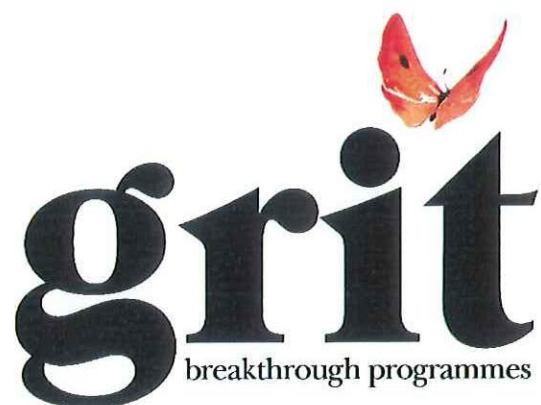
17. LEGAL STATUS

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

18. EVENTS AFTER THE BALANCE SHEET DATE

Subsequent to the reporting period the charity was victim of a cyber breach which it is currently dealing with the consequences and outcomes of. An estimate of the financial effect of this cannot currently be made.

Accounts



Annual Report and Accounts
Year Ended 30 June 2022

**Contents of the Financial Statements
For Year Ended 30 June 2022**

	Page
Report of the Trustees	1 – 8
Independent Examiner’s Report	9
Consolidated Statement of Financial Activities	10
Consolidated Balance Sheet	11-12
Charity Balance Sheet	13-14
Cash Flows Statement	15-16
Notes to the Financial Statements	17-26

Company registration number
02930456

Registered charity number
1041855

Trustees

Chair: Mr B Rose (re-elected 9th February 2022)
Mr R Ackerman (resigned 9th February 2022)
Ms S Cook (re-elected 9th February 2022)
Ms A Kalombodza
Ms N Mills-Robertson
Mr C Murray
Mr M Parton
Mr D Woolley

Chief Executive Officer

Ms E Garraway

Management Executive Team

Ms E Garraway
Ms A Asantewa
Ms A Barradell
Mr M Charley
Mr J Down

Company Secretary

Mr J Down

Registered address

The Old Warehouse, 31 Upper King Street,
Royston, SG8 9AZ

Solicitors

Harbottle & Lewis LLP, 7 Savoy Court, London WC2R 0EX

Bankers

HSBC UK Bank Plc, 55 Corporation Street, Coventry, CV1 1GX

Independent Examiner

Mr Alberto Di Lorenzo FCA
HW East Midlands Audit LLP
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Report of the Trustees

The trustees present their annual report and financial statements of the charity for the year ended 30 June 2022. The trustees have adopted the provisions of the Statement of Recommended Practice for accounting and reporting by charities (in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preparing the annual report and financial statements of the charity.

Status and administration

The Charity was originally registered with the Charity Commission by Trust Deed in May 1991 under registration number 1041855. On 31 January 1995, it was wound up and reconstituted on 1 February 1995 as a company limited by guarantee, governed by its Memorandum and Articles of Association. The company registration number is 2930456.

The charity changed its name from "Youth at Risk (UK)" to "Grit: Breakthrough Programmes" with Companies House on the 9th June 2017 and with the Charity Commission on 10th August 2017.

Object of the charity

The principal activity of the charity is to advance the social education of young people who are deemed to be at

risk either from physical, mental or sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment or illiteracy; to help them improve their condition and thereby become useful members of society.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the grant making policy for the year and are satisfied that the charity is in compliance.

The trustees of Grit who served during the year were:

Chairman: Mr B Rose (re-elected 9th February 2022)

Mr R Ackerman (resigned 9th February 2022)

Ms S Cook (re-elected 9th February 2022)

Ms A Kalombodza

Ms N Mills-Robertson

Mr C Murray

Mr M Parton

Mr D Woolley

The day to day running of the organisation is delegated to the CEO, Ellie Garraway.

A word from the CEO

This year has seen the environment become increasingly challenging, as young people (and those that work with them) face anxieties about rising costs, global conflict and climate change – as well as their own personal issues and pressures. Being able to provide a safe space where people can talk through the issues they are facing and focus on their own agency, the places where they can make the most difference, has been hugely important to us at Grit.

Our work has changed focus over the last three years and the majority of our delivery now takes places in partnership with universities. We have developed a Black Leadership programme – empowering the voice of black students and staff; a programme training staff to adopt a coaching approach; a programme for post-graduate students; and we are working more widely with our partners to look at ways of creating cultural change around student engagement. This is exciting work for Grit – exploring ways to reach a breadth of impact that has always remained challenging.

We have also piloted new approaches. We've been working with Children's Services teams in partnership with Signs of Safety to create relationship-based approaches to their practice with families. We've been working across school networks in Warwickshire to impact those young people on the periphery of disengagement alongside the staff that support them. These are approaches we are looking to evaluate, to understand the impact of, and – potentially - to replicate with other partners.

In the year ahead we will continue to build on the successes of these programmes whilst keeping a close eye on the quality and integrity of our approach as we grow. Looking after, developing and building capacity with staff and trainers will be a priority in the coming year. As we do this we remain watchful of the diversity of our team: we don't currently have the kind of diversity within the team that we are committed to building, and we are continuing to explore why that is and what we need to learn in order to change this.

We're very proud to be championing the importance of personal development, of self-awareness, of the critical impact of developing a sense of belonging. During challenging times these seem more important areas of work for our young people (and our adults!) than ever. It is with huge gratitude to our hard-working staff, trainers, trustees, advisory board, volunteers and supporters that we are able to continue to champion this way of working and provide a space of optimism and ownership when people need it most.

Ellie Garraway, CEO

Review of 2021-22

Over the year we worked with 1,930 young people of which 90% said our programmes are good or excellent.

We worked with 733 adults, 5% more than our target. Over 80% said the programmes were good or excellent.

Grit and the learning from Covid

The pandemic pushed us to develop new ways of delivering our work. While we're delighted to be 'back in the course room,' we continue to deliver online where it can work best. We've maintained the quality of delivery and results amidst significant change and end the year stronger, more adaptable and with a renewed clarity of focus.

Grit in Universities

Demand for Grit continues to grow. The year saw a 50% increase in the number of universities we are working in (21 against 14 in 2020/21).

There has been particular interest in our work with students from racialised groups: Black Leadership in Nottingham Trent (NTU); Black Talent in Hull; empowerment for Black, Asian, Arab & Mixed Race students in Bath Spa; and in a multi-institution project to increase participation in doctoral research by students from underrepresented groups.

We have seen impressive results against key, well-established indicators of long-term student success and achievement.

89% of students report an increased sense of belonging; 92% report a greater ability to take up support.

In addition to our portfolio of programmes for students and staff, we piloted programmes with Student Advocates and began conversations about contributing to university civic engagement strategies.

Further Education & Schools

FE students who have done a Grit programme are 'coming back much stronger' after lockdown. 95% have significantly higher attendance rates than in comparator groups and Grit students achieved 100% exam pass rate, against the national average of 50%

We ran major projects in schools across Warwickshire, London and Swindon, combining intensive workshops and online support from our Virtual Coaches.

Grit and Professionals

We have taken significant strides towards our objective of creating systemic transformation in the way services are delivered for young people.

As part of a pilot with Signs of Safety, an international provider of safeguarding programmes, we've been working with Children and Family Services at Redcar & Cleveland Borough Council and the Young Adults Service at Haringey Council. And we've been working with the Staff College, the leadership and development agency for local authorities.

The focus has been on leadership and creating shifts in organisational culture to produce significantly improved outcomes for young people and families.

Impact

We have commissioned independent, university-led evaluations: on our work with young people, and on our work with professionals and the young people they serve.

We have re-invented our evaluation system so it clearly captures key indicators of student success: belonging; resilience; self-efficacy.

And we have put in place a programme of longitudinal surveys and the capture of qualitative evidence.

This brings new academic rigour, breadth and focus to our evidence base, attests to the quality of our work, and makes a powerful case to clients and funders, old and new.

Communications

We have been growing our networks, amplifying our voice and promoting our offer in the sector: regular publishing of articles in highly reputable and well-read blogs; creating and disseminating a library of powerful case studies and films;

growing our social media activity; and participating at key sector conferences.

We can already see this driving new business, contributing towards our strategic objective: to extend the reach and impact of Grit on the lives of young people

People

To meet demand and maintain quality we have grown the delivery team. A new Programmes Manager has come on board and we have recruited three new trainers to join the team.

Business Development

We continue to build financial stability and sustainability. We had an 86% repeat business rate with universities from last year and, at the close of our financial year 21/22, we have contracted around 66% of our target income for the coming year.

We have grown our reserves achieving the target of a level equivalent to six months running costs. Grit is in excellent shape.

Financial Review

2021/22 saw a continuation of investment into the development of the charity and its new three-year strategy, designed to keep it proficient in the ever-changing political environment and the very challenging economic conditions.

The year saw a significant shift in the income profile of the charity. Traded income now accounts for 88% of income (as against 79% for the previous year), with the balance coming from trusts & foundations and individual donations.

Traded income is made up of sales of programmes to universities, school, colleges and local authorities.

At the same time we have continued to bear down on all outgoings and review resources against current and predicted activity levels, taking appropriate action to ensure they are in balance. As a result the charity was able to make a significant contribution to unrestricted reserves of £126,913 for the year.

Trustees recognise that this result is an excellent achievement in difficult circumstances.

The charity wishes to thank all the funders who have supported it during the year. We are extremely grateful to the Henry Smith Charity, the Julia & Hans Rausing Trust, the Porticus Foundation, the William Wates Memorial Trust, the Charles Hayward Foundation, BBC Children in Need, the Octopus Foundation, and all the other trusts and foundations that have contributed to the charity and its programmes.

Thanks are also due to all the individuals, especially the volunteers, who have supported Grit during the year.

Unrestricted reserves policy

Our policy remains to have unrestricted reserves of £300,000 – which equates to six months running costs. We have now exceeded that target: reserves stand at £405,867.

The Trustees have agreed that the surplus will be invested back into the charity to pilot innovation and development, and to evaluate key programmes, growing the evidence base for current and potential clients.

Trustees

Responsibilities

The trustees (who are also directors of Grit: Breakthrough Programmes for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP(FRS 102) issued in October 2019.
- Make judgments and 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records

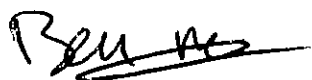
that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 directors are not aware of any relevant audit information of which the auditors are unaware.

On behalf of the Board



Mr B Rose

Trustee and Chair

Management, Structure and Governance

Organisational structure

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are also members of the company. The directors are the only members of the company.

Under the requirements of the Memorandum and Articles of Association one-third of the directors shall retire from office each year (on a length of service basis) and are eligible for re-election.

Once appointed, any necessary training needs for trustees are identified by the directors and appropriate training is organised.

The trustees have continued to monitor, on a quarterly basis (monthly for financial results and forecasts), the charity's activities, to ensure they are operated on a proper basis.

Management structures

The level of eight trustees is considered sufficient for the current needs of the charity but the matter is under continuous review.

The remuneration of key management personnel who are not trustees is recommended by the CEO and approved by the Chair of the Board of Trustees on behalf of the trustees.

Ben Rose, Chair of Grit, also chairs the Advisory Board who continue to be immensely supportive; the charity is

greatly indebted to each and every one of them. They actively support the charity both through individual counsel and their attendance at Advisory Board meetings. The members of the Advisory Board are:

Colleen Amos, co-founder and CEO of the Amos Bursary

Neil Basu, Assistant Commissioner, Metropolitan Police

Lord Blunkett, Member of the House of Lords and Former Home Secretary

Sir Les Ebdon, CBE, DL, former Vice Chancellor of Bedfordshire University and former Director of the Office of Fair Access

Professor Sherria Hoskins, Executive Dean of the Faculty of Science and Health, University of Portsmouth

Amira Mansour, Senior Learning and Development Advisor, GAM Investments

Lord Mendelsohn, Member of the House of Lords International Relations and Defence Committee

Lord Neuberger, former President of the Supreme Court of the United Kingdom

Lord Phillips, former President of the Supreme Court of the United Kingdom

Eunice Simmons, Vice-Chancellor and Principal at the University of Chester

Emily Sun, A leadership and strategy consultant, specialising in youth sector organisational development

Brigadier Simon Waddington, Director Global Plans, HQ Joint Operations Command, Australian Defence Force, Canberra

Dawn Warwick, former Director of Children's Services and social care specialist

Grit's Management Executive Team meets monthly.

Fundraising Statement

Grit's income comes from a mix of traded income (sales of programmes to universities, schools, FE Colleges and local authorities), trusts and foundations, the national lottery and donations from individual supporters. Donations are solicited by personal requests from senior staff, trustees and the Advisory Board. The charity carries out no fundraising with the general public, either in-house or third party.

Risk management

The charity maintains a Risk Register identifying high level risks. The register is used by the Management Executive to identify potential risks and put in place strategies to reduce or avoid negative impact.

The trustees continue to assess the major risks to which the charity is exposed including those related to its operations and finances.

The trustees are satisfied, having regard to the size and objects of the charity that appropriate measures are in place to manage its exposure to risk.

Grit: Breakthrough Programmes (Limited by Guarantee)

Independent Examiner's Report to the Trustees of Grit: Breakthrough programmes

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

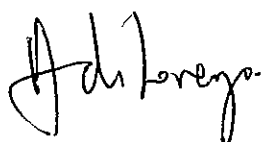
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alberto Di Lorenzo FCA
HW East Midlands Audit LLP
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Date: 18/11/2022

Grit: Breakthrough Programmes (Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
For the Year Ended 30 June 2022**

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
Income and Endowments From							
Donations and legacies	(2)	99,531	-	99,531	75,496	50,000	125,496
Charitable activities	(2)	676,413	78,358	754,771	484,302	184,947	669,249
Investments & Other	(2)	6,239	-	6,239	54,051	-	54,051
Total Income and Endowments		782,183	78,358	860,541	613,849	234,947	848,796
Expenditure							
Raising Funds	(3)	-	-	-	-	-	-
Charitable activities	(3)	650,130	72,460	722,590	438,332	194,245	632,577
Other	(3)	5,140	-	5,140	6,300	-	6,300
Total Expenditure		655,270	72,460	727,730	444,632	194,245	638,877
Net income/(expenditure) for the year		126,913	5,898	132,811	169,217	40,702	209,919
Gross transfer between funds		-	-	-	50,000	(50,000)	-
Net movement in funds for the year		126,913	5,898	132,811	219,217	(9,298)	209,919
Fund balances b/fwd at 1 July		278,953	33,702	312,655	59,736	43,000	102,736
Fund balances c/fwd at 30 June		405,866	39,600	445,466	278,953	33,702	312,655

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

**CONSOLIDATED BALANCE SHEET
For the Year Ended 30 June 2022**

Company number 0249135

		2022	2021
		£	£
FIXED ASSETS	Notes		
Fixed assets	(6)	11,940	4,265
Investments	(7)	-	-
		<u>11,940</u>	<u>4,265</u>
CURRENT ASSETS			
Debtors	(8)	62,455	38,414
Cash at bank		<u>542,505</u>	<u>439,550</u>
		604,960	477,964
CREDITORS			
Amounts falling due within one year	(9)	(171,434)	(169,574)
		<u>433,526</u>	<u>308,390</u>
NET CURRENT ASSETS			
		<u>445,466</u>	<u>312,655</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>445,466</u>	<u>312,655</u>
NET ASSETS			
		<u>445,466</u>	<u>312,655</u>
FUNDS			
Unrestricted funds	(11)	405,866	278,953
Restricted funds	(11)	<u>39,600</u>	<u>33,702</u>
TOTAL FUNDS		<u>445,466</u>	<u>312,655</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

CONSOLIDATED BALANCE SHEET
For the Year Ended 30 June 2022

Company number 0249135

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 15/11/2022..... and were signed on its behalf by:


.....
Mr B Rose – Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)**CHARITY BALANCE SHEET
For the Year Ended 30 June 2022**

Company number 0249135

		2022	2021
		£	£
FIXED ASSETS	Notes		
Fixed assets	(6)	11,940	4,265
Investments	(7)	<u>1</u>	<u>1</u>
		11,941	4,266
CURRENT ASSETS			
Debtors	(8)	62,455	39,039
Cash at bank		<u>542,505</u>	<u>439,550</u>
		604,960	478,589
CREDITORS			
Amounts falling due within one year	(9)	(171,434)	(169,574)
		<u>433,526</u>	<u>309,015</u>
NET CURRENT ASSETS			
		445,467	313,281
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>445,467</u>	<u>313,281</u>
FUNDS			
Unrestricted funds	(11)	405,867	279,579
Restricted funds	(11)	<u>39,600</u>	<u>33,702</u>
TOTAL FUNDS		<u>445,467</u>	<u>313,281</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

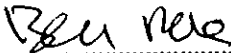
Grit: Breakthrough Programmes (Limited by Guarantee)

**CHARITY BALANCE SHEET
For the Year Ended 30 June 2022**

Company number 0249135

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 15/11/2022..... and were signed on its behalf by:


.....
Mr B Rose - Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes**STATEMENT OF CASH FLOWS**
For the Year Ended 30 June 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	(1)	<u>114,125</u>	<u>302,103</u>
Net cash From operating activities		<u>114,125</u>	<u>302,103</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(11,213)	(1,912)
Interest received		<u>43</u>	<u>28</u>
Net cash from investing activities		<u>(11,170)</u>	<u>(1,884)</u>
Cash flows from financing activities			
Cash generated from operations		<u>-</u>	<u>-</u>
Net cash from financing activities		<u>-</u>	<u>-</u>
Increase/(Decrease) in cash and cash equivalents	(2)	102,955	300,219
Cash and cash equivalents at beginning of year		<u>439,550</u>	<u>139,331</u>
Cash and cash equivalents at end of year		<u>542,505</u>	<u>439,550</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes

NOTES TO THE STATEMENT OF CASH FLOWS For the Year Ended 30 June 2022

(1) Reconciliation of net income to cash generated from operations

	2022 £	2021 £
Net income/(expenditure) for the year	132,811	209,924
Depreciation charges	3,538	2,051
Loss on disposal of fixed assets	-	-
Finance income	(43)	(28)
	<u>136,306</u>	<u>211,947</u>
 (Increase)/decrease in trade and other debtors	 (24,041)	 32,614
Increase(Decrease) in trade and other creditors	1,860	57,542
	<u>114,125</u>	<u>302,103</u>
Cash generated from operations		

(2) Cash and cash equivalents

The amounts disclosed on the statement of cash flows in respect of cash and cash equivalents are in respect of these Statement of financial position amounts:

	30.6.22 £	1.7.21 £
Cash and cash equivalents	542,505	439,550
	<u>542,505</u>	<u>439,550</u>
	30.6.21 £	1.7.20 £
Cash and cash equivalents	439,550	139,331
	<u>439,550</u>	<u>139,331</u>

The notes form part of these financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements**

1. ACCOUNTING POLICIES

a) Basis of Accounting

Grit: Breakthrough Programmes is a charity based in the United Kingdom. The address of the principle office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support or to promote such charitable purposes as the Trustee's in their absolute discretion determine.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective October 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. Whilst the Trustees have prepared revised forecasts to reflect the impact of Covid 19, they believe that the charity will continue to have adequate cash resources in order to pay all of its creditors as they fall due for the foreseeable future and at least 12 months from the date of signing of these financial statements.

The presentational currency is £ sterling and rounded to the nearest pound.

b) Significant judgement and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions which impact on the reported amounts of assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds on projects is set out in the notes to the financial statements.
Investment income is allocated to the appropriate fund.

d) Income & Endowments

Income from donations and grants, including capital grants, is included in the Statement of Financial activities when they are receivable i.e the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements

e) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those costs categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories according to time or the nature of the activity undertaken.

Raising funds

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

Charitable activities

Charitable activities represent expenses incurred in the running of specific programmes and training courses.

Other costs

Other costs are governance costs that are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Programme support and administration costs

Programme support and administration costs are those costs incurred directly in support of expenditure on the objects of the Charity. These costs are apportioned to the charitable activities on a reasonable and consistent basis, based on time and resources spent on each area.

f) Fixed assets

Fixed assets are stated at cost, or estimated market value at the date of receipt where assets have been donated to the charity.

The cost of minor additions or those costing in the region of £100 or below are not capitalised.

Depreciation is provided to write off the cost less estimated residual values of all fixed assets over their expected useful lives at the following rates:

Leasehold improvements: Over the remaining term of the lease

Office equipment: 33% per annum reducing balance

Furniture, fixtures and fittings: 25% per annum reducing balance

g) Financial instruments

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's statement of financial position when the charity becomes party to contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements – continued

Basic financial liabilities

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

h) Leased assets

Where assets are financed by leasing agreements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable over the term of the lease. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the statement of financial activities.

Lease payments are analysed between capital and interest components. The interest element of the payment is charged to the statement of financial activities over the period of the lease and is calculated so that it represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating lease. Their annual rentals are charged to the statement of financial activities on a straight- line basis over the term of the lease.

i) Pension costs

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable are charged to the statement of financial activities in the year they are payable. Differences between contributions payable and contributions actually paid are shown in either accruals or prepayments in the balance sheet.

j) Basis of consolidation

The consolidated accounts incorporate the results of Grit: Breakthrough Programmes (“the Charity”) and its subsidiary undertaking on a line-by-line basis. The consolidated entity is referred to as “the Group”. No separate company Statement of Financial Activities (SOFA) has been prepared for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

k) Related party disclosure

The charity has taken advantage of exemptions contained within Accounting and Reporting by Charities (FRS102) and has therefore not disclosed transactions with entities which form part of the group.

l) Corporation tax

In common with other charities, the charity does not pay tax on most types of income as long as it uses the money for charitable purposes. Also in common with other charities, the charity can claim back tax that has been deducted on, for example, bank interest and donations.

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements - continued

2. INCOME AND ENDOWMENTS

	2022	2021
	£	£
Donations from individuals	20,511	70,989
Donations from charitable foundations	79,020	54,507
	<u>99,531</u>	<u>125,496</u>

Charitable activities

Local and statutory grants for programmes for "at risk" youth	<u>754,771</u>	<u>669,249</u>
---	----------------	----------------

Other

Coronavirus job retention scheme grant	6,196	54,023
Investment income- bank interest receivable	43	28
	<u>6,239</u>	<u>54,051</u>

All income arises in connection with the charity's principal activity. The income resources were all generated in the United Kingdom.

3. ANALYSIS OF CHARITABLE ACTIVITIES AND OTHER COSTS

	Programme expenditure	Core expenditure	Governance	2022	2021
				£	£
Salaries and benefits	-	328,412	-	328,412	356,934
Social security costs	-	29,087	-	29,087	32,270
Contractors and freelancers	248,767	-	-	248,767	149,414
Travel and subsistence	-	34,498	-	34,498	2,813
Support and infrastructure costs	30,115	-	-	30,115	28,874
Telecoms and computer expenses	-	23,502	-	23,502	23,878
Room hire, catering and programme follow up costs	-	-	-	-	150
Professional fees	-	14,872	-	14,872	31,216
Independent examination	-	-	5,140	5,140	6,300
Depreciation	-	3,538	-	3,538	2,051
Other costs	-	10,424	-	10,424	4,977
Total costs for the year	<u>278,882</u>	<u>444,333</u>	<u>5,140</u>	<u>728,355</u>	<u>638,877</u>

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements - continued

Costs are directly attributable to the activity undertaken, any apportioned costs are apportioned on a basis of time and nature of the activities undertaken.

	2022	2021
	£	£
Other services – Independent Examination	5,140	6,300
	<u>5,140</u>	<u>6,300</u>

4. STAFF COSTS

Details of the staff costs are shown in note 3.

1 employee received remuneration in the band £70,000-£80,000 per annum (2021: 1 in the band £80,000-£90,000 per annum and 1 in the band £90,000-£100,000 per annum) and the company made pension contributions totalling £5,390 (2021:£ 10,375).

The average number of employees during the year 10 (2021:13).

The charity operates a defined contribution pension scheme, the assets of which are held outside the charity. The charity contributed a total of £12,843 (2021:£ 16,965) on behalf of all employees during the year. At the year end, £62 (2021: £2,713) contributions were outstanding.

5. TRUSTEES' REMUNERATION AND BENEFITS

None of the members of the Board of trustees received any remuneration during this year or last year. During the year, no trustees (2021:£Nil) received reimbursement of charity related expenditure (2021: £Nil).

The trustee indemnity is included as part of the charity's general indemnity insurance and covers the trustees' liability in respect of neglect and breach of trust or duty to the charity.

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2022**

Notes to the Financial Statements - continued

6. FIXED ASSETS

	Office fittings £	Group Furniture fixtures and equipment £	Total £	Office fittings £	Charity Furniture fixtures and equipment £	Total £
COST						
At 1 July 2021	16,067	7,494	23,561	16,067	7,494	23,561
Additions	10,783	430	11,213	10,783	430	11,213
Disposals	-	-	-	-	-	-
At 30 June 2022	<u>26,850</u>	<u>7,924</u>	<u>34,774</u>	<u>26,850</u>	<u>7,924</u>	<u>34,774</u>
DEPRECIATION						
At 1 July 2021	12,115	7,181	19,296	12,115	7,181	19,296
Charge for the year	3,397	141	3,538	3,397	141	3,538
Disposals	-	-	-	-	-	-
At 30 June 2022	<u>15,512</u>	<u>7,322</u>	<u>22,834</u>	<u>15,512</u>	<u>7,322</u>	<u>22,834</u>
NET BOOK VALE						
At 30 June 2022	<u>11,339</u>	<u>601</u>	<u>11,940</u>	<u>11,339</u>	<u>601</u>	<u>11,940</u>
At 30 June 2021	<u>3,952</u>	<u>312</u>	<u>4,265</u>	<u>3,952</u>	<u>312</u>	<u>4,265</u>

The closing net book value represents fixed assets used for the support and administration of the charity

7. FIXED ASSETS INVESTMENTS

	Unlisted investment £
COST	
At 1 July 2021	1
Disposals	-
	<u>1</u>
At 30 June 2022	<u>1</u>
NET BOOK VALUE	
At 30 June 2022	<u>1</u>
At 30 June 2021	<u>1</u>

The Charity owns 100% of the ordinary share capital of YAR Trading Limited, company number 03639057 incorporated in England and Wales.

The principle activity of YAR Trading Ltd, which is currently dormant, is to generate new sources of income that benefit the charity by providing transformational training to the commercial sector. Its results are appropriately included in the consolidated accounts and are therefore not separately shown.

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements - continued

8. DEBTORS

	2022	2021	2022	2021
	£	£	£	£
Debtors – Grants	52,645	23,389	52,645	23,389
Amount due from subsidiary company	-	-	-	625
Other debtors	1,500	1,500	1,500	1,500
Prepayments and accrued income	<u>8,310</u>	<u>13,525</u>	<u>8,310</u>	<u>13,525</u>
	<u>62,455</u>	<u>38,414</u>	<u>62,455</u>	<u>39,039</u>

9. CREDITORS

	2022	2021	2022	2021
	£	£	£	£
Trade Creditors	11,900	41,501	11,900	41,501
Taxation and social security	8,987	10,369	8,987	10,369
Accruals	49,170	9,804	49,170	9,804
Other creditors	1,560	4,211	1,560	4,211
Deferred income	<u>99,817</u>	<u>103,689</u>	<u>99,817</u>	<u>103,689</u>
	<u>171,434</u>	<u>169,574</u>	<u>171,434</u>	<u>169,574</u>

10. DEFERRED INCOME

Deferred income comprises of money received in advance of programmes, which are yet to start or have started but not been completed and deferred element relates to the element of the programme to be completed in the forthcoming year.

	2022	2021	2022	2021
	£	£	£	£
Balance at 1 July 2021	103,689	84,050	103,689	84,050
Amount released to incoming resources	(485,273)	(84,050)	(485,273)	(84,050)
Amount deferred in year	481,401	103,689	481,401	103,689
	<u>99,817</u>	<u>103,689</u>	<u>99,817</u>	<u>103,689</u>

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements - continued

11. MOVEMENT IN FUNDS

Group	At 1 July 2021	Incoming resources	Resources expended	Transfer	At 30 June 2022
	£	£	£	£	£
Unrestricted funds	278,953	782,183	(655,270)	-	405,866
Restricted funds (see note 12)	33,702	78,358	(72,460)	-	39,600
	<u>312,655</u>	<u>860,541</u>	<u>(727,730)</u>	<u>-</u>	<u>445,466</u>

Charity	At 1 July 2021	Incoming resources	Resources expended	Transfer	At 30 June 2022
	£	£	£	£	£
Unrestricted funds	279,579	781,183	(655,895)	-	405,867
Restricted funds (see note 12)	33,702	78,358	(72,460)	-	39,600
	<u>313,281</u>	<u>860,541</u>	<u>(728,355)</u>	<u>-</u>	<u>445,467</u>

The unrestricted funds represent the free funds of the charity that are not designed or restricted for particular purposes.

The restricted funds represent donations and grants from various statutory Authorities, Foundations, Trusts, Individuals and other corporate bodies to undertake specific programmes to improve the social education of young people.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2022
Notes to the Financial Statements – continued

12. ANALYSIS OF RESTRICTED FUNDS

Group and Charity	At 1 July 2021	Incoming resources	Resources expended	Transfer	At 30 June 2022
	£	£	£	£	£
Julia and Hans Rausing Trust	25,202	13,008	(27,960)	-	10,250
Porticus	8,500	16,000	(4,500)	-	20,000
Henry Smith Charity	-	40,000	(40,000)	-	-
Warwickshire	-	9,350	-	-	9,350
	<u>33,702</u>	<u>78,358</u>	<u>(72,460)</u>	<u>-</u>	<u>39,600</u>

Julia and Hans Rausing Trust: funding for the evaluation of our work in East London.

Porticus: funding towards a pilot programme with Signs of Safety.

13. COMMITMENTS UNDER OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

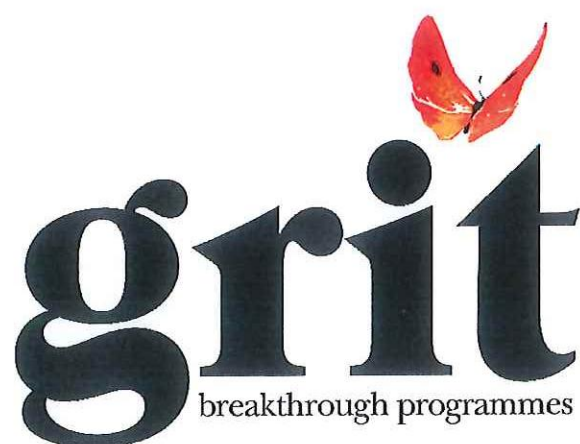
	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Within one year	-	2,398	-	2,398
Between one and five years	-	-	-	-
	<u>2,398</u>	<u>2,398</u>	<u>2,398</u>	<u>2,398</u>

14. CONTROLLING PARTY

In the opinion of the trustees the Charity has no single controlling entity.

This page does not form part of the statutory financial statements

Accounts



Annual Report and Accounts

Year Ended 30 June 2021

**Contents of the Financial Statements
For Year Ended 30 June 2021**

	Page
Report of the Trustees	1 – 9
Independent Examiner's Report	10
Consolidated Statement of Financial Activities	11
Consolidated Balance Sheet	12-13
Charity Balance Sheet	14-15
Cash Flows Statement	16-17
Notes to the Financial Statements	18-27

Company registration number
2930456

Registered charity number
1041855

Trustees

Chair: Mr B Rose

Mr R Ackerman

Ms S Cook

Mrs J A Firman (resigned 1st

November 2020)

Ms A Kalombodza (appointed 18th

January 2021)

Ms N Mills-Robertson (appointed 18th

January 2021)

Mr A W C (Tony) Morgan (resigned

18th January 2021)

Mr C Murray (Appointed 24th April

2021)

Mr M Parton (appointed 18th January

2021)

Professor M G Wolff (resigned 18th

January 2021)

Mr D Woolley

Independent Examiner

Mr R Hammond FCA

Haines Watts, First Floor, Woburn

Court, Bedford, MK42 7PN

Chief Executive Officer

Ms E Garraway

Management Executive Team

Ms E Garraway

Ms A Asantewa

Ms A Barradell

Mr M Charley

Mr J Down

Company Secretary

Mr J Down

Registered address

The Old Warehouse, 31 Upper King

Street, Royston, SG8 9AZ

Solicitors

Harbottle & Lewis, Hanover House, 41

Hanover Square, London, W1R 0BE

Bankers

HSBC UK Bank Plc, 55 Corporation

Street, Coventry, CV1 1GX

Report of the Trustees

The trustees present their annual report and financial statements of the charity for the year ended 30 June 2021. The trustees have adopted the provisions of the Statement of Recommended Practice for accounting and reporting by charities (in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preparing the annual report and financial statements of the charity.

Status and administration

The Charity was originally registered with the Charity Commission by Trust Deed in May 1991 under registration number 1041855. On 31 January 1995, it was wound up and reconstituted on 1 February 1995 as a company limited by guarantee, governed by its Memorandum and Articles of Association. The company registration number is 2930456.

The charity changed its name from "Youth at Risk (UK)" to "Grit: Breakthrough Programmes" with Companies House on the 9th June 2017 and with the Charity Commission on 10th August 2017.

Object of the charity

The principal activity of the charity is to advance the social education of young people who are deemed to be at risk either from physical, mental or sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment or illiteracy; to help them improve their

condition and thereby become useful members of society.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the grant making policy for the year and are satisfied that the charity is in compliance.

The trustees of Grit who served during the year were:

Chairman: Mr B Rose

Mr R Ackerman

Ms S Cook

Mrs J A Firman (resigned 1st November 2020)

Ms A Kalombodza (appointed 18th January 2021)

Ms N Mills-Robertson (appointed 18th January 2021)

Mr A W C (Tony) Morgan (resigned 18th January 2021)

Mr C Murray (Appointed 24th April 2021)

Mr M Parton (appointed 18th January 2021)

Professor M G Wolff (resigned 18th January 2021)

Mr D Woolley

The day to day running of the organisation is delegated to the CEO, Ellie Garraway.

A word from the CEO

This has been an extraordinary year for Grit. We have had to be our most creative, most agile, most optimistic and resilient – and those qualities have produced some outstanding results. We have exceeded our targets, reaching significantly more young people and adults than expected, whilst reinventing our model for digital platforms and redesigning our volunteering offer. The organisation has maintained the quality of delivery and results amidst significant change and we emerge feeling stronger, more flexible and with a real clarity of focus.

Appetite for our work has grown. We have greater demand from our growing number of university partners and we are immensely proud of the reputation and evidence-base we have built in this sector, demonstrating the difference our intervention makes in the lives and futures of those students from more challenging backgrounds. We have built exciting new partnerships this year with organisations who train youth professionals, we're really excited by the opportunity this gives us to broaden our impact. And in the year ahead we look to explore new ways to reach those more at-risk young people in communities that lie at the heart of the organisation's mission.

I am very proud of the work we have done during such difficult times, when staff, trustees and our wider network have suffered their own losses and endured huge challenges. I know that the transformation we create for our participants would not be possible if it wasn't for the extraordinary commitment and resilience of the Grit family. I look forward to a year of greater connection, getting 'back in the room' and continuing our organisational journey together.

Ellie Garraway, CEO

Review of 2020-21

Grit and Covid-19

This last year has seen Grit at its most resilient and determined. We've shown agility in converting our university work online; tenacity by inventing a digital coaching programme to support young people most impacted by the pandemic; renewed commitment in continuing to make a difference to young people's sense of belonging and the contribution they can make.

Over 2020/21 we worked directly with 2,569 young people, 40% more than our target. Through our work with professionals we indirectly impacted around 16,000 young people.

Digital delivery has challenged us to re-imagine what Grit can do and the way we do it. We have risen to that challenge. It is permanently changing the way we do business.

Grit Community Programmes

We recruited almost 200 volunteer Digital Coaches to support vulnerable young people to navigate their way through Covid-19.

What they have helped the young people achieve has been truly startling: more than 80% of young people reported increased sense of belonging, reduced isolation and higher aspirations for their future post Covid.

For the young people, Grit has been a lifeline: *'It really helped me during lockdown. I felt a bit lost and confused when the national lockdown was announced but the programme really allowed me to get back on track.'*

Around half of the volunteers supporting young people in London come from elsewhere in the UK (including Scotland and Northern Ireland). We are beginning to really maximise the potential of our coaching network.

Grit in Universities

As the university experience went online Grit responded so we could continue to support and connect students through very challenging times.

We developed and expanded our offer: flexible delivery of our Foundation Years, Undergraduate and Personal Tutor workshops; work with year 12 and 13 students transitioning to university; training student advocates and mentors; evolving our Black Student Leadership Programme and our work on employability.

We have grown contracts with existing clients, had clients from previous years coming back to work with us again and developed programmes in seven universities new to Grit.

90%+ of university student participants say our programmes are good or excellent and we continued to amass evidence of long-term impact. At the University of Westminster, for example, in the last four years, of participants on Grit programmes

- 17% more level 3 students progressed
- 14% more mature students progressed

As one student put it, *'Grit helped me find the resilience to keep on going when I feel like giving it all up. I had*

the power in me all along. It just took Grit to bring it out.'

Grit's work with professionals

The year saw us consolidate our partnership with Signs of Safety, an international provider of safeguarding programmes, and pilot delivery with the *Staff College*, the leadership and development agency for local authorities. These are significant milestones towards our objective of creating systemic transformation in the way services are delivered for young people.

We worked with 747 adults in local authorities, schools, universities, colleges and other charities - 16% more than our target for the year. We continue to make a real difference. An Assistant Principal at an FE College described how, *'Grit was received enormously positively by our staff, both at the personal and professional level – so much so that we have commissioned more workshops for 2021! The coaching approach has been incredibly helpful, in particular in supporting students during Covid lockdown.'*

Quality

We are committed to providing an experience of excellence in delivery unparalleled in the sector. Digital delivery has driven a substantial upgrading of our evaluation systems. We have now largely automated the data collection and reporting processes and we have improved our measurement and monitoring of programme quality and participant satisfaction.

Communications

Increased awareness of who we are and what we do helps fulfil our mission: to give more young people, across more institutions and organisations, a Grit experience.

We delivered on our marketing strategy: honed our messaging; developed a social media presence that has begun to pay dividends around networking; published several pieces in highly reputable and well-read blogs; and built a library of powerful case studies and new films that really demonstrate the power of our work.

People

We are building a strong foundation of supporters to help broaden the impact of Grit across a greater spectrum of organisations.

We have a new Chair of Trustees - Ben Rose, co-founder and trustee since 1991. We refreshed our Board with: an innovator and leader in Higher Education; a senior leader with experience from a number of FTSE 500 telecoms companies; the CEO of a young people's charity in Brent; and two recent programme participants.

And we brought in four new sector experts and leaders to our 16-strong Advisory Board.

Participant Voice

The move online has seen ex-participants work with us in new and creative ways: with recruitment and enrolment; as coaches and co-facilitators; with online workshop design and post-workshop support; and bringing lived experience as Grit Trustees.

Their insight and support helps us design, market and deliver programmes that speak to young people now. Grit is becoming a charity driven and guided by the expertise of the young people we help.

Business Development

We continue to build financial stability and sustainability. We have a diverse funding base: this year 62% of our funding came from traded income (sales to universities, colleges, schools and local authorities); 38% from grant making trusts and donations.

We generated sufficient surplus to boost our reserves and, as of June 2021 have already secured 56% of income for 2021/2. As we emerge from Covid Grit is in excellent shape.

Looking ahead to 2021-22

Our strategy for 2019-22 focuses on consolidating Grit's position, continuing to grow both impact and organisation whilst protecting the quality of delivery. This year, because

of the pandemic, our efforts have been directed at the higher education market where demand remains strong. We have been building a base from which we can explore our other delivery strands in the coming year.

We will continue to pilot collaborative partnership working with, among others, Signs of Safety, the Staff College, Police Now and local authorities, exploring ways to embed our work as an ingredient within a wider training programme.

We remain passionate about finding new ways to work with the most at risk young people. As the sectors we work in adjust to the post-pandemic 'new normal' we will explore more partnerships with FE colleges and additional programmes with current clients to pilot different approaches.

And we remain committed to putting the voice of young people at the heart of all we do. We will begin to build our Youth Coaches/Youth Leaders programme designed to support the delivery of University and FE programmes.

Financial Review

2020/21 saw a continuation of investment into the development of the charity and its new strategy, designed to keep it proficient in the ever-changing political environment and economic conditions.

At the outbreak of the pandemic the charity made cuts to the staff team to create a buffer against the expected drop-off in business. However, while we did experience a fall in income it was far less than predicted. These cuts, combined with a systematic review of all outgoings meant that the charity was able to make a significant contribution to unrestricted reserves of £219,000 for the year, well in excess of the planned £37,000.

Trustees recognise that this result is an excellent achievement in difficult circumstances. The more efficient cost-base paves the way for Grit to meet the planned 2021/22 target of £90,000 surplus, continuing the improvement of unrestricted reserves from the current level of £278,944.

We are continually reviewing resources against current and predicted activity levels and taking appropriate action to ensure they are in balance.

The charity wishes to thank all the funders who have supported it during the year. Particular thanks are, once again, due to the Julia & Hans Rausing Trust for its continuing support. We are also extremely grateful to the Henry Smith Charity, the Porticus Foundation, the William Wates Memorial Trust, the Charles Hayward Foundation, the EBM Charitable Trust, BBC Children in Need, the Greater London Authority, the Mayor of

London Young Londoners Fund, the City Bridge Trust, the National Lottery Fund Awards for All, the Postcode Neighbourhood Trust, the Octopus Foundation, and all the other trusts and foundations that have contributed to the charity and its programmes.

Particular thanks are also due to Eugene Jilg in addition to all the organisations and other individuals, especially the volunteers, who have supported Grit during the year.

Unrestricted reserves policy

Our policy remains to have unrestricted reserves of £300,000 – which equates to six months running costs. It is likely that we will exceed this target in the coming year. In 2021/22 the Trustees will carry out a full review of the policy in the light of the considerable ongoing uncertainties in the external environment.

Trustees Responsibilities

The trustees (who are also directors of Grit: Breakthrough Programmes for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP(FRS 102) issued in October 2019.
- Make judgments and 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records

that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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 directors are not aware of any relevant audit information of which the auditors are unaware.

On behalf of the Board



Mr B Rose

Trustee and Chair

Management, Structure and Governance

Organisational structure

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are also members of the company. The directors are the only members of the company.

Under the requirements of the Memorandum and Articles of Association one-third of the directors shall retire from office each year (on a length of service basis) and are eligible for re-election.

Once appointed, any necessary training needs for trustees are identified by the directors and appropriate training is organised.

The trustees have continued to monitor, on a quarterly basis (monthly for financial results and forecasts), the charity's activities, to ensure they are operated on a proper basis.

Management structures

The level of eight trustees is considered sufficient for the current needs of the charity but the matter is under continuous review.

The remuneration of key management personnel who are not trustees is recommended by the CEO and approved by the Chair of the Board of Trustees on behalf of the trustees.

Ben Rose, Chair of Grit, also chairs the Advisory Board who continue to be immensely supportive; the charity is

greatly indebted to each and every one of them. They actively support the charity both through individual counsel and their attendance at Advisory Board meetings. The members of the Advisory Board are:

Colleen Amos, co-founder and CEO of the Amos Bursary

Neil Basu, Assistant Commissioner, Metropolitan Police

Lord Blunkett, Member of the House of Lords and Former Home Secretary

Dr Christopher Day, medical General Practitioner

Sir Les Ebdon, CBE, DL, former Vice Chancellor of Bedfordshire University and former Director of the Office of Fair Access

Professor Sherria Hoskins, Executive Dean of the Faculty of Science and Health, University of Portsmouth

Amira Mansour, Senior Learning and Development Advisor, GAM Investments

Lord Mendelsohn, Member of the House of Lords International Relations and Defence Committee

Guy Morton, former Senior Partner, Freshfield Bruckhaus Deringer

Lord Neuberger, former President of the Supreme Court of the United Kingdom

Lord Phillips, former President of the Supreme Court of the United Kingdom

Lord Ramsbotham, GCB, CBE, former HM Chief Inspector of Prisons

Eunice Simmons, Vice-Chancellor and Principal at the University of Chester

Emily Sun, A leadership and strategy consultant, specialising in youth sector organisational development

Brigadier Simon Waddington, Director Global Plans, HQ Joint Operations Command, Australian Defence Force, Canberra

Dawn Warwick, former Director of Children's Services and social care specialist

charity that appropriate measures are in place to manage its exposure to risk.

Grit's Management Executive Team meets monthly.

Fundraising Statement

Grit's income comes from a mix of traded income (sales of programmes to universities, schools, FE Colleges and local authorities), trusts and foundations, the national lottery and donations from individual supporters. Donations are solicited by personal requests from senior staff, trustees and the Advisory Board. The charity carries out no fundraising with the general public, either in-house or third party.

Risk management

The charity maintains a Risk Register identifying high level risks. The register is used by the Management Executive to identify potential risks and put in place strategies to reduce or avoid negative impact.

The trustees continue to assess the major risks to which the charity is exposed including those related to its operations and finances.

The trustees are satisfied, having regard to the size and objects of the

Independent Examiner's Report to the Trustees of Grit: Breakthrough programmes

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Roger Hammond FCA
Haines Watts Accountants
First Floor, Woburn Court
2 Railton Road, Kempston
Bedford, MK42 7PN

Date: 12TH JAN 2022

Grit: Breakthrough Programmes (Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
For the Year Ended 30 June 2021

	Note s	Unrestrict ed Funds 2021 £	Restrict ed Funds 2021 £	Total 2021 £	Unrestrict ed Funds 2020 £	Restrict ed Funds 2020 £	Total 2020 £
Income and Endowments							
From							
Donations and legacies	(2)	75,496	50,000	125,496	11,898	301,411	313,309
Charitable activities	(2)	484,302	184,947	669,249	572,168	-	572,168
Investments & Other	(2)	54,051	-	54,051	39,355	-	39,355
Total Income and Endowments		613,849	234,947	848,796	623,421	301,411	924,832
Expenditure							
Raising Funds	(3)	-	-	-	-	-	-
Charitable activities	(3)	438,332	194,245	632,577	599,373	314,411	913,784
Other	(3)	6,300	-	6,300	8,000	-	8,000
Total Expenditure		444,632	194,245	638,877	607,373	314,411	921,784
Net income/(expenditure) for the year		169,217	40,702	209,919	16,048	(13,000)	3,048
Gross transfer between funds		50,000	(50,000)	-	-	-	-
Net movement in funds for the year		219,217	(9,298)	209,919	16,048	(13,000)	3,048
Fund balances b/fwd at 1 July		59,736	43,000	102,736	43,688	56,000	99,688
Fund balances c/fwd at 30 June		278,953	33,702	312,655	59,736	43,000	102,736

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

**CONSOLIDATED BALANCE SHEET
For the Year Ended 30 June 2021**

Company number 0249135

		2021	2020
	Notes	£	£
FIXED ASSETS			
Fixed assets	(6)	4,265	4,403
Investments	(7)	-	-
		<u>4,265</u>	<u>4,403</u>
CURRENT ASSETS			
Debtors	(8)	38,414	71,033
Cash at bank		<u>439,550</u>	<u>139,331</u>
		477,964	210,364
CREDITORS			
Amounts falling due within one year	(9)	(169,574)	(112,031)
		<u>308,390</u>	<u>98,333</u>
NET CURRENT ASSETS			
		312,655	102,736
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>312,655</u>	<u>102,736</u>
NET ASSETS			
		<u>312,655</u>	<u>102,736</u>
FUNDS			
Unrestricted funds	(11)	278,953	59,736
Restricted funds	(11)	<u>33,702</u>	<u>43,000</u>
TOTAL FUNDS		<u>312,655</u>	<u>102,736</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

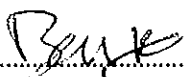
Grit: Breakthrough Programmes (Limited by Guarantee)

CONSOLIDATED BALANCE SHEET
For the Year Ended 30 June 2021

Company number 0249135

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 6/01/22..... and were signed on its behalf by:


.....
Mr B Rose – Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

CHARITY BALANCE SHEET
For the Year Ended 30 June 2021

Company number 0249135

		2021	2020
	Notes	£	£
FIXED ASSETS			
Fixed assets	(6)	4,265	4,403
Investments	(7)	<u>1</u>	<u>1</u>
		4,266	4,404
CURRENT ASSETS			
Debtors	(8)	39,039	71,653
Cash at bank		<u>439,550</u>	<u>139,331</u>
		478,589	210,981
CREDITORS			
Amounts falling due within one year	(9)	(169,574)	(112,031)
		<u>309,015</u>	<u>98,950</u>
NET CURRENT ASSETS			
		313,281	103,354
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>313,281</u>	<u>103,354</u>
NET ASSETS			
		<u>313,281</u>	<u>103,354</u>
FUNDS			
Unrestricted funds	(11)	279,579	60,354
Restricted funds	(11)	<u>33,702</u>	<u>43,000</u>
TOTAL FUNDS		<u>313,281</u>	<u>103,354</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

CHARITY BALANCE SHEET
For the Year Ended 30 June 2021

Company number 0249135

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 6/01/22..... and were signed on its behalf by:


.....
Mr B Rose – Trustee and Chair

The notes form part of these financial statements

Grit: Breakthrough Programmes**STATEMENT OF CASH FLOWS**
For the Year Ended 30 June 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	(1)	302,103	(53,850)
Net cash From operating activities		<u>302,103</u>	<u>(53,850)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,912)	(1,688)
Interest received		28	698
Net cash from investing activities		<u>(1,884)</u>	<u>(990)</u>
Cash flows from financing activities			
Cash generated from operations		-	-
Net cash from financing activities		-	-
Increase/(Decrease) in cash and cash equivalents	(2)	300,219	(54,840)
Cash and cash equivalents at beginning of year		<u>139,331</u>	<u>194,171</u>
Cash and cash equivalents at end of year		<u>439,550</u>	<u>139,331</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes (Limited by Guarantee)

**NOTES TO THE STATEMENT OF CASH FLOWS
For the Year Ended 30 June 2021**

(1) Reconciliation of net income to cash generated from operations

	2021	2020
	£	£
Net income/(expenditure) for the year	209,924	3,048
Depreciation charges	2,051	2,523
Loss on disposal of fixed assets	-	-
Finance income	(28)	(698)
	<u>211,947</u>	<u>4,873</u>
(Increase)/decrease in trade and other debtors	32,614	(46,878)
Increase(Decrease) in trade and other creditors	57,542	(11,845)
Cash generated from operations	<u>302,103</u>	<u>(53,850)</u>

(2) Cash and cash equivalents

The amounts disclosed on the statement of cash flows in respect of cash and cash equivalents are in respect of these Statement of financial position amounts:

	30.6.21	1.7.20
	£	£
Cash and cash equivalents	439,550	139,331
	<u>439,550</u>	<u>139,331</u>
	30.6.20	1.7.19
	£	£
Cash and cash equivalents	139,331	194,171
	<u>139,331</u>	<u>194,171</u>

The notes form part of these financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements

1. ACCOUNTING POLICIES

a) Basis of Accounting

Grit: Breakthrough Programmes is a charity based in the United Kingdom. The address of the principle office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support or to promote such charitable purposes as the Trustee's in their absolute discretion determine.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. Whilst the Trustees have prepared revised forecasts to reflect the impact of Covid 19, they believe that the charity will continue to have adequate cash resources in order to pay all of its creditors as they fall due for the foreseeable future and at least 12 months from the date of signing of these financial statements.

The presentational currency is £ sterling and rounded to the nearest pound.

b) Significant judgement and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions which impact on the reported amounts of assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds on projects is set out in the notes to the financial statements.

Investment income is allocated to the appropriate fund.

d) Income & Endowments

Income from donations and grants, including capital grants, is included in the Statement of Financial activities when they are receivable i.e the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

This page does not form part of the statutory financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements**

e) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those costs categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories according to time or the nature of the activity undertaken.

Raising funds

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

Charitable activities

Charitable activities represent expenses incurred in the running of specific programmes and training courses.

Other costs

Other costs are governance costs that are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Programme support and administration costs

Programme support and administration costs are those costs incurred directly in support of expenditure on the objects of the Charity. These costs are apportioned to the charitable activities on a reasonable and consistent basis, based on time and resources spent on each area.

f) Fixed assets

Fixed assets are stated at cost, or estimated market value at the date of receipt where assets have been donated to the charity.

The cost of minor additions or those costing in the region of £100 or below are not capitalised.

Depreciation is provided to write off the cost less estimated residual values of all fixed assets over their expected useful lives at the following rates:

Leasehold improvements: Over the remaining term of the lease

Office equipment: 33% per annum reducing balance

Furniture, fixtures and fittings: 25% per annum reducing balance

g) Financial instruments

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's statement of financial position when the charity becomes party to contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

This page does not form part of the statutory financial statements

**Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements – continued**

Basic financial liabilities

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

h) Leased assets

Where assets are financed by leasing agreements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable over the term of the lease. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the statement of financial activities.

Lease payments are analysed between capital and interest components. The interest element of the payment is charged to the statement of financial activities over the period of the lease and is calculated so that it represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating lease. Their annual rentals are charged to the statement of financial activities on a straight-line basis over the term of the lease.

i) Pension costs

The trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable are charged to the statement of financial activities in the year they are payable. Differences between contributions payable and contributions actually paid are shown in either accruals or prepayments in the balance sheet.

j) Basis of consolidation

The consolidated accounts incorporate the results of Grit: Breakthrough Programmes (“the Charity”) and its subsidiary undertaking on a line-by-line basis. The consolidated entity is referred to as “the Group”. No separate company Statement of Financial Activities (SOFA) has been prepared for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

k) Related party disclosure

The charity has taken advantage of exemptions contained within Accounting and Reporting by Charities (FRS102) and has therefore not disclosed transactions with entities which form part of the group.

l) Corporation tax

In common with other charities, the charity does not pay tax on most types of income as long as it uses the money for charitable purposes. Also in common with other charities, the charity can claim back tax that has been deducted on, for example, bank interest and donations.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements - continued

2. INCOME AND ENDOWMENTS

	2021	2020
	£	£
Donations from individuals	70,989	21,504
Donations from charitable foundation	54,507	291,805
	<u>125,496</u>	<u>313,309</u>
Charitable activities		
Local and statutory grants for programmes for "at risk" youth	<u>669,249</u>	<u>572,168</u>
Other		
Coronavirus job retention scheme grant	54,023	38,657
Investment income- bank interest receivable	28	698
	<u>54,051</u>	<u>39,355</u>

All income arises in connection with the charity's principal activity. The income resources were all generated in the United Kingdom.

3. ANALYSIS OF CHARITABLE ACTIVITIES AND OTHER COSTS

	Programme expenditure	Core expenditure	Governance	2021	2020
				£	£
Salaries and benefits	-	356,934	-	356,934	445,352
Social security costs	-	32,270	-	32,270	38,190
Contractors and freelancers	149,414	-	-	149,414	171,631
Travel and subsistence	-	2,813	-	2,813	98,322
Support and infrastructure costs	28,874	-	-	28,874	49,646
Telecoms and computer expenses	-	23,878	-	23,878	35,864
Room hire, catering and programme follow up costs	-	150	-	150	12,777
Professional fees	-	31,216	-	31,216	51,209
Independent examination	-	-	6,300	6,300	8,000
Depreciation	-	2,051	-	2,051	2,523
Other costs	-	4,977	-	4,977	8,270
Total costs for the year	178,288	454,289	6,300	638,877	921,784

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements - continued

Costs are directly attributable to the activity undertaken, any apportioned costs are apportioned on a basis of time and nature of the activities undertaken.

	2021	2020
	£	£
Other services – Independent Examination	6,300	8,000
	<u>6,300</u>	<u>8,000</u>

4. STAFF COSTS

Details of the staff costs are shown in note 3.

1 employee received remuneration in the band £60,000-£70,000 and 1 employee received remuneration in the band £70,000-£80,000 per annum (2020: 1 in the band £70,000-£80,000 per annum) and the company made pension contributions totalling £9,995(2020:£9,955).

The average number of employees during the year 10 (2020:13).

The charity operates a defined contribution pension scheme, the assets of which are held outside the Charity. The Company contributed a total of £16,965 (2020:£18,066) on behalf of all employees during the year. At the year end, £2,713 (2020:£nil) contributions were outstanding.

5. TRUSTEES' REMUNERATION AND BENEFITS

None of the members of the Board of Trustees received any remuneration during this year or last year. During the year, no trustees (2020:2) received reimbursement of Charity related expenditure (2020:£707).

The charity provides indemnity insurance to cover the liability of the Trustees in respect of neglect, or breach of trust or duty to the Charity. The cost of this insurance was £Nil (2020:£528).

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021

Notes to the Financial Statements - continued

6. FIXED ASSETS

	Office fittings £	Group Furniture fixtures and equipment £	Total £	Office fittings £	Charity Furniture fixtures and equipment £	Total £
COST						
At 1 July 2020	14,865	7,264	22,129	14,865	7,264	22,129
Additions	1,683	229	1,912	1,683	229	1,683
Disposals	-	-	-	-	-	-
At 30 June 2021	<u>16,548</u>	<u>7,493</u>	<u>24,041</u>	<u>16,548</u>	<u>7,493</u>	<u>24,041</u>
DEPRECIATION						
At 1 July 2020	10,649	7,077	17,726	10,649	7,077	17,726
Charge for the year	1,947	104	2,051	1,947	104	2,051
Disposals	-	-	-	-	-	-
At 30 June 2021	<u>12,596</u>	<u>7,181</u>	<u>19,777</u>	<u>12,596</u>	<u>7,181</u>	<u>19,777</u>
NET BOOK VALE						
At 30 June 2021	<u>3,952</u>	<u>312</u>	<u>4,264</u>	<u>3,952</u>	<u>312</u>	<u>4,264</u>
At 30 June 2020	<u>4,216</u>	<u>187</u>	<u>4,403</u>	<u>4,216</u>	<u>187</u>	<u>4,403</u>

The closing net book value represents fixed assets used for the support and administration of the charity

7. FIXED ASSETS INVESTMENTS

	Unlisted investment £
COST	
At 1 July 2020	1
Disposals	-
	<u>1</u>
At 30 June 2021	<u>1</u>
NET BOOK VALUE	
At 30 June 2021	<u>1</u>
At 30 June 2020	<u>1</u>

The Charity owns 100% of the ordinary share capital of YAR Trading Limited, company number 03639057 incorporated in England and Wales.

The principle activity of YAR Trading Ltd, which is currently dormant, is to generate new sources of income that benefit the charity by providing transformational training to the commercial sector. Its results are appropriately included in the consolidated accounts and are therefore not separately shown.

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements - continued

8. DEBTORS

	2021	2020	2021	2020
	£	£	£	£
Debtors – Grants	23,389	54,118	23,389	54,113
Amount due from subsidiary company	-	-	625	625
Other debtors	1,500	12,141	1,500	12,141
Prepayments and accrued income	<u>13,525</u>	<u>4,774</u>	<u>13,525</u>	<u>4,774</u>
	<u>38,414</u>	<u>71,033</u>	<u>39,039</u>	<u>71,653</u>

9. CREDITORS

	2021	2020	2021	2020
	£	£	£	£
Trade Creditors	41,501	5,524	41,501	5,524
Taxation an social security	10,369	9,836	15,385	9,836
Accruals	9,804	12,621	11,466	12,621
Other creditors	4,211	-	1,291	-
Deferred income	<u>103,689</u>	<u>84,050</u>	<u>103,689</u>	<u>84,050</u>
	<u>169,574</u>	<u>112,031</u>	<u>173,332</u>	<u>112,031</u>

10. DEFERRED INCOME

Deferred income comprises of money received in advance of programmes, which are yet to start or have started but not been completed and deferred element relates to the element of the programme to be completed in the forthcoming year.

	2021	2020	2021	2020
	£	£	£	£
Balance at 1 July 2020	84,050	60,512	84,050	60,512
Amount released to incoming resources	(84,050)	(60,512)	(84,050)	(60,512)
Amount deferred in year	103,689	84,050	103,689	84,050
	<u>103,689</u>	<u>84,050</u>	<u>103,689</u>	<u>84,050</u>

This page does not form part of the statutory financial statements

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements - continued

11. MOVEMENT IN FUNDS

Group	At 1 July 2020	Incoming resources	Resources expended	Transfer	At 30 June 2021
	£	£	£	£	£
Unrestricted funds	59,736	613,849	(444,632)	50,000	278,953
Restricted funds (see note 12)	43,000	234,947	(194,245)	(50,000)	33,702
	<u>102,736</u>	<u>848,796</u>	<u>(638,877)</u>	<u>-</u>	<u>312,655</u>

Charity	At 1 July 2020	Incoming resources	Resources expended	Transfer	At 30 June 2021
	£	£	£	£	£
Unrestricted funds	60,354	613,857	(444,632)	50,000	279,579
Restricted funds (see note 12)	43,000	234,947	(194,245)	(50,000)	33,702
	<u>103,354</u>	<u>848,804</u>	<u>(638,877)</u>	<u>-</u>	<u>313,281</u>

The unrestricted funds represent the free funds of the charity that are not designed or restricted for particular purposes.

The restricted funds represent donations and grants from various statutory Authorities, Foundations, Trusts, Individuals and other corporate bodies to undertake specific programmes to improve the social education of young people.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements – continued

12. ANALYSIS OF RESTRICTED FUNDS

Group and Charity	At 1 July 2020	Incoming resources	Resources expended	Transfer	At 30 June 2021
	£	£	£	£	£
Julia and Hans Rausing Trust	43,000	144,030	(161,828)	-	25,202
Porticus	-	40,917	(32,417)	-	8,500
Henry Smith Charity	-	50,000		(50,000)	-
	<u>43,000</u>	<u>234,947</u>	<u>(194,245)</u>	<u>(50,000)</u>	<u>33,702</u>

Julia and Hans Rausing Trust: funding for the evaluation of our work in East London.

Porticus: funding towards a pilot programme with Signs of Safety.

13. COMMITMENTS UNDER OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	Gro up		Chari ty	
	2021 £	2020 £	2021 £	2020 £
Within one year	2,398	9,569	2,398	9,569
Between one and five years	<u>-</u>	<u>2,398</u>	<u>-</u>	<u>2,398</u>
	<u>2,398</u>	<u>11,967</u>	<u>2,398</u>	<u>11,967</u>

14. CONTROLLING PARTY

In the opinion of the trustees the Charity has no single controlling entity.

Grit: Breakthrough Programmes
For the Year Ended 30 June 2021
Notes to the Financial Statements – continued

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Fund balances at 30 June are represented by:				
Fixed assets	4,265	-	4,265	4,403
Current assets	444,262	33,702	477,964	210,364
Current liabilities	(169,574)	-	(169,574)	(112,031)
	<u>278,953</u>	<u>33,702</u>	<u>312,655</u>	<u>102,736</u>

Charity	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Fund balances at 30 June are represented by:				
Fixed assets	4,266	-	4,266	4,404
Current assets	444,887	33,702	478,589	210,981
Current liabilities	(169,574)	-	(169,574)	(112,031)
	<u>279,579</u>	<u>33,702</u>	<u>313,281</u>	<u>103,354</u>

16. RELATED PARTY DISCLOSURES

Except as set out in Note 5, there were no related party transactions for the years ended 31st March 2021 and 2020.

17. LEGAL STATUS

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.