

HEADLINERS (UK)

England & Wales · Charity number 1043300

Details

Other names	CHILDREN'S EXPRESS (UK)
Status	Registered
Legal form	Charitable company
Company number	02976335
Registered	1995-01-12
Register	View on the Charity Commission register

Contact

Address	Headliners (Uk) 34 Wretham Place Newcastle Upon Tyne NE2 1XU
Phone	0191 231 4394
Email	enquiries@headliners.org
Website	www.headliners.org

Activities

Objects: TO ADVANCE THE EDUCATION OF ALL CHILDREN, YOUNG PEOPLE AND ADULTS (INCLUDING PARTICULARLY THOSE FROM INNER CITY AREAS OR AT A SOCIAL AND/OR ECONOMIC DISADVANTAGE) AND TO DEVELOP THEIR PHYSICAL AND MENTAL CAPACITIES SO THAT SUCH CHILDREN, YOUNG PEOPLE AND ADULTS MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY AND SO THAT THEIR CONDITIONS OF LIFE MAY BE IMPROVED BY PROVIDING AND ASSISTING IN THE PROVISION OF TRAINING AND EDUCATION IN THE FIELD OF REPORTING, JOURNALISM, RADIO, TELEVISION AND OTHERWISE IN CONNECTION WITH WRITTEN OR BROADCAST MEDIA

Activities: Provides learning and development through journalism and active citizenship activities for vulnerable children and young people aged 8-25 year olds to have a voice. Our work enables and empowers the most vulnerable and disadvantaged and young people to share their views, opinions and enable their voices to be heard.

Classification

- **How:** Provides Services
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People

Geography

- Northern Ireland
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£135,793	£122,192	-	-
2024-03-31	£160,145	£315,847	-	-
2023-03-31	£457,352	£501,167	-	-
2022-03-31	£493,700	£513,175	-	-
2021-03-31	£499,816	£474,613	-	-

Trustees

Name	Role	Appointed
Jon Hudson	Chair	2014-03-18
Dr JACK DAVID ROBERT BAINES		2016-11-10
Eshe Nelson		2020-10-19
Nancy Rose Anderson		2025-03-28
Suleimanu Usaini		2025-03-28

HEADLINERS (UK)

England & Wales - Charity number 1043300

Accounts



Headliners (UK)

Annual Accounts 2024/25



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Chair Foreword 2025

This year has been one of stability, growth and renewed ambition for Headliners. At the heart of our mission is a simple but powerful belief: young people's voices matter.

Over the past year, we have taken significant steps to ensure that young people are not only heard but that their ideas shape and drive the work we do. They have co-designed projects, led on evaluation and defined the outcomes that matter most to them. Their creativity and insight have made our programmes more relevant, more inclusive and more impactful.

Our focus on the North East has also created exciting opportunities for growth. By building strong partnerships with schools, youth organisations and local authorities, we have expanded our reach and delivered activity more widely across the region.

This has given young people who are too often underrepresented in the media the chance to tell their stories and influence the world around them. Their journalism, photography and creative projects are not just powerful expressions of their experiences, they are catalysts for change in their communities.

None of this would have been possible without the dedication and passion of our staff and young people, the generosity of our funders, and the unwavering support of our trustees. I want to extend my heartfelt thanks to each and every one of you. Your belief in our mission and your commitment to young people have been instrumental in helping us turn the page and begin this exciting new chapter.

As we look ahead, I am filled with optimism. Headliners is not just surviving - it is thriving. We are building a charity that is not only financially sustainable but also deeply rooted in the communities we serve. Together, we will continue to amplify young people's voices, champion their rights, and create opportunities for them to lead, inspire, and make change. Thank you for being part of this journey.



Jonathan Hudson
Chair Person
Headliners (UK)

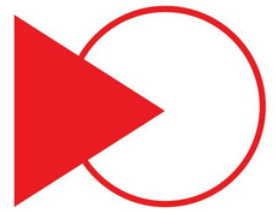


**'Headliners has given me a
louder voice.'**



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About Headliners



Headliners (UK) works with young people across North East England to empower them to share their voices, stories and the stories of others through unique our unique media and journalism programmes.

We support young people to have a voice on issues that matter locally such as transitioning to independent living, acquiring skills for work and dealing with isolation amongst other things.

Headliners has a 30 year track record of advocating for young people on matters that effect them, Inspiring them to investigate the world around them, offering opportunities to enhance their future life chances through education and empowering them by amplifying their voices.

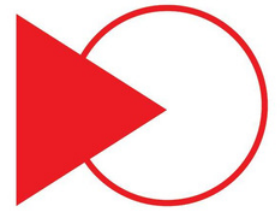
Headliners unique approach blends the skills of qualified Community and Youth Workers with the experience of professional journalists to deliver a holistic, youth-focused multimedia programme that champions and amplify's youth voice.

'It's a really new and exciting thing to have adults speak to me like I'm an equal, I feel like I matter now.'

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Our Impact

In 2024/25 We worked with 164 young people. Our Impact shows:

92% said they were more likely to speak up for themselves after working with Headliners.

98% said they have developed their skills.

93% said they feel more positive about their future.

95% said Headliners made them more confident.

98% said they felt listened to at Headliners.

100% said they feel safe with Headliners

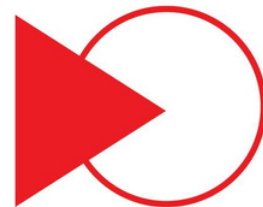
'I feel safe, trusted and respected when I come to Headliners.'

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Our Projects 2024/25



Young Journalist Programme

The Headliners Young Journalist Programme is an open access youth journalism project where young people create and share stories about issues that matter to them. It builds confidence, media skills and a platform for youth voices to be heard and influence change.

Aiming High

Aiming High works with young people from Migrant, Refugee and Asylum Seeker backgrounds offering them the opportunity to become more digitally and financially literate as well as exploring the world through a creative lens using journalism and media as a tool for investigation into issues that effect them.

Tyne on Your Side

Tyne on Your Side works with young people from North Tyneside and Northumberland who are care experience, SEND, NEET or at risk of becoming NEET and supports them back into Education, employment and training by supporting them to plan for the future and gain valuable employment skills.

Bright Sparks

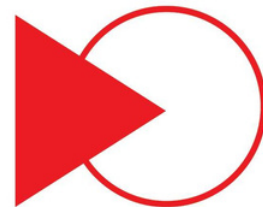
Bright Sparks Supports young people who are living independently for the first time to save money through energy awareness as well as ensuring that they understand remain safe through Carbon Monoxide awareness.

Owt or Nowt Podcasts

Owt or Nowt Podcasts are created and presented by young people from South Tyneside, giving them a platform to explore topics that matter to them in their own words. The series builds confidence, media and communication skills, while amplifying authentic youth voices to wider audiences.

Newcastle Youth Panel Video Project

The Newcastle Youth Panel Video Project captured the experiences and perspectives of young people to review the impact of the Newcastle Youth Panel. Through film, participants shared their voices on how the panel influenced decision-making, supported youth involvement, and created positive change in their community.



Our Funders 2024/25

**National Lottery Community Fund-
The Million Hours Fund**

The Clothworkers' Foundation

Children in Need

The Arnold Clark Community Fund

The Bernicia Foundation

The Santander Foundation

**The Catherine Cookson Charitable
Trust**

SIGNIFICANCE

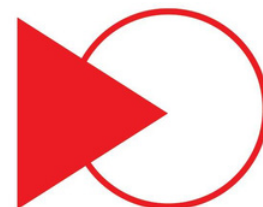
The Community Foundation

Pattinson Estate Agents

**Northern Gas Networks Community
Partnering**

Wellesley Trust

**We are deeply grateful to our funders, without
their generous support, our work would not be
possible.**



Headliners New Strategic Direction

In 2023 Headliners (UK) closed its offices in London and Northern Ireland due to funding challenges. These closures reflect the broader difficulties faced by many non-profits in sustaining local operations, particularly in regions where securing consistent financial support is challenging.

The charity shifted focus to consolidate its resources and continue delivering projects in the North East, where it could maintain stronger funding partnerships and community impact.

Although these decisions were hard this has allowed Headliners (UK) not only to survive but thrive. Whilst ensuring that Headliners work continues to impact young peoples lives by empowering them to share their voices through our unique media and journalism programmes.

HEADLINERS (UK) OUR STRATEGY 2024-2029

Our Vision

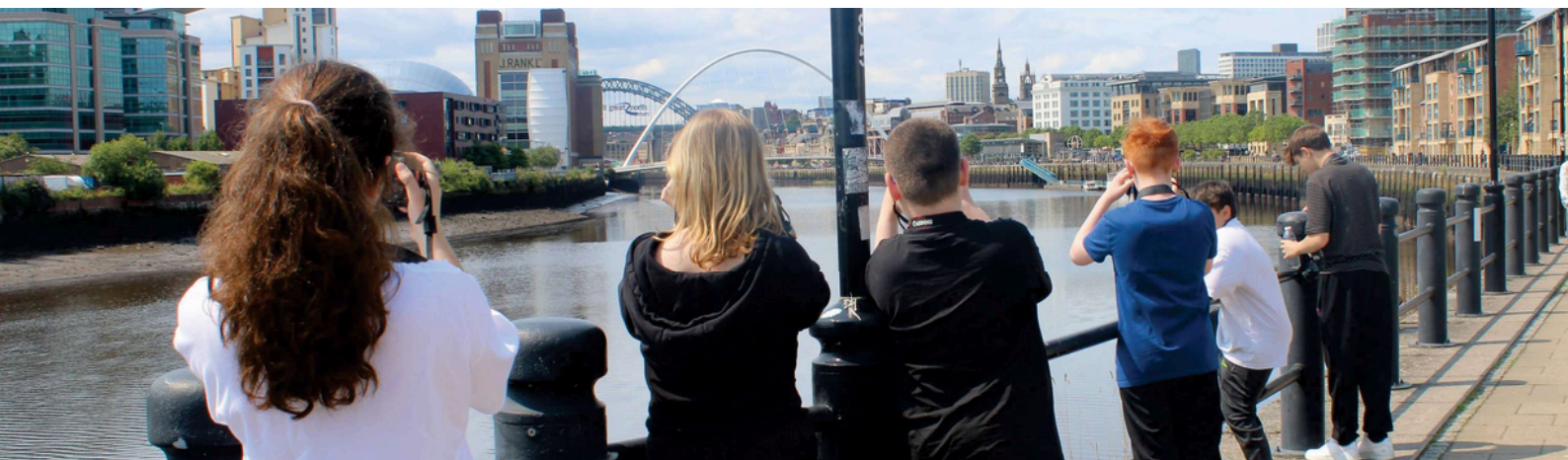
Our vision is a world where young people's voices are heard. Where they believe in themselves, are empowered to share their views, talk about what matters to them and make the changes they want to see in the world.

Our Mission

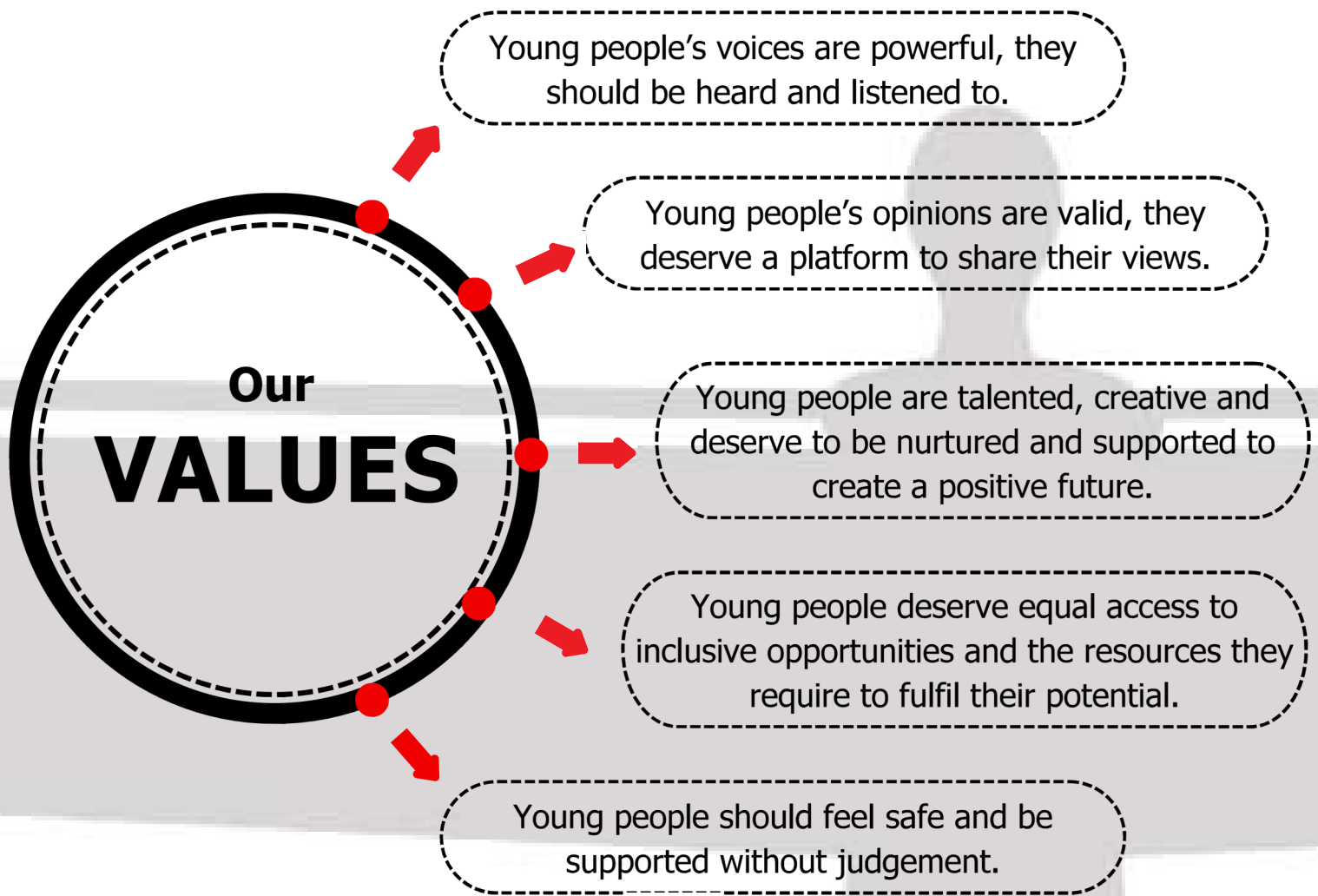
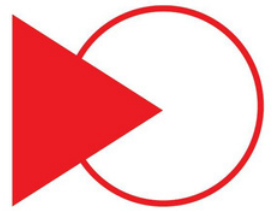
Our mission is to provide a platform for young people to share their voices, challenge the world around them, build their self-confidence and promote young people's right to be heard as equals.

Our Purpose

Our purpose is to work with young people to create meaningful opportunities for them to share their voices through creative media and journalism.



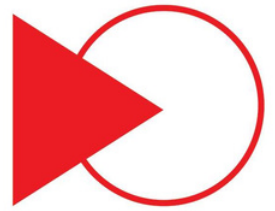
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'Headliners doesn't just listen to what we say, they put our voices first and give us the opportunity to be the ones who make the decisions'



OUR CORE



Empower

Provide young people the resources and a platform to speak up for themselves, share their opinions and tell their stories.

Educate

Offer young people opportunities to develop their skills, to understand their community, know their rights and learn more about issues that affect them.

Advocate

Enable young people to speak up for themselves, promoting the authentic voice of young people in their community as engaged citizens and young journalists.

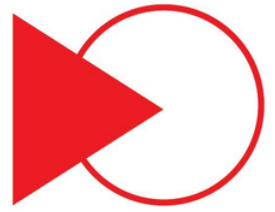
'I don't think I would have ever been able to achieve as much as I have this year without Headliners giving me the voice to speak up about what matters to me, they empowered me'

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OUR PRIORITIES 2024-2029



1. YOUNG PEOPLES VOICE

We are deeply committed to ensuring that young people's voices are prioritised at every stage of our programmes. We will continue to involve young people in our decision making processes, from planning and development to execution and evaluation of our projects. We will foster an environment where young people feel valued and heard. This participatory approach will enhance the relevance and impact of our programmes but also empower young people to take an active role in shaping their futures and advocating for issues that matter to them.

2. NORTH EAST FOCUS

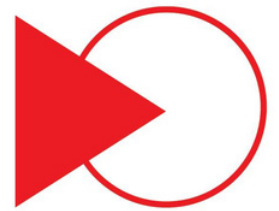
By embracing funding challenges, Headliners UK will focus on opportunities in the North East region. This focus will provide more sustainable programmes and help to bridge the gap in regional youth representation in the media and empower young people to become active, informed citizens capable of influencing positive change in their community.

3. YOUTH WORK AND JOURNALISM COLLABORATION

We will place a strong emphasis on the collaboration between youth work and journalism, recognising the powerful synergy this partnership can create. By integrating youth work principles into journalism, we will empower young people to explore and tell stories on issues that affect their lives and communities whilst ensuring all young people receive access to youth work support.

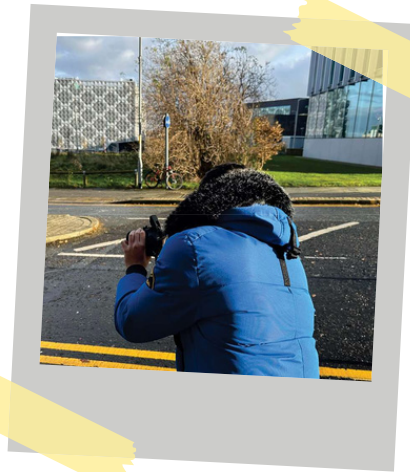
**'I'm more
happy now than
I have ever
been'**

OUR PRIORITIES 2024-2029



4. REGIONAL GROWTH

We will ensure that more young people in The North East have the opportunity to access Headliners through a wider regional offering, with development into areas not previously served. Giving more young people a chance to take part in youth journalism and creative media.



5. A STRONG AND SUSTAINABLE CHARITY

Through a proactive approach to governance, the charity will focus on, financial stability, long-term impact and community relevance. We will achieve this through strategic planning, diversifying funding sources and continuously assessing and responding to the needs of the community. Crucially ensuring our programmes remain digitally relevant, effective and impactful for young people. We will invest in our team to maintain a skilled and motivated organisation.



'I feel calmer, more balanced and able to focus more now that I have a safe space to speak up.'

REGISTERED COMPANY NUMBER: 02976335 (England and Wales)
REGISTERED CHARITY NUMBER: 1043300

TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025
FOR
HEADLINERS (UK)

BK Plus Limited
Chartered Certified Accountants
13 Windsor Terrace
Jesmond
Newcastle upon Tyne
NE2 4HE

HEADLINERS (UK)

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HEADLINERS (UK)

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2025

Registered Company number

02976335

Registered Charity number

1043300

Registered office

Toffee Factory, Lower Steenbergs Yard, Ouseburn, Newcastle upon Tyne, NE1 2DF

Trustees

Jonathan Hudson	Chair
Dr David Baines	Deputy Chair
Eshe Nelson	
Maggie Taggart	
Suleimanu Usaini	
Nancy Anderson	

retired 9 October 2024
appointed 28 May 2025
appointed 28 May 2025

Senior Management Team

Holly Ayrton	Charity Manager
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Independent Examiner

Nicholas J Liley FCA, BK Plus Limited, 13 Windsor Terrace, Jesmond, Newcastle upon Tyne NE1 4HE

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Solicitors

Pinsent Masons, 30 Crown Place, London, EC2A 4ES

HEADLINERS (UK)

CHAIR FOREWORD 2025

This year has been one of stability, growth and renewed ambition for Headliners. At the heart of our mission is a simple but powerful belief: young people's voices matter.

Over the past year, we have taken significant steps to ensure that young people are not only heard but that their ideas shape and drive the work we do. They have co-designed projects, led on evaluation and defined the outcomes that matter most to them. Their creativity and insight have made our programmes more relevant, more inclusive and more impactful.

Our focus on the North East has also created exciting opportunities for growth. By building strong partnerships with schools, youth organisations and local authorities, we have expanded our reach and delivered activity more widely across the region.

This has given young people who are too often underrepresented in the media the chance to tell their stories and influence the world around them. Their journalism, photography and creative projects are not just powerful expressions of their experiences, they are catalysts for change in their communities.

None of this would have been possible without the dedication and passion of our staff and young people, the generosity of our funders, and the unwavering support of our trustees. I want to extend my heartfelt thanks to each and every one of you. Your belief in our mission and your commitment to young people have been instrumental in helping us turn the page and begin this exciting new chapter.

As we look ahead, I am filled with optimism. Headliners is not just surviving - it is thriving. We are building a charity that is not only financially sustainable but also deeply rooted in the communities we serve. Together, we will continue to amplify young people's voices, champion their rights, and create opportunities for them to lead, inspire, and make change.

Thank you for being part of this journey.

Jonathan Hudson
Chairperson

HEADLINERS (UK)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

Structure, Governance and Management

Headliners (UK) is a company limited by guarantee, not having a share capital, and is governed by a Board of Trustees, the members of which are the directors of the Company. The charity's governing document is its Articles of Association. Trustees are externally recruited and selected then appointed by ordinary resolution for an initial three-year term, which can be extended.

It is the policy of the charity that there is representation of young people and former Headliners (UK) members on the Board of Trustees. Young people are involved across all sections of the organisation including the annual planning cycle and developing strategy. The charity's ethos is encourage the participation of young people. Young people are involved in the recruitment of key charity positions and key decision making in the charity including our strategy.

The day-to-day operation of the charity is now managed by the Chief Executive, who reports to the Board of Trustees and who is supported by a small senior management team. The senior management team meets at monthly intervals and the Board meets five times per year. There are two sub committees that operate in support of the Board of Trustees. These are the Finance, Fundraising and Communications Sub Committee and the Delivery and Operations Sub Committee.

Financial Review

During the 2024-25 financial year, Headliners (UK) made a net surplus of £13,601 (2023-24 deficit of £155,702) resulting in total funds carried forward of £18,295 (2023-24 £4,694).

Going Concern

The financial statements are prepared on the going concern basis. In the opinion of trustees, no material uncertainties exist about the charity's ability to continue.

Reserves Policy

The Trustees have determined that a target reserves level of £60,000 is both realistic and appropriate. This represents 18 months of core costs not supported by guaranteed income streams which is felt to provide sufficient protection for the organisation.

Management of Risk

The Trustees have a risk management strategy which comprises: -An annual review of the risks the charity may face. -Regular monitoring by the charity's Finance, Fundraising and Communications Sub Committee and the Risk Register is reported to the Board of Trustees quarterly. -The establishment of systems and procedures to mitigate those risks identified in the plan. -The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the key focus for the charity and building up of the unrestricted reserves for the charity through new sources of income and new contract income. Attention has also focussed on non-financial risks arising from safeguarding and child protection.

HEADLINERS (UK)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES

About Headliners

Headliners (UK) works with young people across North East England and formerly London to empower young people to share their voices, stories and the stories of others through unique our unique media and journalism programmes.

We support young people to have a voice on issues that matter locally such as transitioning to independent living, acquiring skills for work and dealing with isolation amongst other things.

Headliners has a near 30 year track record of advocating for young people on issues that affect them, inspiring them to investigate the world around them, offering opportunities to enhance their future life chances through education and empowering them by amplifying their voices.

Headliners unique approach blends the skills of qualified Community and Youth Workers with the experience of professional journalists to deliver a holistic, youth-focussed multimedia programme that champions and amplifies youth voice.

Our Projects 2024/25

Young Journalist Programme

The Headliners Young Journalist Programme is an open access youth journalism project where young people create and share stories about issues that matter to them. It builds confidence, media skills and a platform for youth voices to be heard and influence change.

Aiming High

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Owt or Nowt Podcasts

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Newcastle Youth Panel Video Project

The Newcastle Youth Panel Video Project captured the experiences and perspectives of young people to review the impact of the Newcastle Youth Panel. Through film, participants shared their voices on how the panel influenced decision-making, supported youth involvement, and created positive change in their community.

HEADLINERS (UK)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Our Funders2024/25

National Lottery Community Fund - The Million Hours Fund

The Clothworkers' Foundation

Children in Need

The Arnold Clark Community Fund

The Bernicia Foundation

The Santander Foundation

The Catherine Cookson Charitable Trust

SIGNIFICANCE

The Community Foundation

Pattinson Estate Agents

Northern Gas Networks Community Partnering

Wellesley Trust

We are deeply grateful to our funders, without their generous support, our work would not be possible.

Our Impact

In 2024/25 we worked with 164 young people. Our Impact shows:

-92% said they were more likely to speak up for themselves after working with Headliners.

-98% said they have developed their skills.

-93% said they feel more positive about their future.

-95% said Headliners made them more confident.

-98% said they felt listened to at Headliners.

-100% said they feel safe with Headliners.

Headliners New Strategic Direction

In 2023 Headliners (UK) closed its offices in London and Northern Ireland due to funding challenges. These closures reflect the broader difficulties faced by many non-profits in sustaining local operations, particularly in regions where securing consistent financial support is challenging.

The charity shifted focus to consolidate its resources and continue delivering projects in the North East, where it could maintain stronger funding partnerships and community impact.

Although these decisions were hard this has allowed Headliners (UK) not only to survive but thrive. Whilst ensuring that Headliners work continues to impact young people's lives by empowering them to share their voices through our unique media and journalism programmes.

Our Strategy 2024-2029

Our Vision

Our vision is a world where young people's voices are heard. Where they believe in themselves, are empowered to share their views, talk about what matters to them and make the changes they want to see in the world.

Our Mission

Our mission is to provide a platform for young people to share their voices, challenge the world around them, build their self-confidence and promote young people's right to be heard as equals.

Our Purpose

Our purpose is to work with young people to create meaningful opportunities for them to share their voices through creative media and journalism.

HEADLINERS (UK)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Our Values

-Young people's voices are powerful, they should be heard and listened to. -Young people's opinions are valid, they deserve a platform to share their views. -Young people are talented, creative and deserve to be nurtured and supported to create a positive future. -Young people deserve equal access to inclusive opportunities and the resources they require to fulfil their potential. -Young people should feel safe and be supported without judgement.

Our Core Empower

Provide young people the resources and a platform to speak up for themselves, share their opinions and tell their stories.

Educate

Offer young people opportunities to develop their skills, to understand their community, know their rights and learn more about issues that affect them.

Advocate

Enable young people to speak up for themselves, promoting the authentic voice of young people in their community as engaged citizens and young journalists.

Our Priorities 2024-2029

1.YoungPeople'sVoice

We are deeply committed to ensuring that young people's voices are prioritised at every stage of our programmes. We will continue to involve young people in our decision making processes, from planning and development to execution and evaluation of our projects. We will foster an environment where young people feel valued and heard. This participatory approach will enhance the relevance and impact of our programmes but also empower young people to take an active role in shaping their futures and advocating for issues that matter to them.

2. North East Focus

By embracing funding challenges, Headliners UK will focus on opportunities in the North East region. This focus will provide more sustainable programmes and help to bridge the gap in regional youth representation in the media and empower young people to become active, informed citizens capable of influencing positive change in their community.

3. Youth Work and Journalism Collaboration

We will place a strong emphasis on the collaboration between youth work and journalism, recognising the powerful synergy this partnership can create. By integrating youth work principles into journalism, we will empower young people to explore and tell stories on issues that affect their lives and communities whilst ensuring all young people receive access to youth work support.

4 .Regional Growth

We will ensure that more young people in The North East have the opportunity to access Headliners through a wider regional offering, with development into areas not previously served. Giving more young people a chance to take part in youth journalism and creative media.

HEADLINERS (UK)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

5.Strong andSustainable Charity

Through a proactive approach to governance, the charity will focus on, financial stability, long-term impact and community relevance. We will achieve this through strategic planning, diversifying funding sources and continuously assessing and responding to the needs of the community. Crucially ensuring our programmes remain digitally relevant, effective and impactful for young people. We will invest in our team to maintain a skilled and motivated organisation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Headliners (Uk) for the purposes of company law) are responsible for preparing the Annual 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. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 those 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 judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on Friday 31st October 2025 and signed on its behalf by:



Jonathan Edward Hudson - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HEADLINERS (UK)

Independent examiner's report to the trustees of Headliners (Uk) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 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.

Nicholas J Liley FCA
The Institute of Chartered Accountants in England and Wales

BK Plus Limited
Chartered Certified Accountants
13 Windsor Terrace
Jesmond
Newcastle upon Tyne
NE2 4HE

Date:

HEADLINERS (UK)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		1,610	-	1,610	928
Charitable activities					
England-wide operations		15,503	114,774	130,277	166,315
NI (Belfast & Derry Bureaux)		-	-	-	(8,526)
Investment income	2	116	-	116	2
Other income		3,790	-	3,790	1,426
Total		<u>21,019</u>	<u>114,774</u>	<u>135,793</u>	<u>160,145</u>
EXPENDITURE ON					
Raising funds		-	-	-	19,976
Charitable activities					
England-wide operations		7,180	115,012	122,192	279,568
NI (Belfast & Derry Bureaux)		-	-	-	16,303
Total		<u>7,180</u>	<u>115,012</u>	<u>122,192</u>	<u>315,847</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds					
Net movement in funds	11	13,839 (238)	(238) 238	13,601 -	(155,702) -
		13,601	-	13,601	(155,702)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,694	-	4,694	160,396
TOTAL FUNDS CARRIED FORWARD		<u>18,295</u>	<u>-</u>	<u>18,295</u>	<u>4,694</u>

The notes form part of these financial statements

HEADLINERS (UK) (REGISTERED NUMBER: 02976335)**BALANCE SHEET****31 MARCH 2025**

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	7	4,740	1,576
CURRENT ASSETS			
Debtors	8	15,000	12,020
Cash at bank		<u>115,114</u>	<u>61,252</u>
		130,114	73,272
CREDITORS			
Amounts falling due within one year	9	(116,559)	(70,154)
NET CURRENT ASSETS		<u>13,555</u>	<u>3,118</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		18,295	4,694
NET ASSETS/(LIABILITIES)		<u>18,295</u>	<u>4,694</u>
FUNDS	11		
Unrestricted funds		<u>18,295</u>	<u>4,694</u>
TOTAL FUNDS		<u>18,295</u>	<u>4,694</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 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 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

BALANCE SHEET - continued

31 MARCH 2025

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 31st October 2025

and were signed on its behalf by:



.....
Jonathan Edward Hudson - Trustee

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

Going concern

The financial statements are prepared on the going concern basis. In the opinion of trustees, no material uncertainties exist about the charity's ability to continue.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	-33% on cost and 25% on cost
---------------------	------------------------------

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

Trade and other debtors (including prepayments) are recognised at the settlement amount due or amount prepaid) net of any trade discounts.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments.

Creditors

Trade and other creditors (including accruals) are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount net of any trade discounts.

Financial instruments

All financial assets and financial liabilities of the charity qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

INVESTMENT INCOME

2.

	2025	2024
	£	£
Interest receivable	<u>116</u>	<u>2</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	2,448	2,007
Independent examiner's remuneration, including irrecoverable VAT	<u>1,674</u>	<u>1,560</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

STAFF COSTS

5.

	2025	2024
	£	£
Wages and salaries	67,979	176,238
Social security costs	1,871	12,325
Other pension costs	1,665	3,102
	<u>71,515</u>	<u>191,665</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Management and administration	1	1
Direct charitable work	<u>1</u>	<u>5</u>
	<u>2</u>	<u>6</u>

No employees received emoluments in excess of £60,000. The key management personnel of the charity are listed under Reference and Administrative Details. The total employee benefits of the key management personnel of the charity were £44,976 (2024 - £56,693).

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

6.

COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	928	-	928
Charitable activities			
England-wide operations	37,520	128,795	166,315
NI (Belfast & Derry Bureaux)	-	(8,526)	(8,526)
Investment income	2	-	2
Other income	1,426	-	1,426
Total	<u>39,876</u>	<u>120,269</u>	<u>160,145</u>
EXPENDITURE ON			
Raising funds	19,976	-	19,976
Charitable activities			
England-wide operations	77,733	201,835	279,568
NI (Belfast & Derry Bureaux)	6,269	10,034	16,303
Total	<u>103,978</u>	<u>211,869</u>	<u>315,847</u>
NET INCOME/(EXPENDITURE)	(64,102)	(91,600)	(155,702)
Transfers between funds	(1,555)	1,555	-
Net movement in funds	<u>(65,657)</u>	<u>(90,045)</u>	<u>(155,702)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	70,351	90,045	160,396
TOTAL FUNDS CARRIED FORWARD	<u>4,694</u>	<u>-</u>	<u>4,694</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

7. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 April 2024	25,208
Additions	<u>5,612</u>
At 31 March 2025	<u>30,820</u>
DEPRECIATION	
At 1 April 2024	23,632
Charge for year	<u>2,448</u>
At 31 March 2025	<u>26,080</u>
NETBOOKVALUE	
At 31 March 2025	<u>4,740</u>
At 31 March 2024	<u>1,576</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other debtors	-	1,000
Accrued income	<u>15,000</u>	<u>11,020</u>
	<u>15,000</u>	<u>12,020</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	4,646	7,844
Social security and other taxes	6,731	1,699
Other creditors	1,627	306
Accruals	1,674	1,560
Deferred income	<u>101,881</u>	<u>58,745</u>
	<u>116,559</u>	<u>70,154</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed assets	4,740	-	4,740	1,576
Current assets	28,233	101,881	130,114	73,272
Current liabilities	(14,678)	(101,881)	(116,559)	(70,154)
	<u>18,295</u>	<u>-</u>	<u>18,295</u>	<u>4,694</u>

11. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
England-wide Operations	3,118	16,287	(5,850)	13,555
Designated funds	<u>1,576</u>	<u>(2,448)</u>	<u>5,612</u>	<u>4,740</u>
	4,694			18,295
	-	13,839	(238)	
Restricted funds	-			-
Tyne on Your Side	-	(3,008)	3,008	-
Bright Sparks	-	(1,339)	1,339	-
Owt or Nowt	-	(1,365)	1,365	-
Capital Project	-	<u>5,474</u>	<u>(5,474)</u>	-
	<u>4,694</u>	<u>(238)</u>	<u>238</u>	<u>18,295</u>
TOTAL FUNDS	<u></u>	<u>13,601</u>	<u>-</u>	<u></u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
England-wide Operations	21,019	(4,732)	16,287
Designated funds	21,019	(2,448)	(2,448)
	38,227	(7,180)	
	10,000	(38,227)	13,839
	7,025	(13,008)	
Restricted funds	3,493	(8,364)	-
Santander	6,700	(4,858)	(3,008)
Tyne on Your Side	49,329	(1,226)	(1,339)
Bright Sparks		(49,329)	(1,365)
Owt or Nowt	114,774	(115,012)	5,474
Capital Project			-
Young Journalists Programme	135,793		
		(122,192)	(238)
TOTAL FUNDS			<u>13,601</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
England-wide Operations	66,768	(55,826)	(7,824)	3,118
Northern Ireland Operations	-	(6,269)	6,269	-
Designated funds	<u>3,583</u>	<u>(2,007)</u>	<u>-</u>	<u>1,576</u>
	70,351	(64,102)	(1,555)	4,694
Restricted funds				
Jack Petchey	317	(317)	-	-
Co-Ray Project	11,250	(11,250)	-	-
Lloyds TSB Engage	4,733	(4,733)	-	-
London Wildlife Fund	770	(770)	-	-
ESF Equip Community Leaders	3,663	(3,663)	-	-
Santander	22,895	(22,895)	-	-
Postcode Lottery	568	(568)	-	-
NE Youth	1,600	(1,600)	-	-
Community Foundation NCS	750	(750)	-	-
Education authority for Northern Ireland	9,094	(9,094)	-	-
Dept of Justice	9,466	(9,466)	-	-
London's Young Platinum Green Champions	7,452	(7,746)	294	-
Breaking Through the Headlines	6,483	(6,483)	-	-
Tyne on Your Side	5,117	(5,201)	84	-
Kickstarter	5,887	(5,887)	-	-
Owt or Nowt	-	(1,177)	1,177	-
	<u>90,045</u>	<u>(91,600)</u>	<u>1,555</u>	<u>-</u>
	160,396	(155,702)	-	4,694
TOTAL FUNDS	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

11. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
England-wide Operations	39,876	(95,702)	(55,826)
Northern Ireland Operations	-	(6,269)	(6,269)
Designated funds	-	(2,007)	(2,007)
	39,876	(103,978)	(64,102)
Restricted funds	1,350		
Jack Petchey	-	(1,667)	(317)
Co-Ray Project	11,104	(11,250)	(11,250)
Lloyds TSB Engage	-	(15,837)	(4,733)
London Wildlife Fund	-	(770)	(770)
ESF Equip Community Leaders	49,993	(3,663)	(3,663)
Santander	-	(72,888)	(22,895)
Postcode Lottery	3,500	(568)	(568)
Old Street	-	(3,500)	-
NE Youth	-	(1,600)	(1,600)
Community Foundation NCS		(750)	(750)
Education authority for Northern Ireland	(5,005)	(4,089)	(9,094)
Dept of Justice	(3,521)	(5,945)	(9,466)
Edward Gostling Foundation	12,000	(12,000)	-
London's Young Platinum Green Champions	15,950	(23,696)	(7,746)
Breaking Through the Headlines	19,640	(6,483)	(6,483)
Tyne on Your Side	-	(24,841)	(24,841)
Kickstarter	12,763	(5,887)	(5,201)
Bright Sparks	2,495	(12,763)	(5,887)
Owt or Nowt		(3,672)	(3,672)
	120,269	(211,869)	(91,600)
	160,145	(315,847)	(155,702)
TOTAL FUNDS			

Designated funds

Designated funds represent the illiquid funds of the charity. Transfers to this fund represent capital expenditure during the year.

Restricted Funds

Details of the charity's projects can be found in the Trustees Annual Report. Transfers to restricted funds represent funding shortfalls made up from the charity's free reserves, transfers from restricted funds represent fixed capital expenditure .

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

12. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme. The pension charge for the year represents contributions payable by the charity to the scheme and amounted to £3,102 (2023 - £4,666).

Contributions totalling £306 (2023 - £nil) were payable to the scheme at the balance sheet date and are included in other creditors.

RELATED PARTY DISCLOSURES

13.

There were no related party transactions for the year ended 31 March 2025. **LEGAL STATUS**

- 14.** Headliners (UK) is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within Reference and Administrative Details.

The Liability of the members is limited. Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of being wound up while they are a member or within one year after they ceased to be a member, for payment of the debts and liabilities of the charitable company contracted before they ceased to be a member and of the costs, charges and expenses of winding up and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

The following pages do not form part of the statutory financial statements

HEADLINERS (UK)

England & Wales - Charity number 1043300

Accounts

REGISTERED COMPANY NUMBER: 02976335 (England and Wales)
REGISTERED CHARITY NUMBER: 1043300

TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
HEADLINERS (UK)

Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

HEADLINERS (UK)

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FOR THE YEAR ENDED 31 MARCH 2024**

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HEADLINERS (UK)

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2024

Registered Company number

02976335

Registered Charity number

1043300

Registered office

Toffee Factory, Lower Steenberg's Yard, Ouseburn, Newcastle upon Tyne, NE1 2DF

Trustees

Jonathan Hudson	Chairperson	
Dr David Baines	Deputy Chairperson	
Eshe Nelson		
Maggie Taggart		retired 9 October 2024
Gana Alampalle		retired 14 September 2023
Alex Brookes		retired 14 September 2023
Emma Corry		retired 14 September 2023
David Izamoje		retired 14 September 2023
Niall Parfitt		retired 14 September 2023
Eva Keogan		retired 14 September 2023
Darell Philip		retired 14 September 2023

Senior Management Team

James Hunt	Chief Executive	until October 2024
Holly Ayrton	Charity Manager	from November 2024

Independent Examiner

Read, Milburn & Co., 71 Howard Street, North Shields, NE30 1AF

Bankers

Barclays Bank PLC, Islington and Camden Business Centre, PO Box 3474, London, NW1 7NQ

Solicitors

Pinsent Masons, 30 Crown Place, London, EC2A 4ES

HEADLINERS (UK)

CHAIR FOREWORD 2024 FOR THE YEAR ENDED 31 MARCH 2024

As Chair of Headliners (UK), it is my privilege to present our Annual Accounts for 2023/24. This year has been a testament to the resilience, creativity, and determination of our organisation and the young people we serve. Despite facing significant challenges, we have continued to empower young voices and make a meaningful impact in our communities.

Reflecting on Our Journey

Headliners (UK) has a nearly 30-year history of advocating for young people, providing them with platforms to share their stories and opinions through our unique media and journalism programmes. This year, we have worked with 240 young people, helping them to develop their skills, build confidence, and engage with their communities. Our impact is evident in the feedback we receive: over 92% of our participants felt their contributions were valued, and nearly 97% felt empowered to express their opinions.

Adapting to Change

In 2023, we made the difficult decision to close our offices in London and Northern Ireland due to funding challenges. This strategic move allowed us to consolidate our resources and focus on the North East, where we have stronger funding partnerships and can make a more significant impact. This decision, though tough, has enabled us to not only survive but thrive, ensuring that our work continues to benefit young people. This change has also meant changes in the leadership of the organisation. We have grown our board, to reflect a focus on the North East. In addition, we have appointed a new charity manager to lead the organisation through the next stage of its development.

But this change also meant we had to say goodbye to long standing board members, that supported our work in London and Northern Ireland. We thank them for their time and support.

As we move forward, our vision remains clear: a world where young people's voices are heard, where they believe in themselves, and are empowered to make the changes they want to see. Our mission is to provide platforms for young people to share their voices, challenge the world around them, and build their self-confidence.

Optimism for the Future

Despite the challenges, we are optimistic about the future. Our commitment to young people is unwavering, and we are confident that our strategic direction will lead to even greater impact. We will continue to adapt, innovate, and advocate for the voices of young people, ensuring they are heard and valued.

Thank you to our supporters, funders, and partners for your continued belief in our mission. Together, we will create a brighter future for the young people we serve.

Jonathan Hudson
Chairperson

HEADLINERS (UK)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

Structure, Governance and Management

Headliners (UK) is a company limited by guarantee, not having a share capital, and is governed by a Board of Trustees, the members of which are the directors of the Company. The charity's governing document is its Articles of Association. Trustees are externally recruited and selected then appointed by ordinary resolution for an initial three-year term, which can be extended.

It is the policy of the charity that there is representation of young people and former Headliners (UK) members on the Board of Trustees. Young people are involved across all sections of the organisation including the annual planning cycle and developing strategy. The charity's ethos is encourage the participation of young people. Young people are involved in the recruitment of key charity positions and key decision making in the charity including our strategy.

The day-to-day operation of the charity is now managed by the Chief Executive, who reports to the Board of Trustees and who is supported by a small senior management team. The senior management team meets at monthly intervals and the Board meets five times per year. There are two sub committees that operate in support of the Board of Trustees. These are the Finance, Fundraising and Communications Sub Committee and the Delivery and Operations Sub Committee.

Financial Review

During the 2023-24 financial year, Headliners (UK) made a net deficit of £155,702 (2022-23 £43,815) resulting in total funds carried forward of £4,694 (2022-23 £160,396).

Going Concern

The trustees recognise that the level of reserves at the balance sheet date is a serious concern, however the funding pipeline indicated that sufficient income would be available to keep the charity in operation throughout 2024-25 and beyond and, combined with strategic measures already implemented, the it the opinion of the trustees that the charity is a going concern.

Reserves Policy

The Trustees have determined that a target reserves level of £60,000 is both realistic and appropriate. This represents 18 months of core costs not supported by guaranteed income streams which is felt to provide sufficient protection for the organisation.

Management of Risk

The Trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face.
- Regular monitoring by the charity's Finance, Fundraising and Communications Sub Committee and the Risk Register is reported to the Board of Trustees quarterly.
- The establishment of systems and procedures to mitigate those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the key focus for the charity and building up of the unrestricted reserves for the charity through new sources of income and new contract income. Attention has also focussed on non-financial risks arising from safeguarding and child protection.

HEADLINERS (UK)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

About Headliners

Headliners (UK) works with young people across North East England and formerly London to empower young people to share their voices, stories and the stories of others through unique our unique media and journalism programmes.

We support young people to have a voice on issues that matter locally such as transitioning to independent living, acquiring skills for work and dealing with isolation amongst other things.

Headliners has a near 30 year track record of advocating for young people on issues that affect them, inspiring them to investigate the world around them, offering opportunities to enhance their future life chances through education and empowering them by amplifying their voices.

Headliners unique approach blends the skills of qualified Community and Youth Workers with the experience of professional journalists to deliver a holistic, youth-focussed multimedia programme that champions and amplifies youth voice.

Our Projects 2023/24

Aiming High

Aiming High works with young people from Migrant, Refugee and Asylum Seeker backgrounds offering them the opportunity to become more digitally and financially literate as well as exploring the world through a creative lens using journalism and media as a tool for investigation into issues that affect them.

This project was kindly funded by The Santander Foundation.

Digital Transitions

Digital Transitions works with young people who are care experienced to support them with the transition into adulthood. This project empowers young people to explore these transitions through media and journalism, supports them back into education, training and employment, helps map out their futures and gives them the confidence to move into adulthood.

This project was kindly funded by Lloyds Bank Foundation and The Community Foundation.

Tyne on Your Side (TOYS)

Tyne on Your Side works with young people who are care experienced and NEET or at risk of becoming NEET and supports them back into education, employment and training by supporting them to plan for the future and gain valuable employment skills.

This project was kindly funded by NTCA and The Community Foundation.

Bright Sparks

Bright Sparks Supports young people who are living independently for the first time to save money through energy awareness as well as ensuring that they remain safe through Carbon Monoxide awareness.

This Project was Kindly Funded by Northern Gas and Power Community Partnership.

Breaking Through the Headlines

Breaking Through the Headlines supports young people whose life circumstances mean they are at greater risk of radicalisation to support them to make better life decisions through exploring the world through media and journalism.

HEADLINERS (UK)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

London Green Champions

London Green Champions works with young people who are passionate about natural environment and share concerns regarding its decline, overall the project encourages a greater appreciation of the environment.

This project was kindly funded by The Community Fund and The Jack Petchy Foundation.

Safe Spaces London

Safe Spaces works with young people to improve their emotional wellbeing through exploration of body positivity and mental health through multi-media and Journalism.

This project was kindly funded by The Edward Gostling Foundation and Old Street District Partnership.

Our Impact

In 2023/24 we worked with 240 young people. Our Impact shows:

- 92.08% of our young people said they felt their contribution was valued
- 92.50% of our young people said they cared about their community more.
- 97.08% of our young people said they felt they were able to give their own opinion.
- 88.33% of our young people felt more confident talking to groups of people.

Headliners New Strategic Direction

In 2023 Headliners (UK) closed its offices in London and Northern Ireland due to funding challenges. These closures reflect the broader difficulties faced by many non-profits in sustaining local operations, particularly in regions where securing consistent financial support is challenging.

The charity shifted focus to consolidate its resources and continue delivering projects in the North East, where it could maintain stronger funding partnerships and community impact.

Although these decisions were hard this has allowed Headliners (UK) not only to survive but thrive. Whilst ensuring that Headliners work continues to impact young people's lives by empowering them to share their voices through our unique media and journalism programmes.

Our Strategy 2024-2029

Our Vision

Our vision is a world where young people's voices are heard. Where they believe in themselves, are empowered to share their views, talk about what matters to them and make the changes they want to see in the world.

Our Mission

Our mission is to provide a platform for young people to share their voices, challenge the world around them, build their self-confidence and promote young people's right to be heard as equals.

Our Purpose

Our purpose is to work with young people to create meaningful opportunities for them to share their voices through creative media and journalism.

HEADLINERS (UK)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

Our Values

- Young people's voices are powerful, they should be heard and listened to.
- Young people's opinions are valid, they deserve a platform to share their views.
- Young people are talented, creative and deserve to be nurtured and supported to create a positive future.
- Young people deserve equal access to inclusive opportunities and the resources they require to fulfil their potential.
- Young people should feel safe and be supported without judgement.

Our Core

Empower

Provide young people the resources and a platform to speak up for themselves, share their opinions and tell their stories.

Educate

Offer young people opportunities to develop their skills, to understand their community, know their rights and learn more about issues that affect them.

Advocate

Enable young people to speak up for themselves, promoting the authentic voice of young people in their community as engaged citizens and young journalists.

Young People's Voice

We are deeply committed to ensuring that young people's voices are prioritised at every stage of our programmes. We will continue to involve young people in our decision making processes, from planning and development to execution and evaluation of our projects. We will foster an environment where young people feel valued and heard. This participatory approach will enhance the relevance and impact of our programmes but also empower young people to take an active role in shaping their futures and advocating for issues that matter to them.

North East Focus

By embracing funding challenges, Headliners UK will focus on opportunities in the North East region. This focus will provide more sustainable programmes and help to bridge the gap in regional youth representation in the media and empower young people to become active, informed citizens capable of influencing positive change in their community.

Youth Work and Journalism Collaboration

We will place a strong emphasis on the collaboration between youth work and journalism, recognising the powerful synergy this partnership can create. By integrating youth work principles into journalism, we will empower young people to explore and tell stories on issues that affect their lives and communities whilst ensuring all young people receive access to youth work support.

Regional Growth

We will ensure that more young people in The North East have the opportunity to access Headliners through a wider regional offering, with development into areas not previously served. Giving more young people a chance to take part in youth journalism and creative media.

Strong and Sustainable Charity

Through a proactive approach to governance, the charity will focus on, financial stability, long-term impact and community relevance. We will achieve this through strategic planning, diversifying funding sources and continuously assessing and responding to the needs of the community. Crucially ensuring our programmes remain digitally relevant, effective and impactful for young people. We will invest in our team to maintain a skilled and motivated organisation.

HEADLINERS (UK)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Headliners (Uk) for the purposes of company law) are responsible for preparing the Annual 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on 19 December 2024 and signed on its behalf by:



Jonathan Hudson - Chairperson

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HEADLINERS (UK)

Independent examiner's report to the trustees of Headliners (Uk) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 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.



Nicholas J Liley FCA
The Institute of Chartered Accountants in England and Wales

Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

19 December 2024

HEADLINERS (UK)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		928	-	928	4,107
Charitable activities					
England-wide operations		37,520	128,795	166,315	434,021
NI (Belfast & Derry Bureaux)		-	(8,526)	(8,526)	19,221
Investment income	2	2	-	2	3
Other income		<u>1,426</u>	<u>-</u>	<u>1,426</u>	<u>-</u>
Total		<u>39,876</u>	<u>120,269</u>	<u>160,145</u>	<u>457,352</u>
EXPENDITURE ON					
Raising funds		19,976	-	19,976	20,514
Charitable activities					
England-wide operations		77,733	201,835	279,568	434,905
NI (Belfast & Derry Bureaux)		<u>6,269</u>	<u>10,034</u>	<u>16,303</u>	<u>45,748</u>
Total		<u>103,978</u>	<u>211,869</u>	<u>315,847</u>	<u>501,167</u>
NET INCOME/(EXPENDITURE)		(64,102)	(91,600)	(155,702)	(43,815)
Transfers between funds	11	<u>(1,555)</u>	<u>1,555</u>	<u>-</u>	<u>-</u>
Net movement in funds		(65,657)	(90,045)	(155,702)	(43,815)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>70,351</u>	<u>90,045</u>	<u>160,396</u>	<u>204,211</u>
TOTAL FUNDS CARRIED FORWARD		<u>4,694</u>	<u>-</u>	<u>4,694</u>	<u>160,396</u>

The notes form part of these financial statements

HEADLINERS (UK) (REGISTERED NUMBER: 02976335)**BALANCE SHEET
31 MARCH 2024**

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	7	1,576	3,583
CURRENT ASSETS			
Debtors	8	12,020	51,576
Cash at bank and in hand		<u>61,252</u>	<u>180,878</u>
		73,272	232,454
CREDITORS			
Amounts falling due within one year	9	(70,154)	(75,641)
		<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>3,118</u>	<u>156,813</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>4,694</u>	<u>160,396</u>
		<u> </u>	<u> </u>
NET ASSETS		<u>4,694</u>	<u>160,396</u>
FUNDS	11		
Unrestricted funds		4,694	70,351
Restricted funds		<u>-</u>	<u>90,045</u>
TOTAL FUNDS		<u>4,694</u>	<u>160,396</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 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

BALANCE SHEET - continued
31 MARCH 2024

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 19 December 2024 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'J. Hudson', written over a horizontal line.

Jonathan Hudson – Chairperson

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling (£).

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 25% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

Trade and other debtors (including prepayments) are recognised at the settlement amount due or amount prepaid) net of any trade discounts.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments.

Creditors

Trade and other creditors (including accruals) are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount net of any trade discounts.

Financial instruments

All financial assets and financial liabilities of the charity qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. INVESTMENT INCOME

	2024	2023
	£	£
Interest receivable	<u>2</u>	<u>3</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	2,007	4,554
Independent examiner's remuneration, including irrecoverable VAT	<u>1,560</u>	<u>2,160</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

5. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	176,238	274,776
Social security costs	12,325	21,051
Other pension costs	<u>3,102</u>	<u>4,666</u>
	<u>191,665</u>	<u>300,493</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Administrative staff	1	1
Direct charitable work	<u>5</u>	<u>10</u>
	<u>6</u>	<u>11</u>

No employees received emoluments in excess of £60,000.

The key management personnel of the charity are listed under Reference and Administrative Details. The total employee benefits of the key management personnel of the charity were £56,693 (2023 - £56,584).

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,107	-	4,107
Charitable activities			
England-wide operations	190,322	243,699	434,021
NI (Belfast & Derry Bureaux)	-	19,221	19,221
Investment income	<u>3</u>	<u>-</u>	<u>3</u>
Total	<u>194,432</u>	<u>262,920</u>	<u>457,352</u>
 EXPENDITURE ON			
Raising funds	20,514	-	20,514
Charitable activities			
England-wide operations	231,286	203,619	434,905
NI (Belfast & Derry Bureaux)	<u>38,732</u>	<u>7,016</u>	<u>45,748</u>
Total	<u>290,532</u>	<u>210,635</u>	<u>501,167</u>
 NET INCOME/(EXPENDITURE)	(96,100)	52,285	(43,815)
Transfers between funds	<u>(13,665)</u>	<u>13,665</u>	<u>-</u>
Net movement in funds	(109,765)	65,950	(43,815)
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>180,116</u>	<u>24,095</u>	<u>204,211</u>
 TOTAL FUNDS CARRIED FORWARD	<u>70,351</u>	<u>90,045</u>	<u>160,396</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

7. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 April 2023 and 31 March 2024	<u>25,208</u>
DEPRECIATION	
At 1 April 2023	21,625
Charge for year	<u>2,007</u>
At 31 March 2024	<u>23,632</u>
NET BOOK VALUE	
At 31 March 2024	<u>1,576</u>
At 31 March 2023	<u>3,583</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	-	34,661
Other debtors	1,000	928
Prepayments	-	10,003
Accrued income	<u>11,020</u>	<u>5,984</u>
	<u>12,020</u>	<u>51,576</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	7,844	11,754
Social security and other taxes	1,699	2,269
Other creditors	306	-
Accruals	1,560	2,160
Deferred income	<u>58,745</u>	<u>59,458</u>
	<u>70,154</u>	<u>75,641</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets	1,576	-	1,576	3,583
Current assets	14,527	58,745	73,272	232,454
Current liabilities	<u>(11,409)</u>	<u>(58,745)</u>	<u>(70,154)</u>	<u>(75,641)</u>
	<u>4,694</u>	<u>-</u>	<u>4,694</u>	<u>160,396</u>

11. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
England-wide Operations	66,768	(55,826)	(7,824)	3,118
Northern Ireland Operations	-	(6,269)	6,269	-
Designated funds	<u>3,583</u>	<u>(2,007)</u>	<u>-</u>	<u>1,576</u>
	70,351	(64,102)	(1,555)	4,694
Restricted funds				
Jack Petchey	317	(317)	-	-
Co-Ray Project	11,250	(11,250)	-	-
Lloyds TSB Engage	4,733	(4,733)	-	-
London Wildlife Fund	770	(770)	-	-
ESF Equip Community Leaders	3,663	(3,663)	-	-
Santander	22,895	(22,895)	-	-
Postcode Lottery	568	(568)	-	-
NE Youth	1,600	(1,600)	-	-
Community Foundation NCS	750	(750)	-	-
Education authority for Northern Ireland	9,094	(9,094)	-	-
Dept of Justice	9,466	(9,466)	-	-
London's Young Platinum Green Champions	7,452	(7,746)	294	-
Breaking Through the Headlines	6,483	(6,483)	-	-
Tyne on Your Side	5,117	(5,201)	84	-
Kickstarter	5,887	(5,887)	-	-
Owt or Nowt	<u>-</u>	<u>(1,177)</u>	<u>1,177</u>	<u>-</u>
	<u>90,045</u>	<u>(91,600)</u>	<u>1,555</u>	<u>-</u>
TOTAL FUNDS	<u>160,396</u>	<u>(155,702)</u>	<u>-</u>	<u>4,694</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
England-wide Operations	39,876	(95,702)	(55,826)
Northern Ireland Operations	-	(6,269)	(6,269)
Designated funds	-	(2,007)	(2,007)
	39,876	(103,978)	(64,102)
Restricted funds			
Jack Petchey	1,350	(1,667)	(317)
Co-Ray Project	-	(11,250)	(11,250)
Lloyds TSB Engage	11,104	(15,837)	(4,733)
London Wildlife Fund	-	(770)	(770)
ESF Equip Community Leaders	-	(3,663)	(3,663)
Santander	49,993	(72,888)	(22,895)
Postcode Lottery	-	(568)	(568)
Old Street	3,500	(3,500)	-
NE Youth	-	(1,600)	(1,600)
Community Foundation NCS	-	(750)	(750)
Education authority for Northern Ireland	(5,005)	(4,089)	(9,094)
Dept of Justice	(3,521)	(5,945)	(9,466)
Edward Gostling Foundation	12,000	(12,000)	-
London's Young Platinum Green Champions	15,950	(23,696)	(7,746)
Breaking Through the Headlines	-	(6,483)	(6,483)
Tyne on Your Side	19,640	(24,841)	(5,201)
Kickstarter	-	(5,887)	(5,887)
Bright Sparks	12,763	(12,763)	-
Owt or Nowt	2,495	(3,672)	(1,177)
	120,269	(211,869)	(91,600)
TOTAL FUNDS	160,145	(315,847)	(155,702)

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
England-wide Operations	150,844	(52,814)	(31,262)	66,768
Northern Ireland Operations	23,257	(38,732)	15,475	-
Designated funds	<u>6,015</u>	<u>(4,554)</u>	<u>2,122</u>	<u>3,583</u>
	180,116	(96,100)	(13,665)	70,351
Restricted funds				
Heritage Lottery	(862)	-	862	-
Jack Petchey	124	193	-	317
Co-Ray Project	11,278	(28)	-	11,250
Lloyds TSB Engage	5,553	(820)	-	4,733
London Wildlife Fund	770	-	-	770
Young Londoners	(2,200)	-	2,200	-
ESF Equip Community Leaders	(413)	4,076	-	3,663
Santander	8,379	14,516	-	22,895
Postcode Lottery	1,146	(578)	-	568
Old Street	(586)	-	586	-
NE Youth	1,600	-	-	1,600
Community Foundation NCS	750	-	-	750
National Lottery Community Fund				
Empowering YP	(7,799)	-	7,799	-
Education authority for Northern Ireland	3,410	5,684	-	9,094
Dept of Justice	2,945	6,521	-	9,466
Edward Gostling Foundation	-	(2,218)	2,218	-
London's Young Platinum Green Champions	-	7,452	-	7,452
Breaking Through the Headlines	-	6,483	-	6,483
Tyne on Your Side	-	5,117	-	5,117
Kickstarter	<u>-</u>	<u>5,887</u>	<u>-</u>	<u>5,887</u>
	<u>24,095</u>	<u>52,285</u>	<u>13,665</u>	<u>90,045</u>
TOTAL FUNDS	<u>204,211</u>	<u>(43,815)</u>	<u>-</u>	<u>160,396</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

11. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
England-wide Operations	194,432	(247,246)	(52,814)
Northern Ireland Operations	-	(38,732)	(38,732)
Designated funds	-	(4,554)	(4,554)
	194,432	(290,532)	(96,100)
Restricted funds			
Jack Petchey	11,900	(11,707)	193
Co-Ray Project	-	(28)	(28)
Lloyds TSB Engage	33,388	(34,208)	(820)
ESF Equip Community Leaders	5,990	(1,914)	4,076
Santander	55,324	(40,808)	14,516
Postcode Lottery	15,187	(15,765)	(578)
Education authority for Northern Ireland	12,700	(7,016)	5,684
Dept of Justice	6,521	-	6,521
Edward Gostling Foundation	12,831	(15,049)	(2,218)
London's Young Platinum Green Champions	34,050	(26,598)	7,452
Breaking Through the Headlines	32,255	(25,772)	6,483
Tyne on Your Side	29,926	(24,809)	5,117
Kickstarter	12,848	(6,961)	5,887
	262,920	(210,635)	52,285
TOTAL FUNDS	<u>457,352</u>	<u>(501,167)</u>	<u>(43,815)</u>

Designated funds

Designated funds represent the illiquid funds of the charity. Transfers to this fund represent capital expenditure during the year.

Restricted Funds

England-wide Operations

- i. The Jack Petchey Foundation who funding supports our London delivery.
- ii. Funding for the London Borough of Tower Hamlets enables us to support our work with young people with special educational needs.
- iii. Funding from the National Lottery Heritage Fund supporting our "Keeping It Wild" work with the London Wildlife Trust, John Muir Trust and London Youth.
- iv. The London Mayors Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- v. Funding from Vanguard to develop our out of school 'Safe Spaces' projects in London.
- vi. Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North East England.

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

11. MOVEMENT IN FUNDS - continued

- vii. The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders project which supports new, emerging and existing communities to explore their shared heritage in the North East of England.
- viii. Funding from Northern Gas Networks Community Partnering at the Community Foundation supporting the "Bright Sparks" project, tackling fuel poverty with young people in the North East

NI (Belfast & Derry Bureaux)

- i. Funding from The National Lottery Community Fund (formerly the Big Lottery Community Fund) enabling Headliners (UK) to deliver the Empowering Young People programme to work with young people who are in care, young offenders and young people out of school.
- ii. Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland.
- iii. Funding from the Education Authority Northern Ireland is enabling Headliners to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.

Transfers to restricted funds represent funding shortfalls made up from the charity's free reserves.

12. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme. The pension charge for the year represents contributions payable by the charity to the scheme and amounted to £3,102 (2023 - £4,666).

Contributions totalling £306 (2023 - £nil) were payable to the scheme at the balance sheet date and are included in other creditors.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

14. LEGAL STATUS

Headliners (UK) is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within Reference and Administrative Details.

The Liability of the members is limited. Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of being wound up while they are a member or within one year after they ceased to be a member, for payment of the debts and liabilities of the charitable company contracted before they ceased to be a member and of the costs, charges and expenses of winding up and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

The following pages do not form part of the statutory financial statements

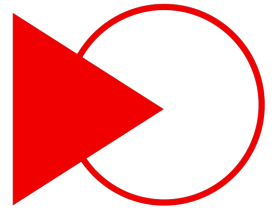


Headliners (UK)

Annual Accounts 2023/24



Chair Foreword 2024



As Chair of Headliners (UK), it is my privilege to present our Annual Accounts for 2023/24. This year has been a testament to the resilience, creativity, and determination of our organisation and the young people we serve. Despite facing significant challenges, we have continued to empower young voices and make a meaningful impact in our communities.

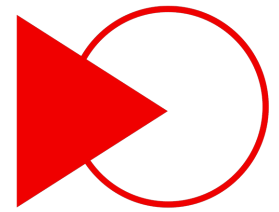
Reflecting on Our Journey

Headliners (UK) has a nearly 30-year history of advocating for young people, providing them with platforms to share their stories and opinions through our unique media and journalism programmes. This year, we have worked with 240 young people, helping them to develop their skills, build confidence, and engage with their communities. Our impact is evident in the feedback we receive: over 92% of our participants felt their contributions were valued, and nearly 97% felt empowered to express their opinions.

Adapting to Change

In 2023, we made the difficult decision to close our offices in London and Northern Ireland due to funding challenges. This strategic move allowed us to consolidate our resources and focus on the North East, where we have stronger funding partnerships and can make a more significant impact. This decision, though tough, has enabled us to not only survive but thrive, ensuring that our work continues to benefit young people.

This change has also meant changes in the leadership of the organisation. We have grown our board, to reflect a focus on the North East. In addition, we have appointed a new charity manager to lead the organisation through the next stage of its development.



But this change also meant we to say goodbye to long standing board members, that supported our work in London and Northern Ireland. We thank them for their time and support.

As we move forward, our vision remains clear: a world where young people's voices are heard, where they believe in themselves, and are empowered to make the changes they want to see. Our mission is to provide platforms for young people to share their voices, challenge the world around them, and build their self-confidence.

Optimism for the Future

Despite the challenges, we are optimistic about the future. Our commitment to young people is unwavering, and we are confident that our strategic direction will lead to even greater impact. We will continue to adapt, innovate, and advocate for the voices of young people, ensuring they are heard and valued.

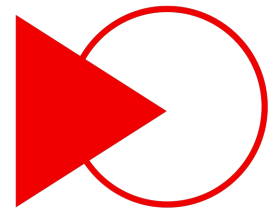
Thank you to our supporters, funders, and partners for your continued belief in our mission. Together, we will create a brighter future for the young people we serve

Jonathan Hudson
Chair Person



'I never knew that my opinions mattered until I found Headliners.'

About Headliners



Headliners (UK) works with young people across North East England and formerly London to empower young people to share their voices, stories and the stories of others through unique our unique media and journalism programmes.

We support young people to have a voice on issues that matter locally such as transitioning to independent living, acquiring skills for work and dealing with isolation amongst other things.

Headliners has a near 30 year track record of advocating for young people on matters that effect them, Inspiring them to investigate the world around them, offering opportunities to enhance their future life chances through education and empowering them by amplifying their voices.

Headliners unique approach blends the skills of qualified Community and Youth Workers with the experience of professional journalists to deliver a holistic, youth-focused multimedia programme that champions and amplify's youth voice.

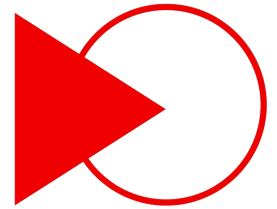
'Headliners makes us feel more important and more valued.'

EMPOWER > EDUCATE > ADVOCATE > EMPOWER > EDUCATE > ADVOCATE > EMPO



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Our Projects 2023/24



Aiming High

Aiming High works with young people from Migrant, Refugee and Asylum Seeker backgrounds offering them the opportunity to become more digitally and financially literate as well as exploring the world through a creative lens using journalism and media as a tool for investigation into issues that effect them.

This project was kindly funded by The Santander Foundation.

Digital Transitions

Digital Transitions works with young people who are care experienced to support them with the transition into adulthood. This project empowers young people to explore these transitions through media and journalism supports them back into education training and employment, helps them map out their futures and gives them the confidence to move into adulthood.

This project was kindly funded by Lloyds Bank Foundation and The Community Foundation.

Tyne on your side (TOYS)

Tyne on Your Side works with young people who are care experience and NEET or at risk of becoming NEET and supports them back into Education, employment and training by supporting them to plan for the future and gain valuable employment skills.

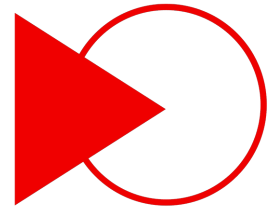
This project was kindly funded by NTCA and The Community Foundation.

Bright Sparks

Bright Sparks Supports young people who are living independently for the first time to save money through energy awareness as well as ensuring that they understand remain safe through Carbon Monoxide awareness.

This project was kindly funded by Northern Gas and Power Community Partnership.

Our Projects 2023/24



Breaking Through The Headlines

Breaking Through the Headlines supports young people whose life circumstances mean they are at greater risk of radicalisation to support them to make better life decisions through exploring the world through media and journalism.

London Green Champions

London Green Champions works with young people who are passionate about natural environment and share concerns regarding its decline, overall the project encourages a greater appreciation of the environment.

This Project was kindly funded by The Community Fund and The Jack Petchy Foundation.

Safe Spaces London

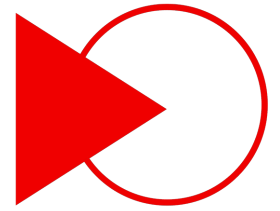
Safe Spaces works with young people to improve their emotional wellbeing through exploration of body positivity and mental health through multi-media and Journalism.

This project was kindly funded by The Edward Gostling Foundation and Old Street District Partnership

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Our Impact

In 2023/24 we worked with 240 young people. Our Impact shows:

- **92.08% of our young people said they felt their contribution was valued**
 - **92.5% of our young people said they cared about their community more**
- **97.08% of our young people said they felt they were able to give their own opinion**
- **88.33% of our young people felt more confident talking to groups of people.**

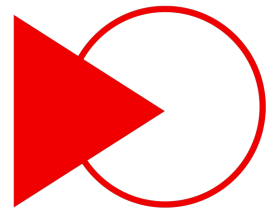
'There's nothing that boosts your confidence more than someone actually listening to you and hearing what you have to say.'

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Headliners New Strategic Direction



In 2023 Headliners (UK) closed its offices in London and Northern Ireland due to funding challenges. These closures reflect the broader difficulties faced by many non-profits in sustaining local operations, particularly in regions where securing consistent financial support is challenging.

The charity shifted focus to consolidate its resources and continue delivering projects in the North East, where it could maintain stronger funding partnerships and community impact.

Although these decisions were hard this has allowed Headliners (UK) not only to survive but thrive. Whilst ensuring that Headliners work continues to impact young peoples lives by empowering them to share their voices through our unique media and journalism programmes.

HEADLINERS (UK) OUR STRATEGY 2024-2029

Our Vision

Our vision is a world where young people's voices are heard. Where they believe in themselves, are empowered to share their views, talk about what matters to them and make the changes they want to see in the world.

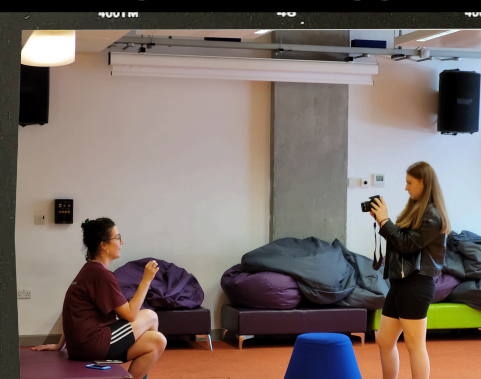
Our Mission

Our mission is to provide a platform for young people to share their voices, challenge the world around them, build their self-confidence and promote young people's right to be heard as equals.

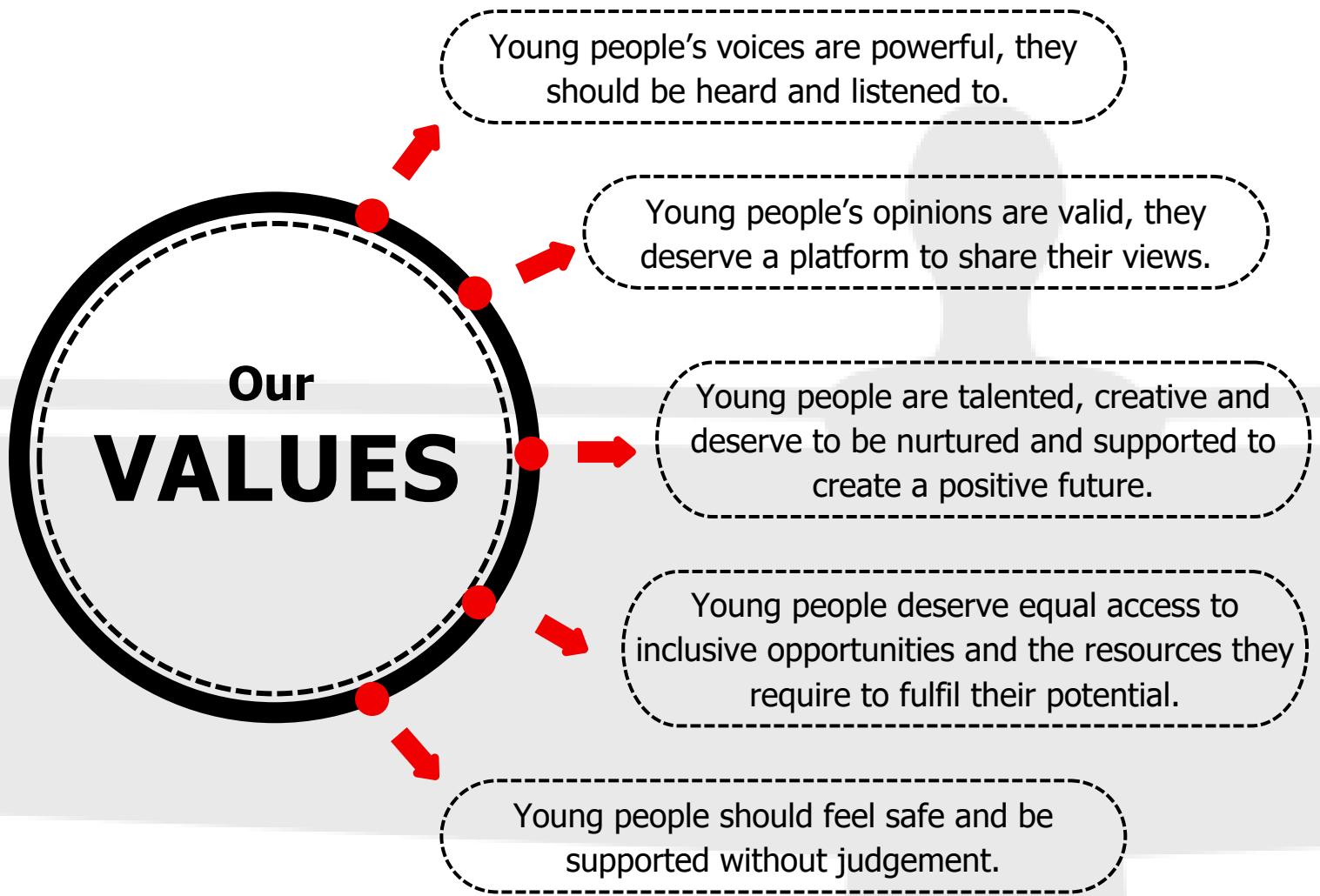
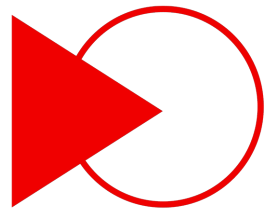
Our Purpose

Our purpose is to work with young people to create meaningful opportunities for them to share their voices through creative media and journalism.

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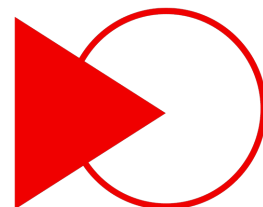


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'Headliners made me more resilient, I can deal with stressful situations better and I believe in myself more '





OUR CORE

Empower

Provide young people the resources and a platform to speak up for themselves, share their opinions and tell their stories.

Educate

Offer young people opportunities to develop their skills, to understand their community, know their rights and learn more about issues that affect them.

Advocate

Enable young people to speak up for themselves, promoting the authentic voice of young people in their community as engaged citizens and young journalists.

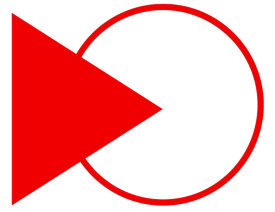
'Headliners always puts our voice at the centre of what they do. I think it's unique because no one else does it through media and journalism.'

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EMPOWER > EDUCATE > ADVOCATE > EMPOWER > EDUCATE > ADVOCATE > EM

OUR PRIORITIES 2024-2029



1. YOUNG PEOPLES VOICE

We are deeply committed to ensuring that young people's voices are prioritised at every stage of our programmes. We will continue to involve young people in our decision making processes, from planning and development to execution and evaluation of our projects. We will foster an environment where young people feel valued and heard. This participatory approach will enhance the relevance and impact of our programmes but also empower young people to take an active role in shaping their futures and advocating for issues that matter to them.

2. NORTH EAST FOCUS

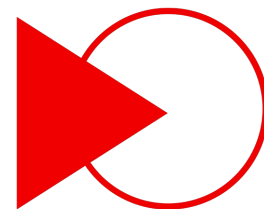
By embracing funding challenges, Headliners UK will focus on opportunities in the North East region. This focus will provide more sustainable programmes and help to bridge the gap in regional youth representation in the media and empower young people to become active, informed citizens capable of influencing positive change in their community.

3. YOUTH WORK AND JOURNALISM COLLABORATION

We will place a strong emphasis on the collaboration between youth work and journalism, recognising the powerful synergy this partnership can create. By integrating youth work principles into journalism, we will empower young people to explore and tell stories on issues that affect their lives and communities whilst ensuring all young people receive access to youth work support.

**'Headliners made
me more confident.
Headliners made
me feel like I have
a voice.'**

OUR PRIORITIES 2024-2029



4. REGIONAL GROWTH

We will ensure that more young people in The North East have the opportunity to access Headliners through a wider regional offering, with development into areas not previously served. Giving more young people a chance to take part in youth journalism and creative media.



5. A STRONG AND SUSTAINABLE CHARITY

Through a proactive approach to governance, the charity will focus on, financial stability, long-term impact and community relevance. We will achieve this through strategic planning, diversifying funding sources and continuously assessing and responding to the needs of the community. Crucially ensuring our programmes remain digitally relevant, effective and impactful for young people. We will invest in our team to maintain a skilled and motivated organisation.



'It's a powerful thing to share your voice and actually have someone listen to you.'

HEADLINERS (UK)

England & Wales - Charity number 1043300

Accounts

HEADLINERS (UK)

Trustees Report & Financial Statements

31st March 2023



**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

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HEADLINERS (UK)



REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2023

Registered Company number

02976335

Registered Charity number

1043300

Registered office

100 Howard Street, North Shields, NE30 1NA

Trustees

Jonathan Hudson	Chair	
Dr David Baines	Deputy Chair	
Eshe Nelson		
Maggie Taggart		
Gana Alampalle		retired 14 September 2023
Alex Brookes		retired 14 September 2023
Emma Corry		retired 14 September 2023
David Izamoje		retired 14 September 2023
Niall Parfitt		retired 14 September 2023
Eva Keogan		retired 14 September 2023
Darell Philip		retired 14 September 2023
Kevin Meah		appointed 1 April 2022, retired 26 April 2022

Senior Management Team

James Hunt	Chief Executive	appointed 15 August 2022
Alison Talbot	Chief Executive	resigned 15 August 2022

Independent Examiner

Read, Milburn & Co., 71 Howard Street, North Shields, NE30 1AF

Bankers

Barclays Bank PLC, Islington and Camden Business Centre, PO Box 3474, London, NW1 7NQ

Solicitors

Pinsent Masons, 30 Crown Place, London, EC2A 4ES

Dear Friends,

It has been another busy year delivering our mission and supporting young people. However, our fundraising environment remains challenging. With this in mind, the charity has had to take steps to reduce our fixed costs and explore wider opportunities for fundraising and partnerships.

We expect in the next financial year the need to look at the Headliners UK operating model, which may require consolidation into a single base of operation in the Northeast of England.

Nevertheless, with funding that has been secured, we have continued to deliver our excellent programmes supporting young people. I am proud that we were able to work with 816 young people through our activities.

The year brought changes in leadership at Headliners UK. We said goodbye to Ali Talbot, after two years at Headliners, steering the organisation through the pandemic, being innovative to continue delivery with our young people and supporting our team through what was a difficult time for all across the UK. We thank Ali for her hard work during what was an unprecedented challenge to our operations.

In August 2022 we welcomed a new Chief Executive, James Hunt, who joins us with experience as a fundraiser in the charity sector.

I want to convey my thanks to all of our funders, supporters and volunteers. Not least our wonderful trustees that continue to provide their time supporting me as Chair, and the leadership of the charity.

Jon Hudson



Chairperson



**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

Structure, governance and management

Headliners (UK) is a company limited by guarantee, not having a share capital, and is governed by a Board of Trustees, the members of which are the directors of the Company. The charity's governing document is its Articles of Association. Trustees are externally recruited and selected then appointed by ordinary resolution for an initial three-year term, which can be extended.

It is the policy of the charity that there is representation of young people and former Headliners (UK) members on the Board of Trustees. Young people are involved across all sections of the organisation including the annual planning cycle and developing strategy. The charity's ethos is encourage the participation of young people. Young people are involved in the recruitment of key charity positions and key decision making in the charity including our strategy.

The day-to-day operation of the charity is now managed by the Chief Executive, who reports to the Board of Trustees and who is supported by a small senior management team. The senior management team meets at monthly intervals and the Board meets five times per year. There are two sub committees that operate in support of the Board of Trustees. These are the Finance, Fundraising and Communications Sub Committee and the Delivery and Operations Sub Committee.

Financial review

During the 2023-24 financial year, Headliners (UK) made a net deficit of £43,815 (2022 19,475) resulting in total funds carried forward of £160,396 (202 £204,211).

Reserves Policy

The Trustees have determined that a target reserves level of £60,000 is both realistic and appropriate. This represents 18 months of core costs not supported by guaranteed income streams which is felt to provide sufficient protection for the organisation.

Management of Risk

The Trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face.
- Regular monitoring by the charity's Finance, Fundraising and Communications Sub Committee and the Risk Register is reported to the Board of Trustees quarterly.
- The establishment of systems and procedures to mitigate those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the key focus for the charity and building up of the unrestricted reserves for the charity through new sources of income and new contract income. Attention has also focussed on non-financial risks arising from safeguarding and child protection.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

Who we are

Headliners (UK) uses multi-media programmes and tools to help disadvantaged young people across London, Northern Ireland and North-East England to learn new skills and give them the means to make good choices in their own lives. Headliners supports the most vulnerable children and young people aged 8-25 years including care leavers, from black and minority ethnic groups, low economic backgrounds, those not in education, employment or training (NEET), with special educational needs and disabilities (SEND), refugees and young people seeking asylum. Through creative media and journalism we empower young people to have a voice, share their stories and the stories of others.

Through the work we do we support young people to prepare for the future whilst building confidence and resilience. In the process, young people also enrich local communities through disseminating what they learnt and through targeted social action around areas of local deprivation. Headliners is proud to work with forward-thinking and innovative young people who care passionately about their peers and the communities they live in.

Through the work of our dedicated team, We support young people to have a voice on issues that matter locally such as transitioning to independent living, acquiring skills for work and dealing with isolation amongst other things.

Headliners has a near 30 year track record of advocating for young people on matters that affect them, inspiring them to investigate the world around them, offering opportunities to enhance their future life chances through education and empowering them by amplifying their voices.

"Being a care-leaver isn't easy. I do get so much support from my social worker and from other organisations but it's different from having a parent, family that you can talk to about anything. It can really knock your confidence. I have always been a creative person but doubted my abilities so wouldn't share the things I did. Signing up to do new things is always quite daunting as meeting new people is hard but I'm so glad I signed up to do Tyne on Your side. I lacked confidence in this and just didn't know where to start. After working with Headliners, I feel so much more confident and positive about my future because I have been given some really good skills in interviewing, mapping out my future and building my experiences though volunteering."

Abi, 17-Tyne on Your Side project.



**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

Our Impact

In 2022/23 We worked with 804 young people. Our Impact shows:

- 88% of our young people said they felt their contribution was valued.
- 94% of our young people said they cared about their community more.
- 87% of our young people said they felt they were able to give their own opinion.
- 86% of our young people felt more confident talking to groups of people.

In London, we delivered:

- London Green Champions, Kindly Funded by The National Lottery Community fund and The Jack Petchey Foundation.
- Breaking Through The Headlines, Kindly Funded by Tower Hamlets Prevent.
- Safe Spaces London, Kindly Funded by The Edward Gostling Foundation.

In the Northeast we delivered:

- Digital Transitions, Kindly funded by Lloyds Bank Foundation.
- Safe Spaces North East, Kindly Funded by The Postcode Neighborhood Trust.
- Aiming High, Kindly Funded by The Santander Foundation.
- We also delivered NCS programmes in the Northeast, Including Summer, Autumn, changemakers programmes and Skills boosters Programmes.

In Northern Ireland we delivered:

- EANI, Kindly Funded by Education Authority Northern Ireland.



**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

Strategic Summary

Our purpose is to raise the voices of young people and support the next generation of citizen journalists. We are young people led and it's their voices that are shared within all aspects of the charity.

Our Vision is a world where young people's voices are heard, where they believe in themselves, are empowered and able to make positive choices and changes for themselves and for others.

Our Mission is to provide a platform for young people to share their voices, positively challenge the world around them, build their self-confidence and promote young people's right to be heard as equals.

We Believe

- All young people have voices and views that are respected and listened to.
- All young people are talented, creative and deserve to be nurtured and supported to create a positive future.
- All young people deserve equal access to inclusive opportunities and the resources they require to fulfil their potential.
- All young people matter, and our role is to provide support and opportunities for them to identify and develop their own strengths.
- All young people should feel safe, have a safe space, and be supported without judgement.



**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

**Strategic Objectives
2023 to 2025**

Our Strategic Objectives are to:

EMPOWER through Youth Voices. We will do this by enabling young people to have an inclusive platform to amplify their voice supported our charity that is the best we can be through effective governance, leadership and youth engagement to empower youth voices.

EDUCATE through Youth Opportunities. We will do this by developing our partnerships and alliances to amplify youth voices to create opportunities for young people to enhance their future life chances by making positive choices and access inclusive opportunities.

ADVOCATE through Reaching Out. We will do this by strengthening young people's voices, empowering them to positively challenge the world around them supported by sustainable resources and income in the charity to achieve our vision and mission.

"I think the part of the project that was the most important for me was a session in believing in myself. I think all young people need to have that because I put myself down all the time before this and now, I can go 'No I can do this, I do have skills, I am capable.'"

Reza, 17, Tyne on Your Side participant



**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

Our Projects

Our projects represent the needs of the young people we work with and our core groups of young people who are facing barriers;

- Young people who are care experienced, either that they have lived in local authority care, foster care or have recently left the care system. This can include young carers themselves who have received respite care from their own caring responsibilities.
- Young people who are SEND or have autism spectrum disorder.
- Young people who are new migrants to the UK including those who are Refugees or Asylum seekers and young people who have English as a Second Language.

Additional Projects complement our core projects, engage further young people, additionally develop the work of Headliners and offers further support to young people we already work with.

The Young Journalist programme is the aimed at working with young people to support them to become the next generation of citizen journalists, to train and equip them to challenge the world around them, share their stories and the stories of others. This programme will be developed with a timeline for beginning in January 2024.

The Aiming High Project has made me feel more excited for the future I have and less sad about my past. I feel safe, I have made friends and I have been able to use new creative skills. Hopefully next year I can go to college and study photography. I would like to be a photographer for my career and Headliners has inspired me. I like to take pictures that show real life in its true form. I like to photograph places and people. I like to show shapes and different angles that show a different view of a simple thing.

Young Person, 19 - Aiming High



**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Headliners (UK) for the purposes of company law) are responsible for preparing the Annual 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on 18 March 2024 and signed on its behalf by:



J E Hudson - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HEADLINERS (UK)

Independent examiner's report to the trustees of Headliners (Uk) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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.



Nicholas J Liley FCA
The Institute of Chartered Accountants in England and Wales

Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

22 March 2024

HEADLINERS (UK)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		4,107	-	4,107	4,322
Charitable activities					
England-wide operations		190,322	243,699	434,021	405,947
NI (Belfast & Derry Bureaux)		-	19,221	19,221	83,408
Investment income	2	3	-	3	-
Other income		-	-	-	23
Total		<u>194,432</u>	<u>262,920</u>	<u>457,352</u>	<u>493,700</u>
EXPENDITURE ON					
Raising funds		20,514	-	20,514	470
Charitable activities					
England-wide operations		231,286	203,619	434,905	378,861
NI (Belfast & Derry Bureaux)		<u>38,732</u>	<u>7,016</u>	<u>45,748</u>	<u>133,844</u>
Total		<u>290,532</u>	<u>210,635</u>	<u>501,167</u>	<u>513,175</u>
NET INCOME/(EXPENDITURE)		(96,100)	52,285	(43,815)	(19,475)
Transfers between funds	11	<u>(13,665)</u>	<u>13,665</u>	-	-
Net movement in funds		(109,765)	65,950	(43,815)	(19,475)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>180,116</u>	<u>24,095</u>	<u>204,211</u>	<u>223,686</u>
TOTAL FUNDS CARRIED FORWARD		<u>70,351</u>	<u>90,045</u>	<u>160,396</u>	<u>204,211</u>

The notes form part of these financial statements

HEADLINERS (UK)

BALANCE SHEET 31 MARCH 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	7	3,583	6,015
CURRENT ASSETS			
Debtors	8	51,576	184,219
Cash at bank and in hand		<u>180,878</u>	<u>135,409</u>
		232,454	319,628
CREDITORS			
Amounts falling due within one year	9	(75,641)	(121,432)
		<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>156,813</u>	<u>198,196</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>160,396</u>	<u>204,211</u>
NET ASSETS		<u>160,396</u>	<u>204,211</u>
FUNDS	11		
Unrestricted funds		70,351	180,116
Restricted funds		<u>90,045</u>	<u>24,095</u>
TOTAL FUNDS		<u>160,396</u>	<u>204,211</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 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

HEADLINERS (UK)

BALANCE SHEET - continued 31 MARCH 2023

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 18 March 2024 and were signed on its behalf by:

A handwritten signature in black ink, appearing to be 'J E Hudson', written in a cursive style.

J E Hudson - Trustee

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is the Pound Sterling, rounded to the nearest Pound (£).

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 25% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

Trade and other debtors (including prepayments) are recognised at the settlement amount due or amount prepaid) net of any trade discounts.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments.

Creditors

Trade and other creditors (including accruals) are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount nett of any trade discounts.

Financial instruments

All financial assets and financial liabilities of the charity qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. INVESTMENT INCOME

	2023	2022
	£	£
Interest receivable	<u>3</u>	<u>-</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation - owned assets	4,554	4,583
Independent examiner's remuneration, including irrecoverable VAT	2,160	2,800
	<u> </u>	<u> </u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

5. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	274,776	317,154
Social security costs	21,051	24,950
Other pension costs	<u>4,666</u>	<u>5,912</u>
	<u>300,493</u>	<u>348,016</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Administrative staff	1	1
Direct charitable work	<u>10</u>	<u>12</u>
	<u>11</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

The key management personnel of the charity are listed under Reference and Administrative Details. The total employee benefits of the key management personnel of the charity were £56,584 (2022 - £87,267).

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,322	-	4,322
Charitable activities			
England-wide operations	279,943	126,004	405,947
NI (Belfast & Derry Bureaux)	3,579	79,829	83,408
Other income	<u>23</u>	<u>-</u>	<u>23</u>
Total	<u>287,867</u>	<u>205,833</u>	<u>493,700</u>
EXPENDITURE ON			
Raising funds	470	-	470
Charitable activities			
England-wide operations	203,573	175,288	378,861
NI (Belfast & Derry Bureaux)	<u>(23,659)</u>	<u>157,503</u>	<u>133,844</u>
Total	<u>180,384</u>	<u>332,791</u>	<u>513,175</u>
NET INCOME/(EXPENDITURE)	107,483	(126,958)	(19,475)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>72,633</u>	<u>151,053</u>	<u>223,686</u>
TOTAL FUNDS CARRIED FORWARD	<u>180,116</u>	<u>24,095</u>	<u>204,211</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

7. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 April 2022	23,086
Additions	<u>2,122</u>
At 31 March 2023	<u>25,208</u>
DEPRECIATION	
At 1 April 2022	17,071
Charge for year	<u>4,554</u>
At 31 March 2023	<u>21,625</u>
NET BOOK VALUE	
At 31 March 2023	<u>3,583</u>
At 31 March 2022	<u>6,015</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	34,661	9,606
Other debtors	928	138,742
Prepayments	10,003	4,780
Accrued income	<u>5,984</u>	<u>31,091</u>
	<u>51,576</u>	<u>184,219</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	11,754	6,016
Social security and other taxes	2,269	6,248
Other creditors	-	1,040
Accruals	2,160	3,320
Deferred income	<u>59,458</u>	<u>104,808</u>
	<u>75,641</u>	<u>121,432</u>

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets	3,583	-	3,583	6,015
Current assets	82,951	149,503	232,454	319,628
Current liabilities	<u>(16,183)</u>	<u>(59,458)</u>	<u>(75,641)</u>	<u>(121,432)</u>
	<u>70,351</u>	<u>90,045</u>	<u>160,396</u>	<u>204,211</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
England-wide Operations	150,844	(52,814)	(31,262)	66,768
Northern Ireland Operations	23,257	(38,732)	15,475	-
Designated funds	<u>6,015</u>	<u>(4,554)</u>	<u>2,122</u>	<u>3,583</u>
	180,116	(96,100)	(13,665)	70,351
Restricted funds				
Heritage Lottery	(862)	-	862	-
Jack Petchey	124	193	-	317
Co-Ray Project	11,278	(28)	-	11,250
Lloyds TSB Engage	5,553	(820)	-	4,733
London Wildlife Fund	770	-	-	770
Young Londoners	(2,200)	-	2,200	-
ESF Equip Community Leaders	(413)	4,076	-	3,663
Santander	8,379	14,516	-	22,895
Postcode Lottery	1,146	(578)	-	568
Old Street	(586)	-	586	-
NE Youth	1,600	-	-	1,600
Community Foundation NCS	750	-	-	750
National Lottery Community Fund				
Empowering YP	(7,799)	-	7,799	-
Education authority for Northern Ireland	3,410	5,684	-	9,094
Dept of Justice	2,945	6,521	-	9,466
Edward Gostling Foundation	-	(2,218)	2,218	-
London's Young Platinum Green Champions	-	7,452	-	7,452
Breaking Through the Headlines	-	6,483	-	6,483
Tyne on Your Side	-	5,117	-	5,117
Kickstarter	<u>-</u>	<u>5,887</u>	<u>-</u>	<u>5,887</u>
	<u>24,095</u>	<u>52,285</u>	<u>13,665</u>	<u>90,045</u>
TOTAL FUNDS	<u>204,211</u>	<u>(43,815)</u>	<u>-</u>	<u>160,396</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
England-wide Operations	194,432	(247,246)	(52,814)
Northern Ireland Operations	-	(38,732)	(38,732)
Designated funds	-	(4,554)	(4,554)
	194,432	(290,532)	(96,100)
Restricted funds			
Jack Petchey	11,900	(11,707)	193
Co-Ray Project	-	(28)	(28)
Lloyds TSB Engage	33,388	(34,208)	(820)
ESF Equip Community Leaders	5,990	(1,914)	4,076
Santander	55,324	(40,808)	14,516
Postcode Lottery	15,187	(15,765)	(578)
Education authority for Northern Ireland	12,700	(7,016)	5,684
Dept of Justice	6,521	-	6,521
Edward Gostling Foundation	12,831	(15,049)	(2,218)
London's Young Platinum Green Champions	34,050	(26,598)	7,452
Breaking Through the Headlines	32,255	(25,772)	6,483
Tyne on Your Side	29,926	(24,809)	5,117
Kickstarter	12,848	(6,961)	5,887
	262,920	(210,635)	52,285
TOTAL FUNDS	457,352	(501,167)	(43,815)

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
Unrestricted funds			
England-wide Operations	66,586	84,258	150,844
Northern Ireland Operations	(3,981)	27,238	23,257
Designated funds	<u>10,028</u>	<u>(4,013)</u>	<u>6,015</u>
	72,633	107,483	180,116
Restricted funds			
Heritage Lottery	28,553	(29,415)	(862)
Jack Petchey	1,308	(1,184)	124
Co-Ray Project	14,156	(2,878)	11,278
Lloyds TSB Engage	20,061	(14,508)	5,553
London Wildlife Fund	-	770	770
Young Londoners	8,748	(10,948)	(2,200)
ESF Equip Community Leaders	1,997	(2,410)	(413)
Santander	-	8,379	8,379
Postcode Lottery	-	1,146	1,146
Old Street	-	(586)	(586)
NE Youth	-	1,600	1,600
Community Foundation NCS	-	750	750
National Lottery Community Fund			
Empowering YP	76,230	(84,029)	(7,799)
Education authority for Northern Ireland	-	3,410	3,410
Dept of Justice	<u>-</u>	<u>2,945</u>	<u>2,945</u>
	<u>151,053</u>	<u>(126,958)</u>	<u>24,095</u>
TOTAL FUNDS	<u>223,686</u>	<u>(19,475)</u>	<u>204,211</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
England-wide Operations	283,718	(199,460)	84,258
Northern Ireland Operations	3,579	23,659	27,238
Designated funds	<u>570</u>	<u>(4,583)</u>	<u>(4,013)</u>
	287,867	(180,384)	107,483
Restricted funds			
Heritage Lottery	9,920	(39,335)	(29,415)
Jack Petchey	1,000	(2,184)	(1,184)
Co-Ray Project	15,000	(17,878)	(2,878)
Lloyds TSB Engage	19,809	(34,317)	(14,508)
London Wildlife Fund	18,566	(17,796)	770
Young Londoners	28,136	(39,084)	(10,948)
ESF Equip Community Leaders	11,980	(14,390)	(2,410)
Santander	11,951	(3,572)	8,379
Postcode Lottery	4,792	(3,646)	1,146
Old Street	2,500	(3,086)	(586)
NE Youth	1,600	-	1,600
Community Foundation NCS	750	-	750
National Lottery Community Fund			
Empowering YP	40,001	(124,030)	(84,029)
Education authority for Northern Ireland	28,319	(24,909)	3,410
Dept of Justice	<u>11,509</u>	<u>(8,564)</u>	<u>2,945</u>
	205,833	(332,791)	(126,958)
TOTAL FUNDS	<u>493,700</u>	<u>(513,175)</u>	<u>(19,475)</u>

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

11. MOVEMENT IN FUNDS - continued

Designated funds

Designated funds represent the illiquid funds of the charity. Transfers to this fund represent capital expenditure during the year.

Restricted Funds

England-wide Operations

- i. The Jack Petchey Foundation who funding supports our London delivery.
- ii. Funding for the London Borough of Tower Hamlets enables us to support our work with young people with special educational needs.
- iii. Funding from the National Lottery Heritage Fund supporting our "Keeping It Wild" work with the London Wildlife Trust, John Muir Trust and London Youth.
- iv. The London Mayors Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- v. Funding from Vanguard to develop our out of school 'Safe Spaces' projects in London.
- vi. Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North East England.
- vii. The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders project which supports new, emerging and existing communities to explore their shared heritage in the North East of England.

NI (Belfast & Derry Bureaux)

- i. Funding from The National Lottery Community Fund (formerly the Big Lottery Community Fund) enabling Headliners (UK) to deliver the Empowering Young People programme to work with young people who are in care, young offenders and young people out of school.
- ii. Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland.
- iii. Funding from the Education Authority Northern Ireland is enabling Headliners to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.

Transfers to restricted funds represent funding shortfalls made up from the charity's free reserves.

12. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme. The pension charge for the year represents contributions payable by the charity to the scheme and amounted to £4,666 (2022 - £5,912).

Contributions totalling £nil (2022 - £1,040) were payable to the scheme at the balance sheet date and are included in other creditors.

HEADLINERS (UK)

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

14. LEGAL STATUS

Headliners (UK) is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within Reference and Administrative Details.

The Liability of the members is limited. Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of being wound up while they are a member or within one year after they ceased to be a member, for payment of the debts and liabilities of the charitable company contracted before they ceased to be a member and of the costs, charges and expenses of winding up and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

HEADLINERS (UK)

England & Wales - Charity number 1043300

Accounts

Headliners (UK)

Trustees Report & Financial Statements

31st March 2022

Headliners (UK) Trustee Report and Financial Statements 31st March 2022

Status	The organisation is a charitable company limited by guarantee, incorporated on 3 October 1994 and registered as a charity on 12 January 1995.	
Charity Number	1043300	
Company Number	02976335	
Registered Address	200A Pentonville Road, Islington, London, N1 9JP	
Trustees	Jonathan Hudson Dr David Baines Gana Alampalle Alex Brookes Emma Corry Jonathan Grosskopf David Izamoje Eva Keogan Eshe Nelson Niall Parfitt Darell Philip Maggie Taggart	Chair Deputy Chair Resigned 25/05/2021
Chief Executive	Mrs Alison Talbot James Hunt	Resigned 15/08/2022 Joined 15/08/2022
Bankers	Barclays Bank PLC Islington and Camden Business Centre PO Box 3474 London NW1 7NQ	
Solicitors	Pinsent Masons 30 Crown Place, London EC2A 4ES	
Independent Examiner	Anthony Epton Goldwins Chartered Accountants 75 Maygrove Road, London NW6 2EG	

Chair's Foreword

Chair Foreword 2022

It has been another busy year of making news and changing lives.

As I write this, the UK seems to be moving on from the trauma of the pandemic, but no doubt a new crisis will emerge. All that we can do as a charity is remain resilient, flexible and keep our people engaged. This approach successfully guided us through the pandemic and these learnings will remain with us for the future.

As an organisation we have spent the past two years building the foundations for our future and developing a strategy to take us up to 2025 and beyond. We learned a lot about ourselves during this process, what young people and staff felt, what our stakeholders thought about us and what our partners wanted.

It was clear that young people have really struggled over the past few years and need lots of support to get back on track, be it anxiety due to social isolation or nervousness about their education attainment. We have taken this knowledge and baked it into our future programme plans.

Our governance continues to be strong, with a broad and diverse board representing the regions of the UK where we work, people with varied interests and a number of former members, including myself. The makeup of the board is something I am immensely proud of. I would also note the excellent support received over the past years from Lloyds Bank Foundation which has supported me to be a better Chair and build stronger foundations of effective leadership and governance. But, like all organisations, we recognise that much more can always be done.

As this year came to an end, we said goodbye to a number of colleagues, including our Chief Executive, Ali Talbot. Ali's first day at Headliners was the 1 April 2020 and guiding the organisation through the pandemic was no April Fool. Like all organisations we adapted to the new reality and following the pandemic, have had to continue to be flexible in our delivery as the funding environment adapts to the post-pandemic world.

We are excited about our plan for the future so please, if you are reading this, get in touch and let's see how we can work together.



Jon Hudson

Date: 30/01/2023

Headliners (UK) Trustees' Report

The Trustees are pleased to present their report together with the audited financial statements for Headliners (UK) for the year ended 31st March 2022.

Legal and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and Accounting and Reporting by Charities: Statement of Recommended Practice 2005.

Structure, Governance and Management

Headliners (UK) is a company limited by guarantee, not having a share capital, and is governed by a Board of Trustees, the members of which are the directors of the Company. The charity's governing document is its Articles of Association. Trustees are externally recruited and selected then appointed by ordinary resolution for an initial three-year term, which can be extended.

It is the policy of the charity that there is representation of young people and former Headliners (UK) members on the Board of Trustees. Young people are involved across all sections of the organisation including the annual planning cycle and developing strategy.

The charity's ethos is encourage the participation of young people. Young people are involved in the recruitment of key charity positions and key decision making in the charity including our strategy.

The day-to-day operation of the charity is now managed by the Chief Executive, who reports to the Board of Trustees and who is supported by a small senior management team. The senior management team meets at monthly intervals and the Board meets five times per year. There are two sub committees that operate in support of the Board of Trustees. These are the Finance, Fundraising and Communications Sub Committee and the Delivery and Operations Sub Committee.

The charity was supported by 128 hours of governance volunteering hours by Trustees in 2021-22 to contribute to the governance of the charity and an additional 76.5 governance volunteering hours to support the development of the new strategy.

Financial management of the organisation lies with the Chief Executive and an outsourced Finance Provider. For the financial year 2021-2022 this service was provided by Accountability Europe Ltd. Budgets are prepared annually and presented to the Board of Trustees for formal adoption in March of each year. Management accounts are presented every two months to the Finance, Fundraising and Communications Committee and reported on to the Board of Trustees meetings. The Finance, Fundraising and Communications Sub Committee, chaired currently by the Chair, regularly reviews the financial position, the level of reserves and policy and fundraising progress. It also reviews the risk register and going concern to advise and report to the Board of trustees.

It is the policy of Headliners (UK) that all Trustees, team members and volunteers are subjected to a Disclosure and Barring Service (DBS) check and Access NI check for Northern Ireland at appointment and at three-year intervals thereafter.

Responsibilities of Board of Trustees

The Board of Trustees is responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the Board of Trustees to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the Board of Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the Board of Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business
- observe the methods and principles in the Charities' SORP

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

In accordance with company law, as the company's directors, the Trustees certify that:

- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Directors of the company, they have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information

Our Board of Trustees

Members of the Board of Trustees, who are also Trustees under charity law, who served during the year and up to the date of this report shown on page 2. Profiles of the Board of Trustees can be viewed [here](#).

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees on 31st March 2022 was 11. Members of the Board of Trustees have no beneficial interest in the charity.

New Trustees are elected by the Board of Trustees having regard for the knowledge, skills and experience Headliners (UK) require. The appointment of Trustees is undertaken through an open recruitment process and based on the skills matrix for the Board and selected candidates are interviewed for suitability. Once appointed, Trustees complete an induction process, which includes orientation with the operational and financial reporting processes, meeting senior management and staff and introduction with the charity's team and young people (members).



Charitable Objectives and Activities

Our Vision

Our vision is a world where young people's voices are heard, where they believe in themselves, are empowered and able to make positive choices and changes for themselves and for others.

Our Mission

Our mission is to provide a platform for young people to share their voices, positively challenge the world around them, build their self-confidence and promote young people's right to be heard as equals.

Our Cornerstones

- All young people have voices and views that are respected and listened to.
- All young people are talented, creative and deserve to be nurtured and supported to create a positive future.
- All young people deserve equal access to inclusive opportunities and the resources they require to fulfil their potential.
- All young people matter, and our role is to provide support and opportunities for them to identify and develop their own strengths.
- All young people should feel safe, have a safe space and be supported without judgement

Operating Principles:

We strive to act in line with our principles:

- Consult, empower and involve young people in decision making and day to day activities.
- Create a safe space for young people
- Build positive relationships between our workforce and young people
- Have a youth-centred approach and begin our support where the young person is at in their lives
- Use inclusive multi-media, journalism and story-telling practical skills-based activities
- Each young person is empowered to create their own content for each project or activity
- Promote social mixing, cohesion and opportunities for young people to make friends
- Ensure effective and efficient use of our charity's resources
- Ensure consistent management, leadership and good governance principles are adopted across all elements of the charity's operations

Headliners (UK) Values

- Respectful: To respect yourself and others at all times and treat others with dignity.
- Inclusive: To support accessibility and inclusivity for all whilst amplifying the voices of young people
- Understanding: To have strong and trusting relationships between young people, members, partners & supporters based on open and honest communication.
- Caring: Show care and consideration to everyone
- Integrity: To act with integrity, honesty and sincerity at all times.
- Safety: To ensures safety, confidentiality and safeguarding at all times for young people and our activities

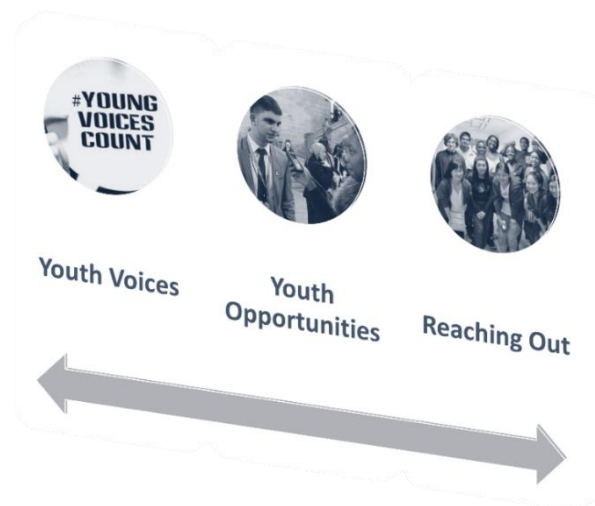


Our Strategic Objectives for 2022-2025

Headliners (UK) is entering an exciting phase of development following the challenges that COVID-19 presented to the charity, our staff team and young people. The Board of Trustees and the staff team came together throughout 2021 to develop the next strategic plan for 2022-2025. It represented a unique opportunity to take stock of where the charity sits in the youth landscape and listen to young people's thoughts on what they need for the future. The charity's Trustees, staff members and importantly young people and our partners have had the opportunity to shape our direction of travel and guide us on how we meet the needs of young people in the coming years.

Headliners (UK) has taken onboard the wide scope of discussions and youth consultations to shape our strategy around three key themes and these have become our pillars for our 2022-2025 strategic objectives. A copy of our full strategy can be downloaded [here](#)

Headliners (UK) strategic objectives for the next three years are:



Strategic Objectives 2022-2025

Headliners Youth Voices:

- **#Headliners Voices:** To enable young people to have an inclusive platform to amplify their voice and be listened to.
- **#Headliners Govern and Invest:** To be the best we can be through effective governance, leadership and youth engagement to empower youth voices.

- We will do this by enabling young people to have an inclusive platform to amplify their voice the best we can through effective governance, leadership and youth engagement to empower youth voices.

Headliners Youth Opportunities:

- **#Headliners Futures:** To create opportunities for young people to enhance their future life chances and grow in confidence
- **#Headliners Choices:** To support young people to make positive choices and access inclusive opportunities
- **#Headliners Partnerships:** To develop our partnership and alliances to amplify youth voices and create youth opportunities
- We will do this by developing our partnerships and alliances to amplify youth voices to create opportunities for young people to enhance their future life chances by making positive choices and accessing inclusive opportunities.

Headliners Reaching Out:

- **#Headliners Reaching Out:** To strengthen young people's voices by empowering them to positively challenge the world around them
- **#Headliners Giving:** To create sustainable resources and income for the charity to achieve our vision and mission.
- We will do this by strengthening young people's voices, empowering them to positively challenge the world around them supported by sustainable resources and income in the charity to achieve our vision and mission.

Measuring Our Impact

Headliners (UK) will capture qualitative and quantitative data and feedback to support our strategic objectives. This includes the number of participants, equality and diversity information and demographic of participants with the appropriate safeguarding and anonymity maintained. We will capture detailed feedback from participants, parents / carers, project partners and volunteers through exit surveys and questionnaires. It is important that we capture young people's baseline views at the start of our contact with them and then we capture detailed end of project exit reflections from each young person. These reflection questionnaires are built around the objectives and outcomes for each project or objective.

Our core outcomes to be measured for this strategy are:

- a. % of young people feel their confidence levels have improved.
- b. % of young people report they have made new friends.
- c. % of young people feel their feelings of wellbeing have improved.
- d. % of young people feel they have a voice and are heard.

Review of 2021/2022 Charitable Activities

COVID Responsible Management

Throughout 2021-2022, Headliners (UK) had to adapt to changing government guidance presented by the Covid-19 pandemic and our delivery support to young people was adapted to ensure continued delivery through both online delivery and COVID secure face to face delivery when permitted. Each project had specific COVID-19 Secure Risk Assessments, and these were reviewed at each change in restrictions for both England and Northern Ireland operations.

North-East England

Tynesiders:

- Project supporting young people (YP) from new, emerging and established communities in North and South Tyneside, Newcastle and Gateshead to unearth, document and share their communities' unique (im)migration stories funded from The National Lottery Heritage Fund. The project came to an end on 31st March 2022.
- The project supported 107 YP to capture their stories through photography projects and oral histories for exhibition across Tyne and Wear with 27 YP gaining OCN certificated qualifications throughout the project
- Delivered outreached sessions in the communities with NE Futures, UTC, Jarrow School, Kenton School, The Newcastle Irish Centre, West End Refugee Service, Action Foundation as well as openly advertised session which were held at MEA House.
- Across the life of the project, the YP had a variety of opportunities to visit several heritage sites across Tyneside and capture images from those visits through photography. The purpose of these visits was to enable the young people to explore the make-up of the North East's Heritage and the heritage venues included Souter Lighthouse, North and South Marine Parks, Tynemouth Priory, The banks of the Tyne, The Fish Quay, Exhibition Park, The Side Gallery, The Star and Shadow Cinema, The Side Gallery, Tyne and Wear Museum Archives and The Migration Museum
- 91.58% of YP reported that their confidence of speaking in a group had improved and 90.65% of young people reported that they felt more confident speaking to people they don't know
- 98.13% of YP reported an improvement in being able to talk about issues that affect them
- Your future: 92/107 of YP reported an improvement from the start until the end and 85.98% of YP reporting an improvement from the start of the project until the end
- Getting into employment or training: 78/107 of YP reported an improvement from the start until the end and 72.89% of YP reporting an improvement from the start until the end
- Knowing where to get support from: 89/107 of YP reported an improvement from the start until the end and 83.17% of YP reporting an improvement from the start until the end



Digital Transitions:

- Our Lloyds Bank Foundation Invest funded project supports young people transitioning from care to independence to take part in multi-media activities, 1-2-1 mentoring and employability skills training to promote young people's personal and social development, as well as equipping them with the skills and experience to build independent and enriched lives.
- 25 young people achieved OCN Level 1 qualification in Photography.
- 100% young people who took part in the project reported a marked increase in their self-esteem and feel more optimistic about the future.
- 93.33% of young people reported that they had more confidence in speaking in front of groups.

- 100% of the young people reported that they have increased confidence in speaking to people they don't know.
- 98.3% young people reported feeling less isolated and felt that they had increased networks both professionally and personally.
- 86.66% of young people reported an increased confidence and optimism about the ability to get a job in the future.



Young people social event on the Digital Transitions project

Safe Spaces: North-East England

This is a new project which commenced in January 2022 that is supported by the People's Postcode Trust and has so far supported 10 young people. The outcome of this programme is that the young people involved will become more resilient personally, more socially independent, increased confidence and less isolated. They will gain skills for increased employability, independence, raise aspirations and work readiness be able to learn digital skills.



National Citizen Service:

- **Social action and active citizenship:** Headliners (UK) are a proud delivery partner of the National Citizen Services (NCS) Trust. Due to the COVID pandemic and government restrictions, our NCS programme was not again able to deliver conventional summer and autumn residential programmes.
- The adapted and limited NCS Summer 2021 programme reached 60 young people who generated 1800 social action hours back into their local communities and the average NPS satisfaction score was 70.8%. The total attrition % to Turn Up was: 37.23% and all cases were due to COVID self-isolation with cases.
- For the Autumn programme, 38 young people completed the programme and generated 1140 social action hours for their communities and our rate of completers was 89.47%.
- Headliners also delivered a new and unique NCS skills Booster programme to 329 young people in South Tyneside that provided personal development, social action and volunteering sessions.



Northern Ireland

Our Together we Can, Together We Will

Our project funded by the National Lottery Community Fund supported 255 young people in 2021-2022 provided a range of programmes and sessions which enabled the young people to create podcasts, stories, photo-stories and media content. The team has a unique opportunity to work with young people who do not normally get their voices heard and this was reflected in our work with the Northern Ireland Rare Diseases Partnership. A brilliant film <https://www.headliners.org/a-year-inside> produced by Headliners (NI) with the young people of NIRDP - Saul, George, Anya and Tom tells their story of their year inside during the pandemic. This film was made possible thanks to the generous support of The National Lottery Community Fund Northern Ireland.



Safe Spaces Northern Ireland

Our Safe Spaces Northern Ireland project kindly funded by the Northern Ireland Justice Department's Assets Recovery Community Scheme (ARCS) enabled 8 young people to access safe spaces to take part in activities that enabled them to raise their voices and explore the issues of crime, community safety and their local communities. The young people created some hard hitting stories and media including <https://www.headliners.org/life-on-the-fault-line-a-north-belfast-case-study> and <https://www.headliners.org/north-belfast-youth-capture-their-home-place>



Headlining Young Voices

- This project was funded by the Education Authority Northern Ireland (EANI) Project enabled 31 young people from Derry / Londonderry to be supported to participate in youth leadership programmes and to run themed youth led thematic engagement events about the issues that mattered to them and reached 102 young people. The young people generated some incredible stories including:
 - <https://www.headliners.org/addressing-womens-rights-in-2022>
 - <https://www.headliners.org/the-dangers-of-normalisation>
 - <https://www.headliners.org/you-will-be-fine>
 - <https://www.headliners.org/derry-is-changing>
 - <https://www.headliners.org/foyle-halloween-has-returned>
 - <https://www.headliners.org/building-equal-opportunities>
- 100% of young people indicated they felt their voices were heard.
- 100% of young people felt that they were able to give their own opinion on the creation of the resources.



The Peace Bridge – Derry/Londonderry

London

#Unfiltered

Our Unfiltered project supported by the Mayor's Office Young Londoners Fund came to an end on 31st January 2022. The project sought to raise the voice of young people who are excluded or isolated in London and reach 60 young people per year with SEND/ at risk of exclusion/ at risk of criminal activity.



- The Unfiltered project worked with 148 young people during 2021-2022 including 70 new young people to the project and provided much needed support for Young Londoners that enabled them to explore a wide range of topics that mattered to them.
- 85% of young people reported that they felt more confident talking to groups of people

- 100% of young people reported that said they felt they were able to give their own opinion
- The range of media / multi-media opportunities generated for the young people to take part in and how it is affecting change was significant. For example, the Greater London Authority interviews with politicians has led to young people's recommendations being seen, talked about and taken on by the GLA elected representatives and the Metropolitan Police. Some examples of the young people's stories can be found here:
 - <https://www.headliners.org/sem-moema-speaks-with-rose>
 - <https://www.headliners.org/london-lives>
 - <https://www.headliners.org/wheres-the-housing>

London Youth Bronze Quality Award 2022-2025

Headliners (UK) Headliners (UK) was delighted to have achieved the London Youth UK Youth Bronze Quality Mark Award for 2022 to 2025. The Quality Mark is a quality assurance framework providing organisations with a badge of excellence. It has been designed to establish a recognised level of quality across any group/organisation that is delivering youth work.

Community Leaders ESF Equip

The Community Leaders project was supported by the European Social Fund Equip funding managed by the Paddington Development Trust. The project supported 10 young women in developing their personal and media skills to move them closer to the labour market and increase their employability.

The Jack Petchey Foundation Silver Awards

Headliners London are kindly supported by the Jack Petchey Foundation Silver Awards which recognises young people aged 11-25 for their outstanding achievements and personal development. Each young person nominated by Headliners (UK) receives a certificate, pin badge and a book from Sir Jack himself, as well as a grant towards improving the projects we deliver. We are delighted that in 2021-2022 six young people were awarded Silver Awards.

You can read more about their stories here: <https://www.headliners.org/the-winners-of-the-jack-petchey-foundation-awards> and <https://www.headliners.org/jack-petchey-silver-awards-2022>

Safe Spaces London

Our Safe Spaces London project was supported by the Old Street Partnership Community Fund, the Big Give and The Sir Jules Thorn Charitable Trust enabled Headliners (UK) to create safe spaces for 26 young people in East London to take part in after school activity and support them to avoid getting drawn into anti-social behaviour.



Keeping It Wild

Our Keeping It Wild project came to an end in July 2021 and had been delivered in partnership with London Wildlife Trust, London Youth and John Muir Trust funded by The Heritage Lottery Fund. The project tackled the challenges of the national lockdowns to support young people to access nature. Over the three years the project enabled:

- 1397 young people were involved in protecting London's Green Spaces and 6 London Wildlife Trust nature reserves were improved by the conservation work carried out by the young people of #KeepingItWild.
- 152 Level 1 and 31 Level 2 Media Accreditations were achieved through young people creating films, podcasts and journalistic pieces surrounding issues and passions in their local environment.
- 59 groups of young people got stuck into Wild Action practical conservation days, 16 groups of young people learnt about urban wildlife over 10-week courses and 31 young people were paid #KeepingItWild trainees for 3 months
- 46 youth groups planned and designed social action projects for their local communities.

- Young people’s feedback included:
 - “I really enjoyed the media training. I learnt a lot about photography and the skills involved, like how to use the rule of thirds.”
 - “I really liked learning about how I can use media to get a message out to a range of people.”
 - “It’s been an insightful and comprehensive media training experience.”



UK Wide: Co-Ray

Headliners (UK) has had the pleasure of working in partnership with the Emerging Minds Network and Fully Focused on a unique eighteen-month project that responded to the challenges young people have faced from the COVID-19 pandemic and the impact on their mental health. An exceptional group of young people in the North-East England explored key themes are young people’s mental health and then recorded a series of podcasts including 5 Top Tips podcasts which included interviews with key practitioners and clinical psychologists. The podcasts can be listened to here:

- Episode 1: <https://www.youtube.com/watch?v=U523S7TW7D0&t=10s>
- Episode 2: <https://www.youtube.com/watch?v=dvh31lq1LGQ&t=392s>
- Episode 3: <https://www.youtube.com/watch?v=SK8-1kk07Zw&t=10s>
- Episode 4: <https://www.youtube.com/watch?v=e39QDXVUuJk&t=3s>
- Top Tips: <https://www.headliners.org/coray-voices-top-tips-podcasts>



Achievements and Performance

- Headliners (UK) supported 1141 children and young people in England and Northern Ireland in 2021-2022 compared to 775 in 2020-21.
- 2940 social action and volunteering hours generated to support local community projects in the North-East England.
- 130 young people aged 14 and over were registered for accreditation in journalism, communication, technical skills and skills for professions in the creative and digital industries.
- We built partnerships with 172 new leads, groups, organisations and partners enabling us to reach new cohorts of disadvantaged young people and add value to youth provision.
- Headliners (UK) and regional feeds reached 345,749 impressions on Twitter during 2021-2022 to amplify the voice of young people and share their stories.

Headliners (UK) Impact:

The impact of the projects delivered during 2021/22 shows that involvement in Headliners (UK) programmes significantly improves individual outcomes for young people:

- 99.94% of young people said they felt their contribution was valued

- 97.60% of young people said they cared about their community more
- 98.80% of young people said they felt they were able to give their own opinion
- 95% of young people felt more confident talking to groups of people
- 98.58% of young people would recommend Headliners (UK)



Financial Review

During the 2021-2022 financial year, Headliners (UK) made a net deficit of £19,475 (2021 net profit £25,203) resulting in total funds carried forward of £204,211 (2021 total funds carried forward £223,686). Principal sources of funding were from the contract delivery on the National Citizen Service Trust (NCST), the National Lottery Community Fund Northern Ireland, Mayor of London's Young Londoners Fund and new grant funding secured. The NCS contract income from the Skills Booster programme provided additional unbudgeted income for the charity.

Reserves Policy

The Trustees have determined that a target reserves level of £60,000 is both realistic and appropriate. This represents 18 months of core costs not supported by guaranteed income streams which is felt to provide sufficient protection for the organisation. The charity has built up the reserves over the past year and exceeded the target through reducing long term financial commitments with the exception of the loan.

Management of Risk

The Trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face.
- Regular monitoring by the charity's Finance, Fundraising and Communications Sub Committee and the Risk Register is reported to the Board of Trustees quarterly.
- The establishment of systems and procedures to mitigate those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the key focus for the charity and building up of the unrestricted reserves for the charity through new sources of income and new contract income. Attention has also focussed on non-financial risks arising from safeguarding and child protection.

Data security including cyber security is an increasing focus and the charity regularly reviews our Data Protection Policy and procedures to comply with the General Data Protection Regulation (GDPR) and the charity once again achieved Cyber Essentials accreditation in October 2021 to October 2022.

Safeguarding and child protection policies and procedures are reviewed twice a year by the Chief Executive and reported to Trustees when new legislation or guidance is issued. External child protection

training is compulsory for all staff and there is an internal on-going training and skills sharing child protection plan.

Thank you to our Funders

Without the vital funding and support provided to Headliners (UK) we could not support the many vulnerable children and young people we reach. We are indebted to these funders, and we wanted to say a very big thank you to:

North-East England

- The National Citizen Service Trust – NCS programme
- The Lloyds Bank Foundation – Digital Transitions project and Enhance Support
- The People's Postcode Lottery Trust – Safe Spaces North-East England project
- The National Lottery Heritage Fund - Tynesiders' project
- North-East England Youth - Healthy & Happy Grants Rd 3 Micro Grant and Social Action Grant
- The Hadrian Trust – Digital Transitions
- Newcastle Building Society – Digital Transitions
- The Tyne & Wear High Sheriff's Award Scheme – Social Action Activities
- Child Health and Wellbeing Network - North-East England and North Cumbria ICS - Youth Mental Health First Aid Strategy Site
- Newcastle City Council - COVID Support grant

London Funders

- The Jack Petchey Foundation – London Green Champions and Silver Awards
- National Lottery Heritage Fund - Keeping It Wild
- The London Mayor's Fund - #Unfiltered
- European Social Fund (ESF) Equip: Paddington Development Trust – Community Leaders Project
- The Sir Jules Thorn Charitable Trust – Safe Spaces London
- The Old Street Partnership Community Fund – Safe Spaces London
- Hackney London Borough Council – Additional COVID Restrictions Grant fund
- The Bellinger Donnay Charitable Trust – Safe Spaces London

National

- Virgin Media O2 Together Fund 2021
- Aviva Community Fund and donor support for our Young Voices project.
- The Big Give – Safe Spaces London

Northern Ireland (Belfast & L'Derry)

- The National Lottery Community Fund – Northern Ireland – Together We Can Together we will project
- The Education Authority Northern Ireland (EANI) – Headlining Young Voices Project

- Northern Ireland Justice Department - Assets Recovery Community Scheme (ARCS) – Safe Spaces Northern Ireland



Omid - A Tynesiders' project participant

Fundraising Promise

We are signed up to the Fundraising Regulator's 'Fundraising Promise' which summarises our commitment to individuals who support our work. The promise includes a commitment to make our supporters' experience as positive and rewarding as we can. We are committed to being honest and transparent about where our supporters' donations go and why we need funding. The safety of our supporters' data is very important to us.

We are determined to take all obligations very seriously and we will:

- never sell or share our supporters' data with any third-party fundraising organisations
- be both respectful and accountable to our supporters
- continue to be sensitive when engaging with vulnerable people and our practices will reflect this, and continue to ensure our supporters feel valued and in control of their relationship with us.

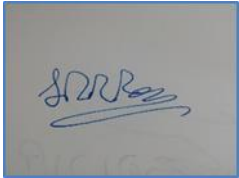
Small Company Provisions

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102 effective 1 January 2015) - Charities SORP (FRS 102 effective 1 January 2015) and the Companies Act 2006

Approved by the Board of Trustees on 30th January 2023 and signed on its behalf by



Jon Hudson – Chair



David Baines –Trustee

INDEPENDENT EXAMINERS' REPORT FOR THE YEAR ENDED 31 MARCH 2022

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 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.



Anthony Epton BA FCA CTA FCIE
Goldwins
Chartered accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Date: 30/01/2023

Headliners (U.K.)**Statement of financial activities**

(incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income from:					
Donations		4,322	-	4,322	-
Charitable activities:	3				
England and wide operations		279,943	126,004	405,947	317,427
NI (Belfast & Derry Bureaux)		3,579	79,829	83,408	182,389
Other income		23	-	23	-
Total income		287,867	205,833	493,700	499,816
Expenditure on:	4				
Generating funds		470	-	470	-
Charitable activities:					
England and wide operations		203,573	175,288	378,861	309,198
NI (Belfast & Derry Bureaux)		(23,659)	157,503	133,844	165,415
Total expenditure		180,384	332,791	513,175	474,613
Net income/ (expenditure) for the year		107,483	(126,958)	(19,475)	25,203
Transfers between funds		-	-	-	-
Net movement in funds		107,483	(126,958)	(19,475)	25,203
Reconciliation of funds:					
Total funds brought forward		72,633	151,053	223,686	198,483
Total funds carried forward		180,116	24,095	204,211	223,686

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Headliners (U.K.)
Balance sheet
As at 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets:					
Tangible assets	8		6,015		10,028
Current assets:					
Debtors	9	184,219		60,577	
Cash at bank and in hand		<u>135,409</u>		<u>169,021</u>	
		319,628		229,598	
Liabilities:					
Creditors: amounts falling due within one year	10	<u>(121,432)</u>		<u>(15,940)</u>	
Net current assets			<u>198,196</u>		213,658
Total net assets			<u>204,211</u>		<u>223,686</u>
Funds	13				
Restricted funds			24,095		151,053
Unrestricted funds:					
Designated funds		6,015		10,028	
General funds		<u>174,101</u>		<u>62,605</u>	
Total unrestricted funds			<u>180,116</u>		<u>72,633</u>
Total funds			<u>204,211</u>		<u>223,686</u>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provision of section 477 of the Companies Act 2006("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the act. The Trustee acknowledge their responsibilities for complying with the requirement of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the trustees on 30 January 2023.
and signed on their behalf by:



Jon Hudson
Chairman

Company registration no. 2976335

The attached notes form part of the financial statements.

Headliners (U.K.)
Statement of cash flows
For the year ended 31 March 2022

	Note	2022 £	2021 £	
Cash flows from operating activities:				
Net cash provided by / (used in) operating activities	a	(33,042)	39,449	
Cash flows from investing activities:				
Payments to acquire fixed assets		(570)	(2,381)	
Cash provided by / (used in) investing activities		(570)	(2,381)	
Change in cash and cash equivalents in the year		(33,612)	37,068	
Cash and cash equivalents at the beginning of the year		169,021	131,953	
Cash and cash equivalents at the end of the year	b	135,409	169,021	
a) Reconciliation of net income / (expenditure) to net cash flow from operating activities				
		2022 £	2021 £	
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		(19,475)	25,203	
Depreciation		4,583	4,356	
(Increase)/ decrease in debtors		(123,642)	12,185	
Increase/ (decrease) in creditors		105,492	(2,295)	
Net cash provided by / (used in) operating activities		(33,042)	39,449	
b) Analysis of cash and cash equivalents				
	At 31 March 2021 £	Cash flows £	Other changes £	At 31 March 2022 £
Cash at bank and in hand	169,021	(33,612)	-	135,409
Total cash and cash equivalents	169,021	(33,612)	-	135,409

Headliners (U.K.)

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

c) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services, and other activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of generating funds and expenditure on charitable activities.

Headliners (U.K.)

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies (continued)

g) Operating leases

Rental payables under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the lease

h) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~ Plant and equipments	4 years
------------------------	---------

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

- j) Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

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

l) Pensions

The charitable company contributes into the pension of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension costs charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2022

2 Detailed comparatives for the statement of financial activities

	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total funds £
Income from:			
Charitable activities:			
England-Wide Operations	132,534	184,893	317,427
NI (Belfast & Derry Bureaux)	-	182,389	182,389
Total income	132,534	367,282	499,816
Expenditure on:			
Charitable activities:			
England-Wide Operations	128,362	180,836	309,198
NI (Belfast & Derry Bureaux)	(1,253)	166,668	165,415
Total expenditure	127,109	347,504	474,613
Net income/ (expenditure) for the year	5,425	19,778	25,203
Net movement in funds	5,425	19,778	25,203
Transfers between funds	(7,175)	7,175	-
Net movement in funds	(1,750)	26,953	25,203
Total funds brought forward	74,383	124,100	198,483
Total funds carried forward	72,633	151,053	223,686

Headliners (U.K.)

Notes to the financial statements

For the year ended 31 March 2022

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Grant income				
National Lottery Community Fund Empowering YP	-	40,001	40,001	158,896
Education Authority for Northern Ireland	-	28,319	28,319	13,575
Department of Justice NI	-	11,509	11,509	9,917
Heritage Lottery	-	9,920	9,920	39,680
Jack Petchey	-	1,000	1,000	1,500
London Borough of Hackney Covid-19 Grant	7,750	-	7,750	5,000
Co-operation Ireland	3,579	-	3,579	-
Co-Ray Project	-	15,000	15,000	15,000
Lloyds TSB Engage	-	17,559	17,559	45,987
Lloyds Covid-19 Funding	-	-	-	8,211
London Wildlife Fund	-	18,566	18,566	31,804
Heritage Lottery Accelerator Fund	-	-	-	3,912
Young Londoners	-	28,136	28,136	45,014
ESF Equip Community Leaders	-	11,980	11,980	1,997
Virgin Money O2 fund	1,000	-	1,000	-
Newcastle City Council Covid-19 Grant	-	-	-	11,973
Old Street Partnership	-	2,500	2,500	-
NE Youth	-	1,600	1,600	-
Community Foundation	-	750	750	-
People's Postcode Lottery	-	4,792	4,792	-
Santander Foundation	-	11,951	11,951	-
Other	3,000	2,250	5,250	1,500
Total	15,329	205,833	221,162	393,966
Other income				
NCS Trust	268,193	-	268,193	104,305
Other income	23	-	23	250
Fundraising income	4,322	-	4,322	1,295
Total	272,538	-	272,538	105,850
Total income from charitable activities	287,867	205,833	493,700	499,816

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2022

4 Analysis of expenditure

	Charitable activities		2022 £	2021 £
	England & Wide Operations £	NI (Belfast & Derry Bureaux) £		
Staff costs	245,321	103,165	348,486	344,270
Other staff costs	35,014	3,060	38,074	33,462
Direct costs				
Bureau direct costs	18,071	6,879	24,950	17,124
Other operating costs	3,438	209	3,648	13,963
Support costs				
Printing, postage & stationary	3,743	204	3,947	-
Telephone & Internet	1,531	1,451	2,982	-
Premises costs	13,385	13,906	27,290	29,838
Office costs	12,265	2,784	15,049	2,761
Office equipment costs	12,797	2,185	14,982	24,354
Depreciation	4,583	-	4,583	4,356
Legal and professional fees	25,766	-	25,766	35
Relocation costs	-	-	-	669
Bank charges	618	-	618	798
Independent examination fees	2,800	-	2,800	2,880
Trustees expenses	-	-	-	104
	379,331	133,843	513,175	474,613
Support costs	-	-	-	-
Total expenditure 2022	379,331	133,843	513,175	
Total expenditure 2021	309,196	165,417	474,613	

Of the total expenditure, £180,384 was unrestricted (2021: £127,109) and £332,791 was restricted (2021: £347,504).

	Charitable activities		2021 £	2020 £
	England & Wide Operations £	NI (Belfast & Derry Bureaux) £		
Staff costs	218,307	125,963	344,270	255,364
Other staff costs	29,262	4,200	33,462	37,363
Direct costs				
Bureau direct costs	9,820	7,304	17,124	3,842
Other operating costs	10,300	3,662	13,962	178,277
Support costs				
Premises costs	15,758	14,081	29,839	30,772
Office costs	1,488	1,273	2,761	3,417
Office equipment costs	17,742	6,612	24,354	21,584
Gift in Kind	-	-	-	-
Depreciation	4,356	-	4,356	3,751
Legal and professional fees	35	-	35	48
Bank charges	632	166	798	134
Audit fees	2,880	-	2,880	3,640
Trustees expenses	104	-	104	752
	311,352	163,261	474,613	538,944
Support costs	(2,156)	2,156	-	-
Total expenditure 2021	309,196	165,417	474,613	
Total expenditure 2020	400,450	138,494	538,944	

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2022

5 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2022	2021
	£	£
Depreciation	4,583	4,356
Independent examiner's fee- net of VAT	2,333	2,167
Trustees' expenses	-	104
	<u> </u>	<u> </u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2022	2021
	£	£
Salaries and wages	317,624	315,285
Social security costs	24,950	23,404
Employer's contribution to defined contribution pension schemes	5,912	5,581
	<u>348,486</u>	<u>344,270</u>

No employee earned over £60,000 during the year (2021: Nil)

The total employee benefits including pension contributions of the key management personnel were £87,267 (2021: £84,777)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). In 2022, DBS costs for trustees amounted to nil (2021: trustees were reimbursed £104 for expenses). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022	2021
	No.	No.
Administrative staff	1	1
Direct charitable work	12	13
	<u>13</u>	<u>14</u>

7 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

8 Tangible fixed assets

	Plant & Equipment £	Total £
Cost		
At the start of the year	22,516	22,516
Additions in year	570	570
At the end of the year	<u>23,086</u>	<u>23,086</u>
Depreciation		
At the start of the year	12,488	12,488
Charge for the year	4,583	4,583
At the end of the year	<u>17,071</u>	<u>17,071</u>
Net book value		
At the end of the year	<u>6,015</u>	<u>6,015</u>
At the start of the year	<u>10,028</u>	<u>10,028</u>

All of the above assets are used for charitable purposes.

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2022

9 Debtors

	2022	2021
	£	£
Trade debtors	9,606	50,846
Other debtors	138,742	2,230
Prepayments	4,780	7,501
Accrued income	31,091	-
	184,219	60,577

10 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	6,016	4,731
Taxation and social security	6,248	6,095
Pension Liability	1,040	857
Accruals	3,320	4,257
Deferred income	104,808	-
	121,432	15,940

11 Pension scheme

The charity operates defined contribution pension schemes.

12 Analysis of net assets between funds

	General unrestricted funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	-	6,015	-	6,015
Net current assets	174,101	-	24,095	198,196
Net assets at the end of the year	174,101	6,015	24,095	204,211

Analysis of net assets between funds-prior year

	General Unrestricted Funds	Designated Funds	Restricted Funds	Total funds
	£	£	£	£
Tangible fixed assets	-	10,028	-	10,028
Net current assets	62,605	-	151,053	213,658
Net assets at the end of the year	62,605	12,003	124,100	223,686

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2022

13 Movements in funds

	At the start of the year £	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the year £
Restricted funds:					
England-wide Operations					
Heritage Lottery	28,553	9,920	(39,335)	-	(862)
Jack Petchey	1,308	1,000	(2,184)	-	124
Co-Ray Project	14,156	15,000	(17,878)	-	11,278
Lloyds TSB Engage	20,061	19,809	(34,317)	-	5,553
London Wildlife Fund	-	18,566	(17,796)	-	770
Young Londoners	8,748	28,136	(39,084)	-	(2,200)
ESF Equip Community Leaders	1,997	11,980	(14,390)	-	(413)
Santander	-	11,951	(3,572)	-	8,379
Pos	-	4,792	(3,646)	-	1,146
Old Street	-	2,500	(3,086)	-	(586)
NE Youth	-	1,600	-	-	1,600
Community foundation NCS	-	750	-	-	750
NI (Belfast & Derry Bureaux)					
National Lottery Community Fund Empowering YP	76,230	40,001	(124,030)	-	(7,799)
Education authority for Northern Ireland	-	28,319	(24,909)	-	3,410
Dept of justice	-	11,509	(8,564)	-	2,945
Total restricted funds	151,053	205,833	(332,791)	-	24,095
Unrestricted funds:					
Total designated funds	10,028	570	(4,583)	-	6,015
General funds					
England Operations	66,586	283,718	(199,460)	-	150,844
Northern Ireland Operations	(3,981)	3,579	23,659	-	23,257
Total unrestricted funds	62,605	287,297	(175,801)	-	174,101
Total funds	223,686	493,700	(513,175)	-	204,211

Movements in funds-prior year

	At the start of the year £	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the year £
Restricted funds:					
England-wide Operations					
Heritage Lottery	32,318	39,680	(43,445)	-	28,553
Jack Petchey	996	1,500	(1,188)	-	1,308
Vanguard	10,941	-	(10,941)	-	-
Co-Ray Project	-	15,000	(844)	-	14,156
Lloyds TSB Engage	14,741	45,987	(38,461)	(2,206)	20,061
London Wildlife Fund	(5,389)	31,804	(31,796)	5,381	-
Heritage Lottery Accelerator Fund	-	3,912	(3,912)	-	-
Young Londoners	9,983	45,014	(46,249)	-	-
ESF Equip Community Leaders	-	1,997	-	-	-
Co-op	-	-	(4,000)	4,000	-
NI (Belfast & Derry Bureaux)					
Other income	60,939	158,896	(143,605)	-	76,230
Education authority for Northern Ireland	(429)	13,575	(13,146)	-	-
EANI Youth Restart project	-	9,917	(9,917)	-	-
Total restricted funds	124,100	367,282	(347,504)	7,175	151,053
Unrestricted funds:					
Total designated funds	12,003	2,381	(4,356)	-	10,028
General funds					
England Operations	67,614	130,153	(124,006)	(7,175)	66,586
Northern Ireland Operations	(5,234)	-	1,253	-	(3,981)
Total unrestricted funds	62,380	130,153	(122,753)	(7,175)	62,605
Total funds	198,483	499,816	(474,613)	-	223,686

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2022

Purposes of designated funds:

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for UK overhead.

Purposes of restricted funds:

England-wide Operations

- i. The Jack Petchey Foundation who funding supports our London delivery.
- ii. Funding for the London Borough of Tower Hamlets enables us to support our work with young people with special educational needs.
- iii. Funding from the National Lottery Heritage Fund supporting our 'Keeping It Wild' work with the London Wildlife Trust, John Muir Trust and London Youth.
- iv. The London Mayors Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- v. Funding from Vanguard to develop our out of school 'Safe Spaces' projects in London.
- vi. Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North East England.
- vii. The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders project which supports new, emerging and existing communities to explore their shared heritage in the North East of England.

NI (Belfast & Derry Bureaux)

- i. Funding from The National Lottery Community Fund (formerly the Big Lottery Community Fund) enabling (Headliners (UK) to deliver the Empowering Young People programme to work with young people who are in care, young offenders and young people out of school.
- ii. Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland.
- iii. Funding from the Education Authority Northern Ireland is enabling Headliners to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.

14 Financial Commitments - operating leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021	2022	2021
	Premises		Others	
Expiry date within:				
Less than one year	-	-	-	246
	<u>-</u>	<u>-</u>	<u>-</u>	<u>246</u>

15 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

16 Related party transactions

Other than what has been disclosed in note 6, there are no related party transactions to disclose for 2022 (2021: none).

HEADLINERS (UK)

England & Wales - Charity number 1043300

Accounts

Headliners (UK)

Trustees Report & Financial Statements

31 March 2021

Headliners (UK) Trustee Report and Financial Statements 31st March 2021

Status	The organisation is a charitable company limited by guarantee, incorporated on 3 October 1994 and registered as a charity on 12 January 1995.	
Charity Number	1043300	
Company Number	2976335	
Number		
Registered Address	Can Mezzanine, 49-51 East Road, Hackney, London N1 6AH	
Trustees	Jonathan Hudson Dr David Baines Gana Alampalle Alex Brookes Emma Corry Victoria Gashe Jonathan Grosskopf David Izamoje Eva Keogan Eshe Nelson Niall Parfitt Darell Philip David Seymour Maggie Taggart	Chair Deputy Chair Resigned 23 rd September 2020 Resigned 25 May 2021 Resigned 24 th March 2021
Chief Executive	Mrs Alison Talbot – from 1 st April 2020.	
Bankers	Barclays Bank PLC Islington and Camden Business Centre PO Box 3474 London NW1 7NQ	
Solicitors	Pinsent Masons 30 Crown Place, London EC2A 4ES	
Auditors	Goldwins Chartered Accountants 75 Maygrove Rd, London NW6 2EG	

Chair's Foreword

It is with great pleasure that I present this year's annual report and accounts for review by our friends and partners. I am pleased because of the fantastic work our staff team have delivered over the past year in the face of unprecedented circumstances, placing an extraordinary strain on resources and established ways of working. I can only commend their resilience and ability to adapt to change.

Given the external environment, changing delivery rules and funder requirements, we have still been able to deliver our mission. Supporting 775 young people through our innovative programmes and providing accreditation in journalism, photography or creative industries to 75. We also end the year in a positive financial position, and with suitable reserves.

I want to highlight the work of our (relatively) recently appointed Chief Executive, who had her first day just as lockdown was announced in March 2020. It is not an easy task to take on the leadership of a new organisation, particularly at a time when a whole new way of working and delivery has to be implemented within a matter of weeks. Ali has steered the organisation with care, humour, empathy and professionalism and we thank her for that. The results of her and her team are outlined throughout this report.

As a Board, we took the decision to delay our new strategy year until the full effect of the pandemic was understood. But we also wanted to use this extra time to 'get the house in order' as we look to the future. Therefore, during the year and following an extensive skills audit and recruitment process, we onboarded nine new trustees. This is the most diverse board Headliners has ever had, made up of people from across the UK, from a range of backgrounds and experiences - now we need to embed this approach across all of our organisation and programmes. The board also includes a number of former members of Headliners (UK) and we have plans for even greater involvement of young people in our decision making processes.

Our new Trustees have been a welcome addition to the discussions on our new strategy and have got 'stuck in' as we review our approaches to governance to ensure we are fit for the long term. We have also identified new digital opportunities to further our reach, taking forward our learnings from our COVID response.

Finally, it is only right that I thank our funders and partners for their support over the past year. You have all shown us flexibility as we have needed to adapt and, in many cases, made more funds available to support our COVID-19 response and the well-being of our staff team and our beneficiaries. Thank you for your support.

Jon Hudson



Jon Hudson 2021

Headliners (UK) Trustees' Report

The Trustees are pleased to present their report together with the audited financial statements for Headliners (UK) for the year ended 31 March 2021.

Legal and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and Accounting and Reporting by Charities: Statement of Recommended Practice 2005.

Structure, Governance and Management

Headliners (UK) is a company limited by guarantee, not having a share capital, and is governed by a Board of Trustees, the members of which are the directors of the Company. The charity's governing document is its Articles of Association. Trustees are externally recruited and selected then appointed by ordinary resolution for an initial three-year term, which can be extended.

It is the policy of the charity that there is representation of young people and former Headliners (UK) members on the Board of Trustees. Young people are involved across all sections of the organisation including the annual planning cycle and developing strategy.

The charity's ethos is encouraging the participation of young people. Young people are involved in the recruitment of key charity positions and key decision making in the charity including our strategy.

The day-to-day operation of the charity is now managed by the Chief Executive, who reports to the Board of Trustees and who is supported by a small senior management team. The senior management team meets at monthly intervals and the Board meets five times per year. The charity was supported by 81 hours of volunteering hours by Trustees in 2020 to contribute to the governance of the charity.

Financial management of the organisation lies with the Chief Executive and an outsourced Head of Finance. Budgets are prepared annually and presented to the Board of Trustees for formal adoption in March of each year. Management accounts are presented every two months to the Finance Committee and reported on to the Board of Trustees meetings. The Finance Committee, chaired currently by the Chair, regularly reviews the financial position, the level of reserves and policy and fundraising progress. It also reviews the risk register and going concern to advise and report to the Board of trustees.

It is the policy of Headliners (UK) that all Trustees, team members and volunteers are subjected to a Disclosure and Barring Service (DBS) check and Access NI check for Northern Ireland at appointment and at three-year intervals thereafter.

Responsibilities of Board of Trustees

The Board of Trustees is responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the Board of Trustees to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Board of Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the Board of Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business
- observe the methods and principles in the Charities' SORP

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

In accordance with company law, as the company's directors, the Trustees certify that:

- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Directors of the company, they have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information

Our Board of Trustees

Members of the Board of Trustees, who are also Trustees under charity law, who served during the year and up to the date of this report shown on page 2. Profiles of the Board of Trustees can be viewed [here](#).

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2021 was 13. Members of the Board of Trustees have no beneficial interest in the charity.

New Trustees are elected by the Board of Trustees having regard for the knowledge, skills and experience Headliners (UK) require. The appointment of Trustees is undertaken through an open recruitment process and based on the skills matrix for the Board and selected candidates are interviewed for suitability. Once appointed, Trustees complete an induction process, which includes orientation with the operational and financial reporting processes, meeting senior management and staff and introduction with the charity's team and young people (members).



We empower young people to have a voice.

Charitable Objectives and Activities

The mission of Headliners (UK) is:

To inspire children and young people to investigate and challenge the world around them, enhance their personal development and promote their right to be heard as equals.

Our Vision

A world where young people believe in themselves, are powerful and able to make changes for themselves and for others

Our Beliefs

- All young people have voices and views that should be heard and taken seriously.
- All young people have potential - they are talented, creative and have experience that can be harnessed to create a positive future.
- All young people deserve equal opportunities in life, no matter what their start has been or their circumstances.
- All young people are assets and our role is to provide support and opportunity for young people to identify their own strengths and take those opportunities.

Operating Principles:

We always:

- ✓ Involve young people in decision making
- ✓ Create a safe space for young people
- ✓ Build positive relationships between staff and young people
- ✓ Have a youth-centred approach and begin our support where the young person is at
- ✓ Use journalism tools and processes
- ✓ Use experiential learning and hands-on practical skills-based activities
- ✓ Create a journalistic /media output for each project
- ✓ Promote social mixing and cohesion

The objectives of the charity are:

- To advance the education of children and young people and enable young people to express themselves by using the skills and disciplines of journalism and present their findings and views to policy and decision makers by researching, conducting interviews and producing stories for publication in local and national newspapers and magazines and for broadcast on TV and radio. Their stories advance the views of a diverse range of children and young people from across the UK
- To raise the skills, confidence and aspirations of young people to give them lifelong and transferable skills such as improved communication and critical thinking skills for increased employability and media skills that can help them into the creative industries
- To involve young people in decision making within Headliners and to support young people to become active citizens in their communities and support different communities to learn together to promote respect and the celebration of diversity as well as raise the voice of those most isolated and disengaged communities

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit. The charity's strategy was due to run from 2018-2021 but due to the impact of the Covid-19 pandemic, the Trustees agreed to extend the current strategy period to 31st March 2022. The Trustees, staff team and young people are currently developing the new strategy to respond to the issues and impact presented by the post-Covid world.

Putting our current strategy into action, Headliners (UK) has four main areas of activity:

- Providing learning through multi-media programmes to improve the skills and educational attainment of young people
- Raising the voice of young people who are isolated or excluded or under-represented generally particularly young people who have experience of the care system and young people with special educational needs.
- Encouraging youth volunteering, social action and active citizenship and supporting young people to make positive choices in their own lives
- Bringing together groups of young people from a wide range of backgrounds to celebrate and respect diversity

Our priorities for the current 2018-22 Strategy are:

- To improve the choices and opportunities for the most socially isolated young people in the North East of England, London and Northern Ireland enabling these young people to become more independent, socially equal, employment-ready and active citizens.
- Increase opportunities for young people to be heard in their own authentic voice, challenge perceptions and to influence and create change for young people.
- To create a movement of people – new trustees, volunteers and friends of Headliners - getting behind young people in their area to help them achieve their goals.

Review of 2020/2021 Charitable Activities

COVID Pandemic

Like many charities across the country, Headliners (UK) has faced significant challenges that the Covid-19 pandemic presented for the charity, our team, our partners, funders and importantly the young people we seek to support.

In April 2020, the charity said farewell to our long serving Director and a new Chief Executive joined the charity - right in the middle of a national lockdown due to the pandemic. The staff team adapted very well and very promptly to online Google Meets / Microsoft Teams meetings and establishing online delivery for young people. Through proactive discussions with our funders, the funded projects found innovative ways to reach young people and provide much needed support during the three national lockdowns.

North East

Tynesiders:

- ❖ Project supporting young people from new, emerging and established communities in North and South Tyneside, Newcastle and Gateshead to unearth, document and share their communities' unique migration stories funded from The National Lottery Heritage Fund.

We empower young people to have a voice.

- ❖ The project supported 56 young people to capture their stories through photography projects and oral histories for exhibition across Tyne and Wear and enrich the archives of local museums and galleries with 22 young people engaged in OCN learning programmes.
- ❖ 100% of young people reported that they would be more likely to access heritage venues as a result of taking part in the project and 67% reported having more confidence to mix with different groups of people.
- ❖ 100% of the young people felt valued and listened to as a result of the project. 100% said that they would recommend Headliners to others and 67% said they would be more likely to take part in heritage projects in the future.
- ❖ 100% young people felt that their confidence had grown as a result of taking part in the project.

Digital Transitions:

- ❖ Lloyds Bank Foundation Invest funded project to support young people transitioning from care to independence.
- ❖ Our 'Digital Transitions' project blends group engagement activities, 1-2-1 mentoring and employability skills training backed by a hands-on, accredited media programme to promote young people's personal and social development, as well as equipping them with the skills and experience to stand on their own two feet.
- ❖ Over 25 young people supported to build their confidence, develop their life skills and amplify their voices during the COVID pandemic.
- ❖ 83% of young people felt they have become a lot more optimistic about their future
- ❖ 86.7% felt more confident in how they felt they were dealing with their problems.



Photography from the Digital Transitions project

"Headliners has brought a routine and structure back into my life and a support system that I can trust. For the first time in what feels like forever I'm not only setting goals but achieving them too. My course leader, David has been amazing and even throughout a pandemic has offered me unrelenting support. Our sessions have always been fun and relaxed, yet covering really important subjects like debt management, writing a cv and looking for a work placement." Young Person – Digital Transitions 2021

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We empower young people to have a voice.

National Citizen Service:

- ❖ **Social action and active citizenship:** Headliners (UK) are a proud delivery partner of the National Citizen Services (NCS) Trust. Due to the COVID pandemic and government restrictions, the North East were not able to deliver conventional summer and autumn residential programmes.
- ❖ The adapted and much limited NCS Summer programme reached 29 young people and generated over 750 social action hours back into their local communities. The programme quality was judged from young people scored 84.21 % against a national average of 63.7% and a North East average of 63.8%. Parent / guardian feedback was also high with 88.89% positive score against a national figure of 74.5% and regional average of 83.8%.
- ❖ For the Autumn programme, 40 young people completed the programme and completed 1200 hours of social action. The Autumn 2020 programme NPS scores achieved 77.8% for quality in the backdrop of high COVID cases in the North East.
- ❖ Our bespoke NCS autumn programme at the Jarrow Route2Work College on South Tyneside that was recognised by North East Youth and won the North East Youth's Projects with Pride Partnership of the Year Award.



Northern Ireland

Our Together we Can, Together We Will

- ❖ Our project funded by the National Lottery Community Fund supported 242 young people in 2020-2021 through providing a range of programmes sessions enabling to create podcasts, stories, photo-stories and media content. The #LifeinLockdown series was well received as was our partnership with Parents of Children with Autism (POCA) and Playtrail. One of the films we supported young people to produce can be seen here: <https://www.headliners.org/the-playtrail-tea-in-the-park-has-returned>
- ❖ Our Education Authority Northern Ireland (EANI) Project COVID ReStart project enabled 8 young people to be supported to re-engage and re-start their journey and share their voices and stories from the pandemic. EANI also supported our charity with a small amount of PPE funding enabling us to support young people with PPE when our session resumed face-to-face.

London

#Unfiltered

- ❖ Our Unfiltered project supported by the Mayor's Office Young Londoners Fund to raise the voice of young people who are excluded or isolated in London explored a wide range of topics including Black

Lives Matter, the COVID pandemic lockdowns and youth mental health. An example of the young people's stories can be found here: <https://www.headliners.org/mental-health-and-coping>

- ❖ Unfiltered supported 168 young people during 2020-2021 and provided much needed support online and then face-to-face for Young Londoners.

#Young Reporters

- ❖ The Young Reporter's Safe Spaces project supported by the Vanguard Group enabled Headliners (UK) to create safe spaces for young people in East London to take part in after school activity and support them to avoid getting drawn into youth violence.



Keeping It Wild

- ❖ Increasing young people's access to nature: The Keeping It Wild project has been delivered in partnership with London Wildlife Trust, London Youth and John Muir Trust funded by The Heritage Lottery fund tackled the challenges of the national lockdowns to support young people to access nature. The project enabled:
 - ✓ 16 Trainees to be trained in Media and Journalism with all being certificated with OCN.
 - ✓ 122 young people engaged in multi-media programmes through Wild Action Programmes
 - ✓ 52 young people engaged through Wild Action Meet programmes with one of the young people sharing that "It's been an insightful and comprehensive media training experience."



UK Wide

Co-Ray

- ❖ Headliners (UK) is delighted to work in partnership with the Emerging Minds Network and Fully Focused on a unique eighteen-month project that will respond to the challenges young people have faced from the COVID-19 pandemic and the impact on their mental health. More information on the project can be found here: <https://www.headliners.org/co-ray-project>

Achievements and Performance

- ✚ Headliners (UK) supported 775 children and young people in England and Northern Ireland in 2020-2021
- ✚ 1950 social action and volunteering hours generated to support local community projects in the North East.
- ✚ 75 young people aged 14 and over were registered for accreditation in journalism, communication, technical skills and skills for professions in the creative and digital industries.
- ✚ 9 new Trustees appointed to our Board of Trustees to strengthen the governance and decision-making in the charity.
- ✚ We built partnerships with 107 new groups, organisations and partners enabling us to reach new cohorts of disadvantaged young people and add value to youth provision.
- ✚ Headliners (UK) reached 405,862 impressions on Twitter during 2020-2021 to amplify the voice of young people and share their stories.



Headliners (UK) Impact:

The impact of the projects delivered during 2020/21 shows that involvement in Headliners (UK) programmes significantly improves individual outcomes for young people:

- ✓ 99.67% of young people said they felt their contribution was valued
- ✓ 97.52% of young people said they cared about their community more
- ✓ 100% of young people said they felt they were able to give their own opinion
- ✓ 98.56% of young people had better job prospects / did better at school
- ✓ 100% of young people felt more confident talking to groups of people
- ✓ 93.50% of young people would recommend Headliners (UK)

Financial Review

During the year Headliners (UK) made a net surplus of £25,203 (2020 net profit £74,563) resulting in total funds carried forward of £223,686 (2020 total funds carried forward £198,483). Principal sources of funding were from the contract delivery on the National Citizen Service Trust (NCST), the National Lottery Community Fund Northern Ireland, Mayor of London's Young Londoners Fund, some COVID related funding

and charitable trusts and foundations and all expenditure for the year is directly related to fulfilling the aims and objectives of the funder's requirements.

The longevity of the COVID-19 pandemic has presented challenging times to the charity and the charitable sector in terms of supporting vulnerable young people and sustaining our funding and fundraising. The charity will focus on maximising the resources the charity has to develop our sources of contract income, fundraised income and to ensure efficiency of delivery across our charitable activities.

Reserves Policy

The Trustees have determined that a target reserves level of £60,000 is both realistic and appropriate. This represents 18 months of core costs not supported by guaranteed income streams which is felt to provide sufficient protection for the organisation. However, the Board has committed to reviewing this target in the next financial year. The charity has built up the reserves over the past year and exceeded the target through reducing long term financial commitments with the exception of the loan.

Management of Risk

The Trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face.
- Regular monitoring by the Finance Committee of the Top 10 risks facing the charity and reported to the Board of Trustees quarterly.
- The establishment of systems and procedures to mitigate those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the key focus for the charity and building up of the unrestricted reserves for the charity. Attention is also focussed on non-financial risks arising from safeguarding and child protection.

Data security including cyber security is an increasing focus and the charity has reviewed and developed a new Data Protection Policy and procedures to comply with the General Data Protection Regulation (GDPR) and the charity secured Cyber Essentials accreditation in September 2020.

A key element in the management of financial risk is the reserves policy and the retention of sufficient working capital. Over the past two years we have significantly reduced overhead costs and liabilities by minimising the length of leases on premises and equipment. An income generation strategy, including a digital giving plan, is in place to broaden the fundraising base.

Safeguarding and child protection policies and procedures are reviewed at least annually by the Senior Management Team and reported to Trustees when new legislation or guidance is issued. External child protection training is compulsory for all staff and there is an internal on-going training and skills sharing child protection plan.

Thank you to our Funders

Without the vital funding and support provided to Headliners (UK) we could not support the many vulnerable children and young people we reach. We are indebted to these funders and we wanted to say a very big thank you to:

England-wide funders

- The Jack Petchey Foundation whose funding supports our London delivery.
- Funding from the National Lottery Heritage Fund supporting our 'Keeping It Wild' work with the London Wildlife Trust, John Muir Trust and London Youth.
- The London Mayor's Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- Funding from Vanguard to develop an out-of-school 'Safe Spaces' projects in London.
- Funding for the Co-Ray project in partnership with the UKRI Emerging Minds and Triumph Networks and supported by the wider Mental Health Networks, to work with Headliners (UK) and Fully Focused to respond to the challenges young people have faced from the COVID-19 pandemic and the impact on their mental health
- Funding from Hackney Council and Newcastle City Council with COVID Support grants to support our COVID response to supporting young people.
- Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North-East England and the Enable support programme supporting our Governance.
- Funding from Lloyds Bank Foundation COVID Support grant to support additional resources on Digital Transitions for wellbeing check-ins with young people during COVID.
- The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders' project which supports new, emerging and existing communities to explore their shared heritage in the North-East of England.
- Aviva Community Fund and our donors for supporting our Young Voices Count work.
- Tesco Bags for Help COVID Fund to support our work with young people.

Northern Ireland (Belfast & Derry)

- Funding from Co-operation Ireland to support our charity's COVID response.
- Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland. to work with young people who are in care, young offenders and young people out of school.
- Funding from the Education Authority Northern Ireland (EANI) to enable Headliners NI to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.
- Funding from the EANI on COVID PPE Fund to support the procurement of PPE for our workforce and young people in Northern Ireland.
- Funding from EANI Restart Fund to support the restarting of youth activities during the COVID pandemic.



TJ - A Tynesiders' project participant

Plans for the Future

Headliners (UK) is entering an exciting phase of development with the Board and the staff team coming together throughout 2021 to develop the next strategic plan for 2022-2025. It represents a unique opportunity to take stock of where the charity sits in the youth landscape and listen to young people's thoughts on what they need for the future. Our strategy is shaped around three strategic pillar of Youth Voices, Youth Opportunities and Reaching Out with strategic goals and objectives under each theme. Headliners (UK) is looking forward to consulting with young people, our partners and funders before finalising our 2022-2025 Strategy, service delivery plan and budget. The summary of our draft strategi goals are shown below:

Youth Voices

#Headliners Voices

Goal: To enable young people to have an inclusive platform to amplify their voice and be listened to.

#Headliners Govern and Invest

Goal: To be the best we can be through effective governance, leadership and youth engagement to empower youth voices.

Youth Opportunities

#Headliners Futures

Goal: To create opportunities for young people to enhance their future life chances and grow in confidence

#Headliners Choices

Goal: To support young people to make positive choices and access inclusive opportunities

#Headliners Partnerships

Goal: To develop our partnership and alliances to amplify youth voices and create youth opportunities

We empower young people to have a voice.

Reaching Out

#Headliners Reaching Out

Goal: To strengthen young people's voices by empowering them to positively challenge the world around them

#Headliners Giving

Goal: To create sustainable resources and income for the charity to achieve our vision and mission.

Small Company Provisions

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102 effective 1 January 2015) - Charities SORP (FRS 102 effective 1 January 2015) and the Companies Act 2006

Approved by the Board of Trustees on 30th November 2021 and signed on its behalf by



Jon Hudson – Chair



David Baines – Deputy Chair

INDEPENDENT EXAMINERS' REPORT FOR THE YEAR ENDED 31 MARCH 2021

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 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.

Anthony Epton

Anthony Epton BA FCA CTA FCIE
Goldwins
Chartered accountants
75 Maygrove Road
West Hampstead
London NW6 2EG
Date: 01/12/2021

Headliners (U.K.)**Statement of financial activities**

(incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Income from:					
Charitable activities:	3				
England and wide operations		132,534	184,893	317,427	441,412
NI (Belfast & Derry Bureaux)		-	182,389	182,389	172,095
Total income		132,534	367,282	499,816	613,507
Expenditure on:	4				
Charitable activities:					
England and wide operations		128,362	180,836	309,198	400,450
NI (Belfast & Derry Bureaux)		(1,253)	166,668	165,415	138,494
Total expenditure		127,109	347,504	474,613	538,944
Net income/ (expenditure) for the year		5,425	19,778	25,203	74,563
Transfers between funds		(7,175)	7,175	-	-
Net movement in funds		(1,750)	26,953	25,203	74,563
Reconciliation of funds:					
Total funds brought forward		74,383	124,100	198,483	123,920
Total funds carried forward		72,633	151,053	223,686	198,483

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Headliners (U.K.)
Balance sheet
As at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets:					
Tangible assets	8		10,028		12,003
Current assets:					
Debtors	9	60,577		72,762	
Cash at bank and in hand		169,021		131,953	
		<u>229,598</u>		<u>204,715</u>	
Liabilities:					
Creditors: amounts falling due within one year	10	(15,940)		(18,235)	
Net current assets			<u>213,658</u>		186,480
Total net assets			<u>223,686</u>		<u>198,483</u>
Funds	13				
Restricted funds			151,053		124,100
Unrestricted funds:					
Designated funds		10,028		12,003	
General funds		<u>62,605</u>		<u>62,380</u>	
Total unrestricted funds			<u>72,633</u>		<u>74,383</u>
Total funds			<u>223,686</u>		<u>198,483</u>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provision of section 477 of the Companies Act 2006("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the act. The Trustee acknowledge their responsibilities for complying with the requirement of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the trustees on 30th November 2021.
and signed on their behalf by:



Jon Hudson
Chairman

Company registration no. 2976335

The attached notes form part of the financial statements.

Headliners (U.K.)
Statement of cash flows
For the year ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities	a	39,449	9,130
Cash flows from investing activities:			
Payments to acquire fixed assets		<u>(2,381)</u>	<u>(3,521)</u>
Cash provided by / (used in) investing activities		(2,381)	(3,521)
Change in cash and cash equivalents in the year		37,068	5,609
Cash and cash equivalents at the beginning of the year		<u>131,953</u>	<u>126,344</u>
Cash and cash equivalents at the end of the year	b	<u>169,021</u>	<u>131,953</u>
a) Reconciliation of net income / (expenditure) to net cash flow from operating activities			
		2021 £	2020 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		25,203	74,562
Depreciation		4,356	3,751
(Increase)/ decrease in debtors		12,185	(63,926)
Increase/ (decrease) in creditors		(2,295)	(5,258)
Net cash provided by / (used in) operating activities		<u>39,449</u>	<u>9,130</u>
b) Analysis of cash and cash equivalents			
	At 31 March 2020 £	Cash flows £	Other changes £
Cash at bank and in hand	131,953	37,068	-
Total cash and cash equivalents	<u>131,953</u>	<u>37,068</u>	<u>-</u>
			<u>169,021</u>

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

c) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of generating funds and expenditure on charitable activities.

Headliners (U.K.)

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies (continued)

g) Operating leases

Rental payables under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the lease

h) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~ Plant and equipments	4 years
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i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

- j) Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

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

l) Pensions

The charitable company contributes into the pension of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension costs charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

2 Detailed comparatives for the statement of financial activities

	2020 Unrestricted funds £	2020 Restricted funds £	2020 Total funds £
Income from:			
Charitable activities:			
England-Wide Operations	264,595	176,817	441,412
NI (Belfast & Derry Bureaux)	-	172,095	172,095
Total income	264,595	348,912	613,507
Expenditure on:			
Charitable activities:			
England-Wide Operations	277,623	122,827	400,450
NI (Belfast & Derry Bureaux)	(1,459)	139,953	138,494
Total expenditure	276,164	262,780	538,944
Net income/ (expenditure) for the year	(11,569)	86,132	74,563
Net movement in funds	(11,569)	86,132	74,563
Transfers between funds	15,202	(15,202)	-
Net movement in funds	3,633	70,930	74,563
Total funds brought forward	70,750	53,170	123,920
Total funds carried forward	74,383	124,100	198,483

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Grant income				
National Lottery Community Fund Empowering YP	-	158,896	158,896	159,748
Education Authority for Northern Ireland	-	13,575	13,575	12,347
EANI Youth Restart Project	-	9,917	9,917	-
Heritage Lottery	-	39,680	39,680	49,600
Jack Petchey	-	1,500	1,500	1,500
London Borough Of Tower Hamlets	-	-	-	7,342
Vanguard	-	-	-	15,000
Co-Ray Project	-	15,000	15,000	-
Lloyds TSB Engage	-	45,987	45,987	28,635
Lloyds Covid-19 Funding	8,211	-	8,211	-
London Wildlife Fund	-	31,804	31,804	29,726
Heritage Lottery Accelerator Fund	-	3,912	3,912	-
Young Londoners	-	45,014	45,014	45,014
ESF Equip Community Leaders	-	1,997	1,997	-
Newcastle City Council Covid-19 Grant	11,973	-	11,973	-
London Borough of Hackney Covid-19 Grant	5,000	-	5,000	-
Other	1,500	-	1,500	-
Total	26,684	367,282	393,966	348,912
Other income				
NCS Trust	104,305	-	104,305	264,410
Other income	250	-	250	-
Fundraising income	1,295	-	1,295	185
Total	105,850	-	105,850	264,595
Total income from charitable activities	132,534	367,282	499,816	613,507

Headliners (U.K.)
Notes to the financial statements
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4 Analysis of expenditure

	Charitable activities		2021	2020
	England & Wide Operations	NI (Belfast & Derry Bureaux)		
	£	£	£	£
Staff costs	218,307	125,963	344,270	255,364
Other staff costs	29,262	4,200	33,462	37,363
Direct costs				
Bureau direct costs	9,820	7,304	17,124	3,842
Other operating costs	10,300	3,662	13,963	178,277
Support costs				
Premises costs	15,758	14,081	29,838	30,772
Office costs	1,488	1,273	2,761	3,417
Office equipment costs	17,742	6,612	24,354	21,584
Depreciation	4,356	-	4,356	3,751
Legal and professional fees	35	-	35	48
Relocation costs	669	-	669	-
Bank charges	632	166	798	134
Audit fees	2,880	-	2,880	3,640
Trustees expenses	104	-	104	752
	311,352	163,261	474,613	538,944
Support costs	(2,156)	2,156	-	
Total expenditure 2021	309,196	165,417	474,613	
Total expenditure 2020	400,450	138,494	538,944	

Of the total expenditure, £127,109 was unrestricted (2020: £276,164) and £347,504 was restricted (2020: £262,780).

	Charitable activities		2020	2019
	England & Wide Operations	NI (Belfast & Derry Bureaux)		
	£	£	£	£
Staff costs	150,072	105,292	255,364	215,225
Other staff costs	30,831	6,532	37,363	35,383
Direct costs				
Bureau direct costs	3,179	663	3,842	59,489
Other operating costs	175,395	2,882	178,277	128,815
Support costs				
Premises costs	16,966	13,806	30,772	31,157
Office costs	2,168	1,249	3,417	3,923
Office equipment costs	15,009	6,575	21,584	22,526
Gift in Kind	-	-	-	-
Depreciation	3,751	-	3,751	2,052
Legal and professional fees	48	-	48	48
Bank charges	57	77	134	3,689
Audit fees	3,640	-	3,640	3,350
Trustees expenses	752	-	752	367
	401,868	137,076	538,944	506,024
Support costs	(1,418)	1,418	-	
Total expenditure 2020	400,450	138,494	538,944	
Total expenditure 2019	369,935	136,089	506,024	

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

5 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2021	2020
	£	£
Depreciation	4,356	3,751
Auditor's remuneration:	2,600	3,640
Trustees' expenses	104	752
	<u>7,060</u>	<u>8,143</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2021	2021
	£	£
Salaries and wages	315,285	233,792
Social security costs	23,404	17,059
Employer's contribution to defined contribution pension schemes	5,581	4,512
	<u>344,270</u>	<u>255,364</u>

No employee earned over £60,000 during the year (2020: Nil)

The total employee benefits including pension contributions of the key management personnel were £84,777 (2020: £63,254)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). In 2020, DBS costs for trustees amounted to £104 (2020: trustees were reimbursed £752 for expenses). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021	2020
	No.	No.
Administrative staff	1	1
Direct charitable work	13	9
	<u>14</u>	<u>10</u>

7 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes

8 Tangible fixed assets

	Plant & Equipment £	Total £
Cost		
At the start of the year	20,135	20,135
Additions in year	<u>2,381</u>	<u>2,381</u>
At the end of the year	22,516	22,516
Depreciation		
At the start of the year	8,132	8,132
Charge for the year	<u>4,356</u>	<u>4,356</u>
At the end of the year	12,488	12,488
Net book value		
At the end of the year	<u>10,028</u>	<u>10,028</u>
At the start of the year	<u>12,003</u>	<u>12,003</u>

All of the above assets are used for charitable purposes.

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

9 Debtors

	2021	2020
	£	£
Trade debtors	50,846	63,241
Other debtors	2,230	2,178
Prepayments	7,501	7,343
	60,577	72,762

10 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	4,731	7,410
Taxation and social security	6,095	4,584
Pension Liability	857	1,111
Other creditors	-	330
Accruals	4,257	4,800
	15,940	18,235

11 Pension scheme

The charity operates defined contribution pension schemes.

12 Analysis of net assets between funds

	General unrestricted funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	-	10,028	-	10,028
Net current assets	62,605	-	151,053	213,658
Net assets at the end of the year	62,605	10,028	151,053	223,686

Analysis of net assets between funds-prior year

	General Unrestricted Funds	Designated Funds	Restricted Funds	Total funds
	£	£	£	£
Tangible fixed assets	-	12,003	-	12,003
Net current assets	62,380	-	124,100	186,480
Net assets at the end of the year	62,380	12,003	124,100	198,483

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

13 Movements in funds

	At the start of the year £	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the year £
Restricted funds:					
England-wide Operations					
Heritage Lottery	32,318	39,680	(43,445)	-	28,553
Jack Petchey	996	1,500	(1,188)	-	1,308
Vanguard	10,941	-	(10,941)	-	-
Co-Ray Project	-	15,000	(844)	-	14,156
Lloyds TSB Engage	14,741	45,987	(38,461)	(2,206)	20,061
London Wildlife Fund	(5,389)	31,804	(31,796)	5,381	-
Heritage Lottery Accelerator Fund	-	3,912	(3,912)	-	-
Young Londoners	9,983	45,014	(46,249)	-	8,748
ESF Equip Community Leaders	-	1,997	-	-	1,997
Co-op	-	-	(4,000)	4,000	-
NI (Belfast & Derry Bureaux)					
National Lottery Community Fund Empowering YP	60,939	158,896	(143,605)	-	76,230
Education authority for Northern Ireland	(429)	13,575	(13,146)	-	-
EANI Youth Restart project	-	9,917	(9,917)	-	-
Total restricted funds	124,100	367,282	(347,504)	7,175	151,053
Unrestricted funds:					
Total designated funds	12,003	2,381	(4,356)	-	10,028
General funds					
England Operations	67,614	130,153	(124,006)	(7,175)	66,586
Northern Ireland Operations	(5,234)	-	1,253	-	(3,981)
Total unrestricted funds	62,380	130,153	(122,753)	(7,175)	62,605
Total funds	198,483	499,816	(474,613)	-	223,686

Movements in funds-prior year

	At the start of the year £	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the year £
Restricted funds:					
England-wide Operations					
Heritage Lottery	-	49,600	(17,282)	-	32,318
Jack Petchey	1,023	1,500	(1,029)	(498)	996
London Borough of Tower Hamlets	2,840	7,342	(10,182)	-	-
Vanguard	-	15,000	(4,059)	-	10,941
Lloyds Bank Engage	-	28,635	(13,894)	-	14,741
London Wildlife Fund	(4,594)	29,726	(29,542)	(979)	(5,389)
Young Londoners	12,737	45,014	(46,839)	(929)	9,983
NI (Belfast & Derry Bureaux)					
National Lottery Community Fund Empowering YP	41,164	159,748	(127,177)	(12,796)	60,939
NI Education Authority	-	12,347	(12,776)	-	(429)
Total restricted funds	53,170	348,912	(262,780)	(15,202)	124,100
Unrestricted funds:					
Total designated funds	12,233	3,521	(3,751)	-	12,003
General funds					
England Operations	65,210	261,074	(273,872)	15,202	67,614
Northern Ireland Operations	(6,693)	-	1,459	-	(5,234)
Total unrestricted funds	58,517	261,074	(272,413)	15,202	62,380
Total funds	123,920	613,507	(538,944)	-	198,483

Headliners (U.K.)
Notes to the financial statements
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Purposes of designated funds:

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for UK overhead.

Purposes of restricted funds:

England-wide Operations

- i. The Jack Petchey Foundation who funding supports our London delivery.
- ii. Funding for the London Borough of Tower Hamlets enables us to support our work with young people with special educational needs.
- iii. Funding from the National Lottery Heritage Fund supporting our 'Keeping It Wild' work with the London Wildlife Trust, John Muir Trust and London Youth.
- iv. The London Mayors Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- v. Funding from Vanguard to develop our out of school 'Safe Spaces' projects in London.
- vi. Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North East England.
- vii. The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders project which supports new, emerging and existing communities to explore their shared heritage in the North East of England.

NI (Belfast & Derry Bureaux)

- i. Funding from The National Lottery Community Fund (formerly the Big Lottery Community Fund) enabling (Headliners (UK) to deliver the Empowering Young People programme to work with young people who are in care, young offenders and young people out of school.
- ii. Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland.
- iii. Funding from the Education Authority Northern Ireland is enabling Headliners to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.

14 Financial Commitments - operating leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020	2021	2020
	Premises		Others	
Expiry date within:				
Less than one year	-	-	246	246
	<u>-</u>	<u>-</u>	<u>246</u>	<u>246</u>

15 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

16 Related party transactions

Other than what has been disclosed in note 6, there are no related party transactions to disclose for 2021 (2020: none).