ACTION FOR KIDS CHARITABLE TRUST

England & Wales · Charity number 1068841

Details

Other names	ACTION FOR KIDS, AFK, AFKCT
Status	Registered
Legal form	Charitable company
Company number	03487626
Registered	1998-03-25
Register	View on the Charity Commission register

Contact

Address	Afk 101 Pentonville Road London N1 9LG
Phone	02083478111
Email	info@afkcharity.org
Website	www.afkcharity.org

Activities

Objects: (1) THE RELIEF OF CHILDREN AND YOUNG PEOPLE WHO ARE SUFFERING FROM SICKNESS OR PHYSICAL AND MENTAL DISABILITY BY ASSISTING THEM TO LEAD FULL AND INDEPENDENT LIVES AND BY ANY OTHER MEANS WHATSOEVER; (2) THE PROVISION OF SUPPORT AND ASSISTANCE TO THE CARERS OF CHILDREN OR YOUNG PEOPLE SUFFERING FROM PHYSICAL OR MENTAL DISABILITY; (3) SUCH OTHER CHARITABLE PURPOSES AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT.

Activities: The relief of chidren and young people who are suffering from sickness or physical or mental disability by assisting them to lead full and independent lives and by any other means whatsoever.The provision of support and assistance to the carers of chidren or young people suffering from physical or mental disability.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,714,062	£1,707,992	£740,123	24
2024-03-31	£1,603,008	£1,878,648	£734,053	23
2023-03-31	£1,611,553	£1,832,880	£1,009,694	23
2022-03-31	£2,189,603	£1,683,450	£1,231,021	21
2021-03-31	£1,665,548	£1,727,440	£724,868	26

Trustees

Name	Role	Appointed
GURMEET SINGH DHILLON	Chair	2014-03-28
Alicia Loh		2024-10-22
Athanasios Karampelas		2022-10-04
Dominic Hyams		2024-10-22
Miriam Rose Deakin		2022-10-04
Stacey Carl Body		2022-10-04
Thembani Mkwananzi		2022-10-04
Timothy David Meredith		2022-10-04

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ACTION FOR KIDS CHARITABLE TRUST

England & Wales - Charity number 1068841

Accounts



ACTION FOR KIDS CHARITABLE TRUST

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED
31st MARCH 2025

CHARITY REGISTRATION NUMBER: 1068841
COMPANY REGISTRATION NUMBER: 3487626 (ENGLAND & WALES)

We are a Living Wage Employer
base british association for supported employment
disability confident EMPLOYER
Registered with FUNDRAISING REGULATOR
INVESTORS IN PEOPLE™ We invest in people Standard

ACTION FOR KIDS CHARITABLE TRUST

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ACTION FOR KIDS CHARITABLE TRUST

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

Chair's Introduction

I am pleased to report continued growth in AFKs services, reaching more young people than ever before. There are two unusual features about AFK. One is that we receive very little statutory funding, with the large majority of our money raised with the generosity of the wonderful Corporates, Trusts and Foundations, and individuals who support us.

The second distinguishing feature is that we do not require a young person to have an Education, Health and Care Plan (EHCP) to access our services. This is a deliberate choice we make as an organisation, reflecting our commitment to removing barriers that prevent young people from receiving the support they need. It also means that the young people we help can begin receiving support immediately. Given that the EHCP process can take up to 20 weeks, this feature is more important than ever.

The Institute for Fiscal Studies reports a fall in real terms of around a third in funding for EHCP Plan recipients over the period 2015-2024 underlining the need for access to and demand for our services.

I'm very proud to see AFK constantly innovating its services and continuing to grow. Thank you as always to the AFK Team, and my fellow Trustees for working so hard to make a meaningful difference to so many lives.

CEO's Report

This year we conducted a strategic review and identified some new programme areas and sources of income. Following this we completed a three year strategy and business plan for the period 2025-2028. We are very pleased to report a small surplus for the financial year 2024-25 and our business plan projects small surpluses for the next two years as these new income sources come on stream.

AFK helped 725 children and young people over the financial year, which is more than ever before. 178 pieces of mobility equipment were provided which is an increase of 8% on the previous year and our Mobility team raised £113k to help people fund their equipment.

Our work begins in schools where we inspire young people with all the possibilities of work - from self-employment to more traditional roles. This year we reached a record 295 young people which is also more than ever before.

Our employment services helped 93 people gain jobs and our new self-employment service continued from strength to strength. 77 people attended workshops to help them decide if running their own business was their best option and our Summer Business School took place in July 2024 and showcased nine participants with businesses ranging from music to fashion.

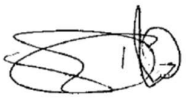
ACTION FOR KIDS CHARITABLE TRUST

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

As well as motivating young people with the possibilities of the world of work, our travel training service offers vital training to help young people navigate public transport. Our service trained 8 young people in 2024/25, some of whom were referred from local authorities (London Borough of Camden, London Borough of Hackney, and London Borough of Islington). Travel training can reduce expenditure on taxis by Local Authorities and other care providers, as well as enabling people with additional needs to be more independent. Travel training was identified in our strategic review as an area we can market more widely and expand.

Over recent years we have been delivering Equality, Diversity, and Inclusion (EDI) training to a variety of organisations. Next year we will be expanding the service and launching it as our first social enterprise. As with all our services, our young people will be at the heart of this new venture, co delivering training to organisations with their lived EDI experience.

The Trustees and Chief Executive wish to convey their heartfelt gratitude to our funders, partners, staff and volunteers who deliver or fund our vital work with enthusiasm and passion to enable those with disabilities or neurodiversity to achieve better lives and fulfil their potential.



G Dhillon
Chair



D Coe
Chief Executive

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2025

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name:	Action For Kids Charitable Trust	
Charity registered number:	1068841	
Company number:	3487626	
Principal & registered office:	101 Pentonville Road London N1 9LG	
Trustees: *(as at the date of this report)*	Gurmeet Dhillon Athanasios Karampelas Stacey Body Miriam Deakin Timothy Meredith Thembani Mkwananzi Dom Hyams Alicia Loh	(Chair) (Treasurer) (appointed 22 October 2024) (appointed 22 October 2024)
Chief Executive:	David Coe	

Professional advisors

Auditors:	MHA 6th Floor 2 London Wall Place London EC2Y 5AU
Bankers:	HSBC Bank plc 22 Victoria Street London SW1H 0NJ
Solicitors:	Muscatt Walker Hayim Speen House Porter Street London W1U 6WH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2025

The Trustees of the Action For Kids Charitable Trust ("the Charity") present their Trustees' Annual Report and financial statements for the year ended 31st March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and the "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)."

OBJECTS OF THE CHARITY

The Objects of the Charity, as set out in the Charity's Memorandum of Association, are:

1. The relief of children and young people who are suffering from sickness or physical or mental disability by assisting them to lead full and independent lives and by any other means whatsoever.
2. The provision of support and assistance to the carers of children or young people suffering from physical or mental disability.
3. Such other charitable purposes as the Trustees may from time to time think fit.

There have been no changes in Objects since the last Trustees' Report.

In furtherance of the Objects, the Charity undertakes the following activities:

- Providing disabled young people with training in work and life skills;
- Promoting opportunities for disabled young people to work and volunteer in the community;
- Providing opportunities for disabled young people to engage in sport and social activities;
- Providing specialist mobility equipment, through loans or grants, to disabled young people.

VISION & MISSION

As an integral part of delivering the Objects of the Charity, the Trustees and Management are committed to the following vision and mission for the Charity:



Our vision is a world where there are no barriers to independence for children and young people who are disabled or neurodiverse.



Our mission is to create opportunities for children and young people who are disabled or neurodiverse, to increase their independence, reach their individual potential and remove the barriers they face.

Helping students to develop their mobility, personal and independent living skills is an essential part of helping them to succeed. The Charity focuses on a young person's potential to benefit from our support, not the apparent barriers they face.

To achieve the mission the Charity:

- Involves, informs and empowers young people living with a disability;
- Provides equipment to support personal mobility;
- Provides the best possible education, training and support;
- Champions the rights and interests of people living with a disability;
- Shares its experience and what it has learnt.

PUBLIC BENEFIT

The Trustees have reviewed the activities of the Charity and consider that, in line with the Charity's Objects, the Charity provides public benefit in a variety of ways, including:

- The advancement of education:
- By providing disabled young people with courses in work and life skills;
- The promotion of equality and diversity:
- By promoting opportunities for disabled young people to work and volunteer in the wider community;
- By providing opportunities for disabled young people to engage in sporting, artistic and social activities;
- The relief of those in need by reason of ill-health and/or disability:
- By providing specialist mobility equipment, through loans or grants, to disabled young people.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake. All the Charity's services are open to all members of the public, irrespective of race, gender, religion, disability or sexual orientation. Most of the Charity's services are provided without charge to the individual beneficiary.

GOVERNANCE

Governing document

The Charity was originally registered under a Deed of Trust in 1992, in response to the problems facing disabled children, young people and their families and in recognition of the disparity between the numbers of such children and the availability of appropriate support.

With effect from 1st April 1998, the Action For Kids Charitable Trust was registered as a charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association (amended on 12th November 2012). Each of the members has a liability to contribute £1 in the event of a winding up of the company.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2025

Trustees

The Board of Trustees ("the Board") sets the strategic direction of the Charity and is also responsible for ensuring compliance with the Charity's Objects and charity and company law.

The Trustees, who are also directors for the purpose of company law, who served during the year and up to the date of signature of the financial statements were:

Gurmeet Dhillon	Chair
Athanasios Karampelas	Treasurer
Stacey Body	
Miriam Deakin	
Timothy Meredith	
Thembani Mkwananzi	
Dom Hyams	(appointed 22 October 2024)
Alicia Loh	(appointed 22 October 2024)

New Trustees are appointed by the members of the Charity on the recommendation of the Board.

For all new Trustees, there is an induction process, and all Trustees have a role description and are subject to a Code of Conduct. In addition to regular Board meetings, there is an annual Board Away Day when Trustees receive appropriate briefings and training in their roles as Trustees of the Charity. Additionally, Board members can avail themselves of external training courses relevant to their roles as required.

The Charity has a Conflict of Interest policy that all Trustees and staff must comply with. None of the Trustees has any beneficial interest in the Charity. All of the Trustees are members of the company.

Risk Management

A comprehensive process is in place to identify any major risks to the Charity's users, staff, operations, reputation, income and assets. The Trustees assess these risks regularly and are satisfied that systems are in place to mitigate them.

The Charity is an accredited Investor in People, and this continues to help ensure that policies, procedures and controls are regularly reviewed, updated and, where necessary, improved. This assists the Trustees and Senior Management Team in minimising risk exposure.

On-going review of the Charity's strategy, plans and operations ensures that risk management is an integral part of the operation of the Charity.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2025

MANAGEMENT

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity and is accountable to the Board for the performance of the Charity. In turn, the Chief Executive appoints the other members of the Senior Management Team (SMT) and together they manage the Charity's activities.

Senior Management Team

The members of the Senior Management Team during the period and at the date the accounts are signed are:

David Coe	Chief Executive
Rachel Akehurst	Executive Director, Services
Katie Cavanagh	Fundraising and Communications Director
Ryan Tring	Director of Finance & Corporate Services

Staff recruitment and management

The Charity's policy is to consult and discuss with employees, at meetings and informally, matters likely to affect employees' interests. Information on matters of concern to employees is given through information bulletins, reports and meetings, which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Charity's performance.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Charity continues and that the appropriate training is arranged. It is the policy of the Charity that training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

All new members of staff are provided with a comprehensive induction programme. All roles have a detailed job description and annual staff appraisals are carried out in addition to more informal supervision meetings. Training requirements are primarily identified by reference to personal work-related objectives and other targets highlighted in the appraisals, which are directly linked to objectives for the Charity.

The pay of senior staff and of key management personnel is reviewed annually by the Board of Trustees. Pay is compared with similar positions in comparable organisations where applicable.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2025

OPERATING NAME AND BRAND

In addition to its legal name, "Action For Kids Charitable Trust", the Charity operates under the name "AFK" (previously my-AFK).

Service Delivery Review

Thank you so much to the generosity of the charity's supporters, which has enabled us to support 725 children and young people who are disabled and neurodiverse to live independently and reach their potential. We achieved this by providing specialist mobility equipment and delivering tailored employment support.

Specialist Mobility Equipment

In the financial year 2024-25, we provided 178 items of specialist mobility equipment. This marks an 8% increase on the previous year, due to the annual budget being increased from £250k to £260k, and the Mobility team saved £113k through advocacy, supporting individual fundraising and negotiating with suppliers. This makes AFK's funding go as far as possible, without compromising the quality of equipment for the children and young people we support.

Jaiden, aged 13, pictured below, has chromosome trisomy syndrome, a genetic condition, which results in an extra copy of a chromosome. We funded an off-road powerchair, which Jaiden can learn to manoeuvre himself, reducing his isolation and increasing access to outdoor activities.



The Mobility Team worked to secure individual fundraising and provided advocacy on behalf of the families we support. We secured pledges for life changing equipment for children and young people from The Elifar Foundation, Florence Nightingale Aid in Sickness Trust, DTD Charity, Independence at Home, The Hospital Saturday Fund, Barchester's Charitable Foundation, Caudwell Children, The Joseph Patrick Trust, Promise Dreams (who made donations towards children's requests), The Victoria Foundation.

Supporting Young People into Paid Employment

Through our Employment and Skills programme, we supported 155 disabled and neurodiverse young people, aged 18-25, into paid employment. In 24/25, 58% of our referrals to this programme came from Haringey, 20% from Enfield, while the remaining 22% came from eight London boroughs (Barnet, Brent, Camden, Hackney, Kensington and Chelsea, Newham, Redbridge and Waltham Forest).

The majority of young people are involved in the employer visits that are arranged each month (pictured below). These behind-the-scenes tours remain beneficial in getting to know about the type of jobs that exist and to broaden young people's aspirations. Our employer visits this past year have included trips to the Shard with Kraft Heinz, the British Library, Gregg's warehouse, National Theatre and Arriva.



The impact of our support is long-term, with paid work creating social and economic benefits for life. In 24/25, we supported 93 young people through this programme. Of these young people:

- 23 gained paid employment
- 30 completed external work placements
- 20 have been placed into voluntary positions to enhance their confidence, skills and experience before going into paid work
- 75% were still in paid employment 12 months after leaving the programme.

In addition, we supported a further 62 young people who are still in education. These young people took part in elements of the employability programme, alongside their educational commitments, to help prepare them for when they leave school or college this year.

Exploring Entrepreneurship

We recognise that traditional paid employment isn't always suitable for disabled and neurodiverse young people. Our "We Mean Business" programme helps young people that have a passion or idea that they want to turn into their own business. It helps young entrepreneurs, aged 16-25, living in London, gain confidence, knowledge, skills and techniques to start their own business and become self-employed.

In 24/25 we supported 97 young people, of which;

- 77 attended workshops, which introduced them to self-employment as a career pathway.
- 20 received one to one mentoring and support to develop their business ideas into trading businesses.

We welcomed nine young entrepreneurs from the programme to our first Summer Business School at the Small Business Research Enterprise Centre, in July 2024 (pictured below) - an intensive two-week programme, designed to build confidence, develop skills and understanding of self-employment. We delivered practical activities, alongside mentoring and invited guest speakers to help young people refine their business concepts. By the end of the programme, seven had clear business ideas, while two - initially uncertain - found direction in selling second-hand vinyl and Arsenal merchandise.



Celebrating five years with A New Direction



AFK's Cultural Ambassadors, a 22-week programme delivered in partnership with A New Direction, provides disabled and neurodiverse young people with a gateway to careers in the arts.

March 2025 marked the fifth anniversary of this partnership, which culminated in the I AM Festival at the Tate Modern. It brought London organisations together to "Make Some Noise", where young people took part in workshops, highlighting dance, music, theatre and art (pictured above). The festival championed inclusivity, providing a platform for creativity and challenging stereotypes among young people and employers.



This year saw alumni, Parag, take on a paid role (pictured above). His talent, enthusiasm and engagement were recognised during last year's programme, leading to an exciting offer to become this year's Assistant Programme Facilitator. This paid role allowed him to mentor new people on the programme and contribute to the running of it. In the final session, Parag said it was "bittersweet" as he reminisced on his time as a facilitator.

This was one of four programmes delivered by our Impact and Innovation Team, that help disabled and neurodiverse Londoners explore employment opportunities whilst they are in full

time education. Collectively, these programmes supported 295 children and young people over the past year.

This sudden increase against the lower target set for Aspire to Work highlights the rising demand from schools and the need to prepare students with SEND for employment from a much earlier age and we were able to secure additional resources this year to facilitate these additional sessions.

Thank you so much to the generosity of the charity's supporters which has made such a difference to our community.

Fundraising and Communications

The Trustees are extremely grateful to the incredible people and organisations who have helped to change the lives of the disabled and neurodiverse children and young people that AFK supports.

This year we have continued to benefit from a diverse fundraising portfolio with donations from many generous individual supporters, families, community groups, corporate partners and trusts and foundations.

We are particularly pleased to have increased our fundraised income again in this financial year, against a backdrop of ongoing external crises.

Thank you to our generous supporters including:

Trusts & Foundations

- City Bridge Foundation
- EBM Charitable Trust
- Henry Smith Foundation
- Boshia-Hinton Foundation
- Masonic Charitable Foundation
- Bruce Wake Charitable Trust

Corporate Partners

- The Motability Foundation
- The Berkeley Foundation
- The Bloomfield Charitable Trust
- The Wellington Management UK Foundation
- Mazars Charitable Trust
- GamesAid
- Big Give
- Candis
- South East Consortium

AFK is registered with the Fundraising Regulator, and all fundraising activities are aligned with the Code of Fundraising Practice to ensure that they are legal, open, honest and respectful. We have several policies and procedures that underpin our fundraising activities including the AFK Supporter Promise, Complaints Policy, Privacy Policy and Whistleblowing Policy.

We use an external supplier to process our raffle entries, and ensure that their processes and activities align with our high standards of supporter care and are compliant with the relevant laws and regulations. All contracts and data sharing agreements were signed in line with current data protection legislation, and strict account management and monitoring processes are in place.

We ensure there is no unreasonable intrusion to vulnerable people, by limiting the number of times we contact our supporters in the year (currently three appeals and three raffles) and allowing supporters to opt out of all forms of communication from us. We are registered with the Fundraising Preference Service. We didn't receive any complaints about our fundraising during the year.

Community & Events
Our Community & Events programme has continued to deliver a series of family friendly viewings at the Art House in Crouch End with our partner Paths Through Change, and we have taken part in several local North London events. We've trialled stalls at local markets, offering tote bags designed by the young people we work with and had wonderful people taking part in running events around London. Our seven runners in the London Marathon raised over £21,000 – a fantastic achievement!

Corporate Partnerships
We continued our partnership with several companies who have given their time to support our young people with employability skills as well as fundraising. We've continued our hugely successful partnership with the Berkeley Foundation, and they supported us with Golf Days, Wine Tasting and Question of Sport events, and hosted our Pop Up shop series with our Self-Employment Programme Entrepreneurs. SideOut and Canary Wharf Management helped to deliver our award-winning event, AFK Beach Volleyball, with a sand-filled court in Canary Wharf in London, open to all for fun and fundraising!

Trusts & Foundations
We have several regular and multi-year Trust & Foundation partners who continue to support our mobility programme, our Impact & Innovation programme and our Employment & Skills services supporting more young people into paid employment. These partnerships make a huge difference to the children and young people we support our work, ensuring our work is sustainable.

Individuals
We send an Appeals to our supporters three times a year and we received thousands of pounds from them – thank you to each and every one who donated! In Autumn we wrote to our supporters about Boronica who received a trike through our mobility programme. Our Christmas Appeal included a bauble for supporters to return to us with a message so we could decorate our tree and share their support!

Raffle

Thousands of supporters play our raffle three times a year and we've been growing the number of people who play online too – our generous supporters buy tickets and make additional donations to support all of our valuable work.

Legacies

We received legacies totalling over £250k this year; thank you so much to the wonderful generosity of supporters who left AFK a gift in their Will. This type of gift ensures that your support impacts future generations and is very much appreciated.

Marketing & Communications

We have developed a suite of templates and marketing collateral so that we are easily identifiable online, on social media and at the events our Services Team attends. We've continued to increase our followers across all social media channels and our website now regularly features the stories of the young people we support.

EQUALITY, DIVERSITY, INCLUSION (EDI) AND ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

We recognise that the people we support and the people who support us want to see AFK driving positive, sustainable and ethical change for our employees and volunteers, the communities we work with, our suppliers and wider society and environment in general. Our Staff Culture and Communications Committee conducted an EDI survey of staff which provided some base data and following that and external advice we will be adding 'Inclusion' to our values to demonstrate our organisational commitment.

In the ESG area, we have moved to an office share arrangement with the charity Sense and they have a robust environmental policy in operation which covers our office arrangements. Our EDI /ESG questionnaire to all our suppliers to gauge their compliance and policies is an ongoing process. On the Governance front, we have formed a Finance Audit and Risk Committee (FARC) to provide specialist oversight for this crucial area.

REVIEW OF FINANCIAL POSITION

Income for the year was £1,714,062 which included donations and legacies of £1,691,523. This compares with income for 2024 of £1,603.008 of which £1,585,436 was in respect of donations and legacies.

Regular expenditure was £1,703,545 a decrease of £73,228 on the previous year. The cost of raising funds decreased by £46,719 with charitable activities lower by £123,937. Additionally, £4,448 was spent from the designated investment reserve for a specific awareness and fundraising project. This is included in the total expenditure figure of £1,707,992

The overall result is a surplus before the specific of £6,070 and a corresponding increase reserves of the same figure.

Opening reserves were £734,053 with reserves at the year end of £740,123 of which £623,963 were unrestricted and £116,160 restricted.

POLICIES & OTHER DISCLOSURES

Grant-making policy

In providing mobility aids which are appropriate for disabled children and young persons, the Charity assesses each applicant in accordance with the following criteria:

- The length of time which has elapsed from the date of their application to the Charity;
- The cost of the mobility aid required;
- Any other appropriate factors.

Reserves policy

The Charity is required to consider what level of reserves is appropriate to hold in order to demonstrate appropriate financial management, stewardship and sustainability. The Trustees wish to provide a transparent assurance to all of the Charity's stakeholders that the Charity is being managed in a prudent manner in the interests of its beneficiaries.

In forming a view of the appropriate level of reserves the Charity has considered the organisation's working capital requirements; financial risk management by particular reference to the Charity's risk register; and the future strategic planning of the Charity.

Moreover, the Charity's policy for reserves is linked to and is part of its formal consideration of the Charity's going concern presumption.

Monitoring and oversight of the Charity's reserves is undertaken throughout the year by the senior management team in concert with the Finance and Risk Committee (FARC) through monthly management accounts and forecasts. On a formal basis, the FARC reviews the Charity's reserves policy and recommends its continuance or any changes thereto as part of the audit year end process.

In consideration of the above, the Charity has adopted dynamic reserves setting by taking a step-by-step approach to the range of reserves required by reference to:

i the financial risks the Charity faces;

ii the certainty and predictability of future income;

iii the impact of future plans and strategy;

iv and any working capital requirements.

Additionally, the Charity excludes from the setting of free reserves any expenditure for which restricted funding has been received.

The range of reserves so established will be monitored by the FARC throughout the year to determine whether any change is required.

The Trustees consider that the dynamic range of reserves so determined will ensure that, in the event of a significant drop in funding, either they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised or, should that prove impossible, enable the fulfilment of the costs associated with the closure of the Charity.

The level of reserves available to the Charity as at 31st March 2025 is £623,963. This sits comfortably within the dynamic range of reserves which was determined to be between £490,000 and £630,000 at 31st March 2025.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

The Trustees, who are also the directors of the Action For Kids Charitable Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

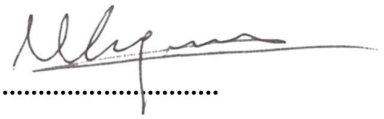
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2025

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

This report has been prepared having taken advantage of the small companies' exemption in the Companies Act 2006.

Signature and declaration

I declare, in my capacity as Trustee of the Charity, that the Trustees have approved the report above and authorised me to sign it on their behalf.



.....

Athanasios Karampelas, Treasurer

Date: 4 November 2025

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income from:					
Donations and legacies	3	**1,077,037**	**614,486**	**1,691,523**	1,585,436
Investments	4	**22,539**	**-**	**22,539**	17,572
Total income		**1,099,576**	**614,486**	**1,714,062**	1,603,008
Expenditure on:					
Raising funds	5	**457,617**	**-**	**457,617**	504,337
Charitable activities	6	**562,738**	**687,637**	**1,250,375**	1,374,312
Total expenditure		**1,020,355**	**687,637**	**1,707,992**	1,878,649
Net income/(expenditure) for the year/ Net movement in funds		**79,221**	**(73,151)**	**6,070**	(275,641)
Fund balances at 1 April 2024		**544,742**	**189,311**	**734,053**	1,009,694
Fund balances at 31 March 2025		**623,963**	**116,160**	**740,123**	734,053

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure is derived from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET AS AT 31ST MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**10**		**34,795**		54,503
Investments	**11**		**3**		3
			34,798		54,506
Current assets					
Debtors	**12**	**424,729**		312,358	
Cash at bank and in hand		**396,869**		541,304	
		821,598		853,662	
Creditors: amounts falling due within one year	**13**	**(116,274)**		(163,022)	
Net current assets/(liabilities)			**705,325**		690,640
Total assets less current liabilities			**740,123**		745,146
Creditors: amounts falling due after more than one year	**15**		**0**		(11,093)
Net assets			**740,123**		734,053
Income funds					
Restricted funds	**16**		**116,160**		189,311
Unrestricted funds	**17**		**623,963**		544,742
Total funds			**740,123**		734,053

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved by the Trustees on 4 November 2025

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Athanasios Karampelas, Treasurer

Company registration number: 3487626
Charity number: 1068841

The notes on pages 33 to 48 form an integral part of these financial statements

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31ST MAR 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash generated from operations	**23**		**(149,820)**		(526,051)
Investing activities					
Purchase of tangible fixed assets		**(6,060)**		(4,861)	
Interest and rental income received		**22,539**		17,572	
Net cash generated from investing activities			**16,479**		12,711
Financing activities					
Repayment of bank loans		**(11,094)**		(10,648)	
Net cash generated from/(used in) financing activities			**(11,094)**		(10,648)
Net increase in cash and cash equivalents			**(144,435)**		(523,988)
Cash and cash equivalents at beginning of year			**541,304**		1,065,292
Cash and cash equivalents at end of year			**396,869**		541,304

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

1. Accounting policies

Charity information

Action For Kids Charitable Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 101 Pentonville Road London N1 9LG.

1.1 Accounting convention

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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity 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 note(s).

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded there is a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees have an agreed three year rolling financial plan covering the period up to March 2027.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount can be reliably measured and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate costs related to the category. Expenditure is recognised when there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Costs of generating funds include salary, direct expenditures and overhead costs of staff to promote fundraising including events.

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

Resources expended allocated to a particular activity are the costs related to that activity and apportionments based on the percentage of total wages and salaries and floor area.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% on straight line
Charitable assets	25% on reducing balance
Fixtures, Fittings & Equipment	15% on reducing balance
Tenants Improvements	Over the period of the lease

Assets under £500 are not capitalised

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset,and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the

debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

1.13 Group accounts

Consolidation of group accounts is not required as the subsidiary is and is not considered as material in the context of the group.

2. Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the trustees, there were no specific judgements and assumptions that were critical in the preparation of these financial statements.

3. Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and gifts	**1,077,037**	**614,486**	**1,691,523**	1,585,436

4. Investments

	Unrestricted 2025 £	Unrestricted 2024 £
Interest receivable	**22,539**	17,572
	22,539	17,572

5. Raising funds

	2025 £	2024 £
Fundraising and communications		
Staff costs	**235,171**	196,232
Support costs	**102,806**	131,231
Direct costs	**119,640**	176,874
	457,617	504,337

6. Expenditure on charitable activities

	Mobility Services	Employment & Skills	Communications	Governance	Total 2025	Total 2024
	£	£	£	£	£	£
Staff cost	**50,601**	**506,596**	**74,565**	**0**	**631,762**	**467,590**
Direct Costs	**263,202**	**13,922**	**7,809**	**26,179**	**311,111**	**510,103**
Depreciation and impairment	**0**	**0**	**0**	**0**	**0**	**0**
Share of support cost	**22,121**	**252,785**	**32,596**	**0**	**307,502**	**396,620**
	335,924	**773,302**	**114,970**	**26,179**	**1,250,375**	**1,374,313**

Support Costs	Mobility Services	Employment & Skills	Communications	Fundraising	Total 2025	Total 2024
	£	£	£	£	£	£
Office Admin	**1,121**	**11,228**	**1,653**	**5,212**	**19,214**	33,864
Bank Charges	**173**	**1,732**	**255**	**804**	**2,964**	3,021
Depreciation	**1,504**	**15,058**	**2,216**	**6,990**	**25,768**	67,351
Staff Costs	**12,810**	**159,676**	**18,877**	**59,536**	**250,799**	278,657
Legal	**0**	**0**	**0**	**0**	**0**	0
Consultancy	**1,390**	**13,916**	**2,048**	**6,460**	**23,814**	20,079
Training	**0**	**0**	**0**	**0**	**0**	4,907
Travel	**40**	**401**	**59**	**186**	**686**	688
Premises	**2,170**	**21,722**	**3,197**	**10,084**	**37,173**	70,930
HR	**1,101**	**11,026**	**1,623**	**5,119**	**18,869**	17,969
IT	**1,836**	**18,385**	**2,706**	**8,535**	**31,462**	30,385
Interest Payable	**(26)**	**(260)**	**(38)**	**(121)**	**(445)**	0
Insurance	**0**	**0**	**0**	**0**	**0**	0
	22,119	**221,459**	**32,596**	**102,805**	**410,307**	**527,851**

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

	Mobility Services £	Employment & Skills £	Communications £	Governance £	Total 2025 £	Total 2024 £
Analysis by fund						
Unrestricted funds	**0**	**421,589**	**114,970**	**26,179**	**562,738**	710,206
Restricted funds	**335,924**	**351,713**	**-**	**-**	**687,637**	664,106
	335,924	**773,302**	**114,970**	**26,179**	**1,250,375**	1,374,312

Grants to individuals in respect of the purchase of mobility equipment included within the Mobility Services above: £239,834 (2024: £232,952).

For year ended 31st March 2024	**Mobility Services**	**Employment & Skills**	**Communications**	**Governance**	**Total 2024**
Unrestricted Funds	**0**	**481,549**	**199,615**	**29,042**	**710,206**
Restricted Funds	**305,310**	**358,796**	**0**	**0**	**664,106**
	305,310	**840,345**	**199,615**	**29,042**	**1,374,312**

Governance costs

	2025	2024
	£	£
Auditors	**22,528**	25,336
Other costs	**3,651**	3,706
	26,179	29,042

Governance costs includes payments to the auditors of £22,528 (2023: £25,336) for audit fees, and other regulatory fees.

Communications

	2025	2024
	£	£
Staff costs	**74,565**	71,178
Depreciation	**-**	-
Direct costs	**7,809**	80,836
Support costs	**32,596**	47,601
	114,970	199,615

7. Trustees and key management personnel remuneration and expenses

Two trustees received mobility grants from the Charity during the year totalling £1,042 (2024: Nil). No expenses were reimbursed during the year (2024: Nil).

Key management personnel consist of trustees, the chief executive and other members of the senior management team.

The total amount of employee benefits including employer's pension contributions received by key management personnel were £300,648 (2024: £314,530).

8. Staff costs and employee benefits

The average monthly number of employees during the year was 31 (2024: 29) with a full time equivalent (FTE) of 24 (2024: 23)

9. Staff costs and employee benefits (continued)

The total staff costs and employees' benefits was as follows:

	2025	2024
	£	£
Wages and salaries	**978,097**	853,529
Social security	**95,141**	84,944
Defined contribution pension costs	**31,447**	32,071
Other employee benefits	**13,048**	7,970
Temporary staff	**-**	80,786
	1,117,732	1,059,300

The number of employees who received total employee benefits (excluding employer pension costs) of more than £60,000 is as follows:

	2025	2024
	£	£
£60,001 - £70,000	**1**	-
£80,001 - £90,000	**1**	1

10. Tangible fixed assets

	Charitable assets	Tenants Improvements	Fixtures, fittings & equipment	Total 2025
	£		£	£
Cost				
At 1st April 2024	52,500	97,817	49,690	200,007
Additions	0	0	6,060	6,060
Disposals	(52,500)	0	0	(52,500)
At 31st March 2025	**0**	**97,817**	**55,750**	**153,567**
Depreciation				
At 1st April 2024	52,500	78,254	14,750	145,503
Charge for the year	0	19,563	6,206	25,769
Eliminations on disposals	(52,500)	0	0	(52,500)
At 31st March 2025	**0**	**97,817**	**20,956**	**118,772**
Net book value at 31st March 2025	**0**	**0**	**34,795**	**34,795**
Net book value at 31st March 2024	**0**	**19,563**	**34,940**	**0 54,503**

11. Fixed asset investments

	Other investment £
Cost or valuation	
At 31st March 2024 and 31st March 2025	**3**
Carrying amount	
At 31st March 2024 and 31st March 2025	**3**

Other investments comprise:

	Note	2025 £	2024 £
Investment in subsidiaries	**22**	**3**	3

12. Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	**84,739**	32,645
Other debtors	**30,190**	27,549
Prepayments and accrued income	**309,801**	252,164
	424,730	312,358

13. Creditors: amounts falling due within one year

	Note	2025 £	2024 £
Bank loan	14	**10,648**	10,648
Taxes and other social security costs		**30,611**	26.975
Trade creditors		**50,394**	53,615
Other creditors		**820**	21,760
Accruals		**13,800**	18,900
Deferred income		**10,000**	31,124
		116,273	163,022

Deferred income comprises funding received in advance of the year end for use in the subsequent financial year

Deferred Income - Movements in the Year Ended 31 March 2025

b/f balance	**31,124**
Release in year	**(31,124)**
Deferred for future periods	**10,000**
c/f balance	**10,000**

14. Loans and overdrafts

	2025 £	2024 £ (restated)
Bank loans	**10,648**	21,741
Payable within one year	**10,648**	10,648
Payable after one year	**-**	11,093

No security is held for this loan which incurs a fixed interest rate of 2.5% payable on the outstanding principal amount of the loan and is applicable until the final repayment date. Additionally, HSBC holds a charge over the Charity's assets for the BACS facility and for the credit card facilities. At the year end there was a figure of £1,100 outstanding in respect of the latter

15. Creditors: amounts falling due after more than one year

	Note	2025 £	2024 £
Bank loan	14	-	11,093

16. Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes in relation to the Mobility Services and Employment & Skills. Further details about the work in relation to these two charitable activities can be found in the Trustees' Report.

	Balance at 1st April 2024	Income	Expenditure	Balance at 31st March 2025
	£	£	£	£
Mobility Services	37,720	315,145	335,924	16,940
Employment & Skills	151,591	299,342	351,713	99,220
	189,311	614,487	687,637	116,160

17. Unrestricted funds

The income of the Charity includes the following designated funds that have been set aside out of unrestricted funds by the trustees for specific purposes together with general unrestricted:

			Movement in funds		
	Balance at 1st April 2024	Income/ New Designation	Expenditure/ realised	Transfers	Balance at 31st March 2025
	£	£	£	£	£
Unrestricted - General	317,001	1,099,576	1,015,908	223,294	623,963
Office Investment	79,687		0	(79,687)	0
Investment in operations	148,055		4,448	(143,607)	0
Total unrestricted funds	544,743	1,099,576	1,020,356	0	623,963

The unrestricted funds are funds that the charity has received that were not for specific purposes and as such held as unrestricted funds. The previous funds designated for office investment and into operations for scoping fundraising opportunities have now been discontinued and transferred back into general unrestricted funds

18. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2025 are represented by:			
Tangible fixed assets	**34,795**	**-**	**34,795**
Investments	**3**	**-**	**3**
Net Current assets	**589,165**	**116,160**	**705,325**
Long term liabilities	**-**	**-**	**-**
	623,963	**116,160**	**740,123**

Comparative analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2024 are represented by:			
Tangible fixed assets	**54,503**	**-**	**54,503**
Investments	**3**	**-**	**3**
Net Current assets/(liabilities)	**501,329**	**189,311**	**690,640**
Long term liabilities	**(11,093)**	**-**	**(11,093)**
	544,742	**189,311**	**734,053**

19. Financial commitments, guarantees and contingent liabilities

At 31 March 2025 the charity had annual commitments for office rent as follows:

	2025 £	2024 £
Expiry date:		
In less than one year	**3,750**	**15,400**
Later than one year and not later than five years	**-**	**-**

20. Capital commitments

There were no capital commitments either authorised by the board or contracted for at the balance sheet date.

21. Transactions with related parties

There are no related party transactions during the year (2024: Nil).

22. Subsidiaries

These financial statements are separate charity financial statements for Action For Kids Charitable Trust.

Details of the Charity's subsidiaries at 31st March 2025 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shareholding	% held Direct Indirect
Action For Kids Limited	UK	Dormant	Ordinary	100

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/Loss £	Capital & reserves £
Action For Kids Limited	**-**	**3**

The fixed asset investments are stated at cost.

23. Cash generated from operations

	2025 £	2024 £
(Deficit)/surplus for the year	**6,070**	(275,640)
Adjustments for:		
Investment income recognised as profit or loss	**(22,539)**	(17,572)
Depreciation and impairment of tangible fixed assets	**25,769**	67,351
Movements in working capital:		
(Increase)/decrease in debtors	**(112,371)**	(172,611)
Increase/(decrease) in creditors	**(46,749)**	(127,579)
Cash generated from operations	**(149,820)**	(526,051)

24. Analysis of change in net (debt)/funds

	At 1st April 2024 £ (restated)	Cash flows £	At 31st March 2025 £
Cash at bank and in hand	**541,304**	**(149,820)**	**391,484**
Loans falling due within one year	**(10,648)**	**-**	**(10,648)**
Loans falling due after more than one year but less than five	**(11,093)**	**11,093**	**-**
	519,563	**(138,727)**	**380,836**

25. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

Comparative Statement of Financial Activities including income and expenditure account for the year ended 31st March 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £
Income from:				
Donations and legacies	3	1,005,833	579,603	1,585,436
Investments	4	17,572	-	17,572
Total income		1,023,405	579,603	1,603,008
Expenditure on:				
Raising funds	5	504,337	-	504,337
Charitable activities	6	710,206	664,106	1,374,312
Total expenditure		1,214,543	664,106	1,878,649
Net movement in funds		(191,138)	(84,503)	(275,641)
Fund balances at 1 April 2023		544,742	189,311	734,053
Fund balances at 31 March 2024		735,880	273,814	1,009,694

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2025

Opinion

We have audited the financial statements of Action For Kids Charitable Trust (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities (including income and expenditure account), the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report.

We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2025

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance,

but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the control systems in place and testing the effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

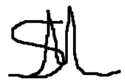
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2025

Use of this report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)

For and behalf of

MHA

Statutory Auditor

London, United Kingdom

Date: 11/11/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542).

ACTION FOR KIDS CHARITABLE TRUST

England & Wales - Charity number 1068841

Accounts



ACTION FOR KIDS CHARITABLE TRUST

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED
31st MARCH 2024

CHARITY REGISTRATION NUMBER: 1068841
COMPANY REGISTRATION NUMBER: 3487626 (ENGLAND & WALES)

We are a Living Wage Employer
base british association for supported employment
disability confident EMPLOYER
Registered with FUNDRAISING REGULATOR
INVESTORS IN PEOPLE™ We invest in people Standard

ACTION FOR KIDS CHARITABLE TRUST

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CHAIRMAN AND CHIEF EXECUTIVE STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

Chair's Introduction

I was proud to continue my role as AFK Chair over the year, supporting the positive difference that AFK makes to the lives of those who are disabled or have neurodiverse conditions in facing a range of challenges. Everyday life has been difficult for many in recent years, with the ongoing effects of the pandemic and the cost-of-living crisis and we know this impacts the people we help more than the general population. We will continue to do our utmost to cater for the huge demand for our services and continue to grow our services in new and innovative ways.
I am honoured to represent AFK as Chair and will continue to promote and support the charity's work with passion. Thank you to the AFK Team, and my fellow Trustees for working so hard to make a meaningful difference to so many lives.

CEO's Report

30 years ago, AFK was founded to provide mobility equipment not available from the NHS and this year has been a standout performance by our mobility team. Our own spend increased by around £15k, but the huge difference has been the amount of money raised by our Mobility Team to help our young people purchase their mobility equipment, giving a purchase total of £426k, which is a record for us.

The other side of our work is help for disabled and neurodiverse young people to gain employment and this year we helped a record number of people achieve this. Just 5.1% of adults with a learning disability in England are in paid employment, which underlines the absolute need for our work. Employment and self employment provide social networks, better emotional and physical health, and increased independence.

Within our overall programme there are some great signs of growth. Our Schools Programme opened up the world of work to 125 young people to help inspire their work visions and our Health and Wellbeing Programme ensured that our young people were supported emotionally and socially.

Our Self Employment Programme was started in September 2023 and has gradually gathered pace. Self-employment can offer advantages to those with disabilities or neurodiversity whether it is operating a micro enterprise from the supportive environment of a person's home or a larger enterprise that avoids the need for standard office life and travel.

Many contacts have been made and we now have seven people enrolled with business ideas ranging from fashion design to cake making. This will culminate in July 2024 with our very first Summer Business School and we look forward to seeing great things from this group in the future as the programme develops.

Once we have inspired our young people about the World of Work and helped them gain their first job the next component is to help them get to work. Our Independent Travel Training

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

Programme secured a first by gaining a substantial contract from Camden Council, which will boost this vital work over the next year.

Of note is our Cultural Ambassadors Programme delivered in partnership with A New Direction. 10 young people aged 16-25 who are deaf, disabled or neurodivergent worked to plan and deliver a creative arts festival week for over 30 schools in London to attend various locations in March, including Sadler's Wells, The National Theatre and Kensington Palace.

We have delivered several courses of Equality, Diversity and Inclusion (EDI) training to employers and plan to increase the marketing and take up of this service in the future.

The overall fundraising environment remains difficult and against this backdrop our team managed to match income from the previous year to fund our vital services.

As we go forward into the next year, we will undertake a strategy review in July and examine our purpose, with a view to tailoring and growing our services and increasing our income.

The Trustees and Chief Executive wish to convey their heartfelt gratitude to our funders, partners, staff and volunteers who deliver or fund our vital work with enthusiasm and passion to enable those with disabilities or neurodiversity to achieve better lives and fulfil their potential.



G Dhillon
Chair



D Coe
Chief Executive

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2024

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name:	Action For Kids Charitable Trust	
Charity registered number:	1068841	
Company number:	3487626	
Principal & registered office:	101 Pentonville Road LondonN1 9LG	
Trustees: *(as at the date of this report)*	Gurmeet Dhillon Athanasios Karampelas Stacey Body Miriam Deakin Timothy Meredith Thembani Mkwananzi Dom Hyams Alicia Loh	(Chair) (Treasurer) (co-opted 26 March 2024) (co-opted 17 May 2024)
Chief Executive:	David Coe	

Professional advisors

Auditors:	MHA 6th Floor 2 London Wall Place London EC2Y 5AU
Bankers:	HSBC Bank plc 22 Victoria Street London SW1H 0NJ
Solicitors:	Muscatt Walker Hayim Speen House Porter Street London W1U 6WH

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2024

The Trustees of the Action For Kids Charitable Trust ("the Charity") present their Trustees' Annual Report and financial statements for the year ended 31st March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and the "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)."

OBJECTS OF THE CHARITY

The Objects of the Charity, as set out in the Charity's Memorandum of Association, are:

1. The relief of children and young people who are suffering from sickness or physical or mental disability by assisting them to lead full and independent lives and by any other means whatsoever.
2. The provision of support and assistance to the carers of children or young people suffering from physical or mental disability.
3. Such other charitable purposes as the Trustees may from time to time think fit.

There have been no changes in Objects since the last Trustees' Report.

In furtherance of the Objects, the Charity undertakes the following activities:

- Providing disabled young people with training in work and life skills;
- Promoting opportunities for disabled young people to work and volunteer in the community;
- Providing opportunities for disabled young people to engage in sport and social activities;
- Providing specialist mobility equipment, through loans or grants, to disabled young people.

VISION & MISSION

As an integral part of delivering the Objects of the Charity, the Trustees and Management are committed to the following vision and mission for the Charity:



Our vision is a world where there are no barriers to independence for children and young people who are disabled or neurodiverse.



Our mission is to create opportunities for children and young people who are disabled or neurodiverse, to increase their independence, reach their individual potential and remove the barriers they face.

Helping students to develop their mobility, personal and independent living skills is an essential part of helping them to succeed. The Charity focuses on a young person's potential to benefit from our support, not the apparent barriers they face.

To achieve the mission the Charity:

- Involves, informs and empowers young people living with a disability;
- Provides equipment to support personal mobility;
- Provides the best possible education, training and support;
- Champions the rights and interests of people living with a disability;
- Shares its experience and what it has learnt.

PUBLIC BENEFIT

The Trustees have reviewed the activities of the Charity and consider that, in line with the Charity's Objects, the Charity provides public benefit in a variety of ways, including:

- The advancement of education:
- By providing disabled young people with courses in work and life skills;
- The promotion of equality and diversity:
- By promoting opportunities for disabled young people to work and volunteer in the wider community;
- By providing opportunities for disabled young people to engage in sporting, artistic and social activities;
- The relief of those in need by reason of ill-health and/or disability:
- By providing specialist mobility equipment, through loans or grants, to disabled young people.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake. All the Charity's services are open to all members of the public, irrespective of race, gender, religion or sexual orientation. Most of the Charity's services are provided without charge to the individual beneficiary.

GOVERNANCE

Governing document

The Charity was originally registered under a Deed of Trust in 1992, in response to the problems facing disabled children, young people and their families and in recognition of the disparity between the numbers of such children and the availability of appropriate support.

With effect from 1st April 1998, the Action For Kids Charitable Trust was registered as a charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association (amended on 12th November 2012). Each of the members has a liability to contribute £1 in the event of a winding up of the company.

Trustees

The Board of Trustees ("the Board") sets the strategic direction of the Charity and is also responsible for ensuring compliance with the Charity's Objects and charity and company law.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2024

The Trustees, who are also directors for the purpose of company law, who served during the year and up to the date of signature of the financial statements were:

Gurmeet Dhillon	Chair
Athanasios Karampelas	Treasurer
David Byrne	(resigned 1st April 2023)
Stacey Body	
Miriam Deakin	
Timothy Meredith	
Thembani Mkwananzi	
Devanshini Khatau	(resigned 15th November 2023)
Martin Kirke	(resigned 25th October 2023)
Neil Anthony Murrin	(appointed 9th February 2023, resigned 1st June 2023)
Dom Hyams	(co-opted 26 March 2024)
Alicia Loh	(co-opted 17 May 2024)

New Trustees are appointed by the members of the Charity on the recommendation of the Board.

For all new Trustees, there is an induction process, and all Trustees have a role description and are subject to a Code of Conduct. In addition to regular Board meetings, there is an annual Board Away Day when Trustees receive appropriate briefings and training in their roles as Trustees of the Charity. Additionally, Board members can avail themselves of external training courses relevant to their roles as required.

The Charity has a Conflict of Interest policy that all Trustees and staff must comply with. None of the Trustees has any beneficial interest in the Charity. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Risk Management

A comprehensive process is in place to identify any major risks to the Charity's users, staff, operations, reputation, income and assets. The Trustees assess these risks regularly and are satisfied that systems are in place to mitigate them.

The Charity is an accredited Investor in People, and this continues to help ensure that policies, procedures and controls are regularly reviewed, updated and, where necessary, improved. This assists the Trustees and Senior Management Team in minimising risk exposure.

On-going review of the Charity's strategy, plans and operations ensures that risk management is an integral part of the operation of the Charity.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2024

MANAGEMENT

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity and is accountable to the Board for the performance of the Charity. In turn, the Chief Executive appoints the other members of the Senior Management Team (SMT) and together they manage the Charity's activities.

Senior Management Team

The members of the Senior Management Team during the period and at the date the accounts are signed are:

David Coe	Chief Executive
Rachel Akehurst	Executive Director, Services (on maternity leave from 1st June 2023)
Katie Cavanagh	Fundraising and Communications Director
Angela Shaw	Finance & Corporate Services Director (resigned 16th June 2023)
Bernard McGrath	Interim Head of Finance & Corporate Services (Contracted from 13th June 2023 to 8th December 2023)
Ryan Tring	Head of Finance & Corporate Services (appointed 10th October 2023)
Kate Jackson	Interim Services Director (appointed 1st June 2023)

Staff recruitment and management

The Charity's policy is to consult and discuss with employees, at meetings and informally, matters likely to affect employees' interests. Information on matters of concern to employees is given through information bulletins, reports and meetings, which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Charity's performance.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Charity continues and that the appropriate training is arranged. It is the policy of the Charity that training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

All new members of staff are provided with a comprehensive induction programme. All roles have a detailed job description and annual staff appraisals are carried out in addition to more informal supervision meetings. Training requirements are primarily identified by reference to personal work-related objectives and other targets highlighted in the appraisals, which are directly linked to objectives for the Charity.

The pay of senior staff and of key management personnel is reviewed annually by the Board of Trustees. Pay is compared with similar positions in comparable organisations where applicable.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2024

OPERATING NAME AND BRAND

In addition to its legal name, "Action For Kids Charitable Trust", the Charity operates under the name "AFK" (previously my-AFK).

Our Services



This year, AFK's Services Team has been affected by a leadership 'reshuffle', as our Executive Director was on Maternity Leave. During this period, our Business and Services Development Manager stepped up to become Interim Director of Services. She did fantastically in the role, as did the Team in supporting her. Evidence of this can be seen in the Key Performance Indicators below.

During 2023-2024, some of the team titles and job titles also changed. This was part of AFK's strategy to ensure clarity across the organisation's services, following the introduction of several new projects. In this way, our 'Life and Work Programme' has become 'Employment & Skills', and 'Business and Service Development' has become 'Impact & Innovation'.

Programme	**Age Range**	**Target for 2023-24**	**Actual 2023-24**	**Actual 2022-23**
Young people on Employment and Skills Programme	19-25	90	93	93
Work Placements overall	16-25	35	39	38
Paid work	19-25	20	22	21
Young people to develop the ability to manage their own travel arrangements	14-25	8	9	11
Young People still in education accessing employability programme	18-25	60	64	70
Number of young people co-producing training materials	n/a	50	45	31
Mobility equipment ordered	0-25	90	165	116
Overall Unique Number of Beneficiaries		**Target 353**	**437**	**380**

EMPLOYMENT AND SKILLS PROGRAMME

AFK's main successes from 1st April 2023 to 31st March 2024 have been getting 22 young people into paid work (our highest number yet), as well as placing 20 young people into various voluntary roles and 39 young people into work placements.

Voluntary roles varied from charity shops including **Oxfam, British Heart Foundation** and **Cancer Research**, to within local libraries.

Work placements included classroom assistants, **Arcadis** for a neurodivergent graduate in engineering, a **vegan café** in Tottenham Hale, and as a **care assistant** at a **Dementia hub** in Crouch End for older people.

Employment outcomes include temporary roles such as at the **Mexico Embassy** in administration and at **The National Theatre** within the hospitality areas. More permanent paid roles have included the **Yellow Birds Play Academy** in Waltham Cross and the **Primark** store in Reading, the latter showcasing how productive our virtual coaches are in reaching out to young people outside London who have got in touch with AFK and then successfully placed them into work.

To give some more background, the National Theatre roles, although temporary, have enabled young people to get roles elsewhere in hospitality. A partnership has been formed with AFK as these placements have given young people confidence and skills to believe in themselves, and in many instances has surprised them at what they are capable of, normally because they have never been given opportunities in work of any kind before they came to AFK.

These temporary roles also give confidence to families who may 'unintentionally' put up barriers as they don't believe their young people are capable or view them as too vulnerable. Alternatively, they sometimes have their own idea of the 'perfect' role for them. AFK will have productive and meaningful discussions about the reality of the situation so that the young people are not compromised. As such, we aim to put families at ease, by reassuring them as to the fantastic potential of their young person. This is also our greatest achievement for and on behalf of the young people, and one we're proud of, as changing mindsets that block positive progression, whether it be from well-meaning families or businesses, is something AFK seeks to do.

Challenges

There has always been a degree of high anxiety with many of the young people on the programme, and whilst extra wellbeing sessions have certainly helped, it has been a challenge for staff to deal with all the situations presented, some of which were serious this year. This has meant that employment for those individuals had to naturally take a back seat while the right type of interventions were sought. Thankfully all of these situations were resolved and the emphasis on getting back into positive activities, and for some employment, became a great result and outcome.

AFK has an effective safeguarding team alongside a team of proactive Mental Health First Aiders who have subsequently put together additional information for young people in light of these concerns. These situations have also fed into AFK's constant work with promoting disability and neurodiversity awareness in the form of presentations and discussions with businesses, which has included tips and techniques on what to do in the workplace if difficulties arise.

Regarding employment, the application process for most neurodiverse young people is hard to navigate, and since the pandemic, applications as a rule are still being requested online, this can present further barriers to entering employment. AFK knows that when an employer is introduced to a young person, and they are given the chance to experience the job role, and are interviewed whilst understanding the role (known as a working interview), that they are more likely to get offered the position. The application is filled in at the end of this process with appropriate support. AFK is encouraging this system for all potential new employees but especially for those who are neurodivergent.

Our Health and Wellbeing sessions have been ongoing since the first lockdown in 2020 and have been held at the Winkfield Centre and online and will now be held at the Sense offices in central London. All young people are invited to each session (including those who have started employment) and everyone is given useful information and techniques to aid their mental wellbeing. This has a positive knock-on effect when young people go into work as they are visibly happier in themselves and in their roles. These wellbeing sessions give a social outlet that for some are just as important as gaining relevant work and employment in their lives as many young people are isolated and have no circle of acquaintances or friends.

This year the group voted to go to the theatre to raise spirits and many had never been to a theatre before. Nobody was disappointed and there are now plans to get another theatre visit booked in 2024!



Trip to the National Theatre
Christmas 2023

Social enterprises including **Bikes for Good Causes** make a huge difference to the confidence and skills obtained before a paid position is sought, and a voluntary role will often lead to employment, so it's a win-win situation. The bike café and the high street chain Savers provide work placements to compliment the hospitality and retail options on a young person's CV, which are still the most popular employment options with young people. 39 young people took part in work placements this year.



Barista Training
Bikes for Good Causes

Some of the businesses who are employing young people placed by AFK are Oliver Bonas, Premier Inn, Vue Cinema, Arcadis, Tottenham Hotspur, Snappy Snaps, Gulf International bank and the civil service (Transport for London).

From September 2023, AFK has put more emphasis on offering all young people the opportunity to join **Employer visits**, which has been kept flexible to benefit young people who are also in education and training. Visits have included **Greggs warehouse** in Enfield to see behind the scenes, to businesses **Segro** and **Havas** in central London where young people get to do work-based activities, to **Arriva** in North London for those interested in transport.



Employer Visit

Against the backdrop of increasing prices, fuel hardships and decreasing services, the Employment team continue to strive to ease the burden felt by many young people and their families. Signposting and working in conjunction with social services and the DWP is still necessary work to enable families to gain the correct benefits, endorse their entitlement to travel passes and to ensure they have access to occupational health and counselling services.

Self-Employment Programme 'We Mean Business'

A Self-Employment Programme Manager was appointed in September 2023 and has been designing and bringing the programme to life. Outreach work and networking have been pivotal to raising awareness among schools, colleges and partners promoting self-employment as an alternative option to the traditional route to employment. i.e. working for an employer.

The programme's framework consists of 1-2-1 sessions where each young person receives bespoke support to suit the requirements of their business and their individual learning styles. There are group workshops, peer to peer sessions and specialist sessions delivered by corporates and business owners. Topics included:

- Market Analysis
- SWOT Analysis
- Business Planning
- Knowing your competition
- Knowing your customer
- Financial planning
- Branding
- Intellectual property

We have 7 applicants of which 5 have been enrolled as the initial cohort. Skills and passions vary from pet sitting, basketball, baking, knitting and crotchet, creative writing/poster designs.

Over the next few months, the planning for the business summer school will be underway and will be a platform for further development of the programme, introducing self-employment to those who are unaware of this option for employment and creating a pipeline for a new cohort for the beginning of October.

Impact and Innovation Programme

Impact and Innovation at AFK is a portfolio of Programmes, devised to bridge gaps and break down barriers, for young people with additional needs. Our Programmes which span ages 11-25, support young people to successfully identify the career pathway of their choice, develop new skills support from best-practice employability experts, ready to meet their full potential upon entering the world of work.

Aspire to Work

Overall, we supported 125 young people to widen their understanding of the **'world of work'** by the time they leave school at the end of Year 11. This year we worked with six London schools in Camden, Haringey and Islington to provide access to a range of new opportunities with employers to increase confidence and gain valuable insight to future work and career choices.

We worked with a range of sectors to offer employer visits to the schools including Berkeley Homes, Fireshine Games, Railway Fields and The National Theatre where we explored varying roles within each of the sectors.

We delivered a series of **CV clinics and interview preparation skills** to increase confidence and improve communication skills as well as delivering a four-week work placement for five students via our partner sites at Bikes for Good Causes and The Canals and River Trust.

Leadership and Cultural Ambassadors
This year we worked with 45 young people to develop their leadership skills as part of our **City Bridge Foundation** funded programme. Participants explored some of the challenges they face either at home or in the workplace, looked at ways they might overcome these challenges in the future and produced resources, which will enable other young people to feel more confident to ask for help.

The programme co-produced a **series of accessible films,** which include how to request reasonable adjustments in the workplace and support to become more independent with money, social media and travel. As part of our ongoing commitment to co-production and collaboration with young people, we have worked with **37 beneficiaries to deliver training**, attend charity sector and local authority events and present to AFK Trustees at Board meetings about lived experiences, providing further insight into how the charity can support young people in the future.

We delivered **The Cultural Ambassadors programme** in partnership with A New Direction for the fourth year running. In March 2023 the programme supported 10 young people aged 16-25 who are deaf, disabled or neurodivergent to plan and deliver a creative arts festival week for over 30 schools in London at various locations, including Sadler's Wells, The National Theatre and Kensington Palace. The programme provides an **extended work placement opportunity** for young people to practice their leadership and decision-making skills and act as a role model for younger children attending the festival.

Independent Travel Training
This year we supported 9 young people to organise and manage their own travel arrangements to school or work. The service works in partnership with young people, their families, schools or place of work to ensure that young people are safe and feel confident to travel alone.

MOBILITY SERVICES

This year, AFK's Mobility team ordered equipment for a **record 165 disabled children and young people**, compared with 116 the previous year. With support of a substantial grant from the Motability Foundation we were able to increase our budget for equipment to £220,000 plus £30,000 to spend on maintenance.

We ordered **39 specialist trikes and 75 wheelchairs and pushchairs** including several all-terrain buggies to enable access to rural areas, woodlands and beaches. We also ordered **13 powerchairs and AFK will fund the maintenance support**. We also provided several specialist car seats, walkers and power add-ons, to add power to manual wheelchairs.

The total value of equipment ordered was £426,034 compared with £321,099 in the previous year. The total cost to AFK of items ordered during 2023/2024 was £224,056 and in 2022/2023 it was £209,541.

The gap between the cost of equipment ordered by AFK and the actual cost of equipment is bridged through the efforts of the Mobility Team (who raise funds for specific items) as well as through personal wheelchair budgets and family contributions.

Powerchair maintenance
It is important for many disabled young people to have a reliable powerchair that they can drive with confidence and in safety. We appreciate the costs of keeping a powerchair on the road.

AFK is the only UK charity we know of that routinely covers the cost of maintenance on powerchairs we have provided funding for. We fund annual services as well as the replacement of items including batteries, tyres, joysticks, motors, cushions, and footplates.

The spend on powerchair maintenance in 2023/2024 was £29,347 compared with £34,624 in 2022/2023.

Individual fundraising and advocacy
The rising cost of mobility items has meant it has been crucial for AFK to bridge the gap between the total cost of the equipment and the proportion AFK can spend on it.

Families have less money to contribute to items and they, and AFK, have found it more challenging to raise the balance. Several charities we have worked with in the past have been closed to applicants for much of the year. Other charities have reduced their maximum pledges from around £1500 to £600 per item.

We therefore need to work harder and are submitting more applications for each family we are working with. By streamlining our processes, we have been able to **help more families** raise the funds they need. During 2023/2024 the Mobility Team raised (through their individual fundraising efforts) **a record £117,780**. This was despite the challenges facing charities and compares favourably with the previous year (£78,845). AFK saved a further £12,780 through advocacy work (compared with £6,434 in 2022/2023). This represents the sum AFK would have spent on equipment had the Mobility Team not provided advocacy support to families and had not pursued new discounts with suppliers.

During 2023/2024 the Mobility Team worked with **38 families in terms of individual fundraising** and advocacy work. We secured pledges for life changing equipment for children and young people from The Elifar Foundation, DTD Charity, The Boparan Charitable Trust, Children Today Charitable Trust, Florence Nightingale Aid in Sickness Trust, Independence at Home, The Hospital Saturday Fund, Barchester's Charitable Foundation, Caudwell Children, The Joseph Patrick Trust, Promise Dreams, The Victoria Foundation and The Heinz Anna & Carol Kroch Foundation.

Some of the young people we've supported this year

SI's Story



SI is an intelligent young man with a dry sense of humour. In addition to autism, SI has dyslexia and experiences periods of extreme anxiety. SI had already undertaken a variety of work placements including being on reception for a large finance company and another at a Covid test centre during the pandemic when we met him in 2023. SI is very self-aware and is sure about his interests but has changing ideas about what sort of work he would like to do ranging from becoming a barista to working with animals.

His Employment Coach (EC) organised for SI to do a 4-week placement in the café at Bikes for Good Causes. Here SI demonstrated excellent customer service skills and engaged well with staff and customers alike. During the job searching process his EC saw that he would only read the Job Title of a vacancy and start applying for it. His EC encouraged him to break down the job description (JD) and person specifications to understand the requirements of each job before deciding to apply.

His EC also explored his ongoing lack of confidence. In the past his difficulty with reading and writing had not been properly acknowledged so SI would be reprimanded over minor errors which was agreed could have been easily prevented with appropriate support and understanding.

SI was put forward for a Wetherspoons role as it called for excellent customer service skills. SI was given the interview questions beforehand, and his EC was at the interview as guidance (if required) only. Being prepared and supported had a noticeable effect on his interview performance and he got the job! During his training and induction his EC continued to support him.

SI now sees the value in reading JDs to assess if a job will be a good match for him. SI has since decided that he is not suited to working in a busy bar environment or with late shifts, so AFK secured a reception role at the British Library for him. SI is confident that he has the right skills to make this a great success!

PP's Story



PP secured a paid job at the Premier Inn in September 2023 with support from AFK after joining the charity's Employability Skills Training in 2019 - referred to us by Work Skills Learning, Haringey. He needed one-to-one Job Coaching support to help manage his anxieties and social skills. PP attended weekly sessions with AFK's travel trainer coordinator, then we placed him at the Crisis Centre Charity shop in Archway and gave one-to-one positive behaviour support.

AFK got PP a Freedom Pass which motivated PP to get out and about independently. PP demonstrated great talent for learning new skills and attention to detail in his work. Covid interrupted PPs work placement, but we've stayed in contact for advocacy advice and PPs Employment Coach referred them to SEND Power in Haringey.

Here's a message from PP's mother, "He is so confident and respectful to all kinds of people in the hotel and the manager is so happy with his behaviour. Finally, I would like to thank all of you for helping PP succeed and progress. Please share PPs photos with everyone at AFK. Warmest Regards."

Lacey's Story



Lacey is a 12-year-old from St Albans who loves the outdoors, gaming, fashion, art and is a keen Girl scout. Lacey lives with hypermobility, muscle weakness, and epilepsy. These conditions significantly impact her daily life, and she is currently awaiting diagnoses for autism and ADHD. Lacey's parents observed a concerning shift in her behaviour; she had become increasingly withdrawn, reluctant to participate in PE classes, and hesitant to engage in outdoor activities.

Lacey struggles with anxiety, noise, smells, general processing, and cannot keep up with her peers physically. Recognising the vital importance of physical activity and social interaction for Lacey's overall well-being, her parents sought a solution that would address her unique mobility needs. They identified that a specially adapted bicycle could potentially help Lacey overcome her reservations and re-engage with her environment.

However, the family faced a significant financial barrier in acquiring the specialised equipment necessary for Lacey. It was at this juncture that AFK was able to help. Through our mobility equipment programme, we facilitated the provision of a bicycle tailored to Lacey's specific requirements.

The impact of this intervention has been substantial. Lacey's mother reports notable improvements in her daughter's demeanour, including increased confidence and a willingness to participate in PE, despite her physical limitations.

Lacey is delighted. "Since I've had my bike, I felt really cool and I felt really happy, and it was a heartwarming moment just to be able to ride a bike."

This showcases the effect that targeted support can have on young people with disabilities. By providing appropriate tools and equipment, it is possible to remove barriers, increase confidence, and expand opportunities for personal growth and social engagement.

Fundraising and Communications

As always, the Trustees are hugely grateful to the incredible people who have supported AFK over the last year, without whom we simply wouldn't be here for the disabled or neurodiverse children and young people that the charity supports.

At AFK, we have a diverse fundraising portfolio with donations from many generous individual supporters, families, community groups, corporate partners and trusts and foundations.

We are particularly pleased to have increased our fundraised income again in this financial year, against a backdrop of ongoing external crises.

This year we consolidated our fundraising strategic approach, expanding our team to increase corporate support, embedding our fundraising database into our work, mobilising community support and delivering multi-year partnerships with corporates, trusts and foundations.

Thank you to our generous supporters including:

Trusts & Foundations

- City Bridge Foundation
- EBM Charitable Trust
- Henry Smith Charity
- London Freemasons' Charity
- Masonic Charitable Foundation
- David Family Foundation
- Bruce Wake Charitable Trust

Corporate Partners

- The Motability Foundation
- GamesAid
- The Bloomfield Charitable Trust
- The Openwork Foundation
- The Hospital Saturday Fund
- The Wellington Management UK Foundation
- The Berkeley Foundation
- Clifford Chance Foundation
- Govia Thameslink Railway
- The Staff of Shearman & Sterling (London) LLP as part of their fundraising efforts

AFK is registered with the Fundraising Regulator, and all fundraising activities are aligned with the Code of Fundraising Practice to ensure that they are legal, open, honest and respectful. We have several policies and procedures that underpin our fundraising activities including the AFK Supporter Promise, Complaints Policy, Privacy Policy and Whistleblowing Policy.

We use an external supplier to process our raffle entries, and we visited them in 2023 to ensure that their processes and activities align with our high standards and are compliant with the relevant laws and regulations. All contracts and data sharing agreements were signed in line with current data protection legislation, and strict account management and monitoring processes are in place.

We ensure there is no unreasonable intrusion to vulnerable people, by limiting the number of times we contact our supporters in the year (currently three appeals and three raffles) and allowing supporters to opt out of all forms of communication from us. We are registered with the Fundraising Preference Service. We didn't receive any complaints about our fundraising during the year.

Community & Events
Our Community & Events programme has gone from strength to strength, we've reignited partnerships with Paths Through Change to deliver a series of family friendly viewings at the Art House in Crouch End, maintained the support of our extremely generous supporters from our old home as well as finding opportunities in our new local community. The London Marathon was a highlight again this year, raising over £21,000 – a fantastic achievement!

Corporate Partnerships
We continued our long-term partnerships with several companies who have given their time to support our young people with employability skills as well as raising money for us. We received hugely generous donations from several small and large companies. SideOut and Canary Wharf Management helped to deliver our award-winning event, AFK Beach Volleyball, and it was back to its previous glory, with two sand-filled courts across four weeks in September at Canary Wharf in London. More than 200 people took part and over £100k was raised.

Trusts & Foundations
Trust & Foundations have continued to be an important part of our income generation and we have ongoing partnerships with multi-year funders and regular supporters. We've worked closely with the Services Delivery Team to secure funding for our mobility programme, our Impact & Innovation and our Employment & Skills services.

Individuals
We received thousands of generous donations from supporters in response to our Appeals that are sent three times a year. Our Christmas Appeal included a Christmas card for our supporters that featured Santa with Ella and Elsa, twins who received specialist trikes so they can join their family outside and exercise their leg muscles while they have fun! We sent an impact report in Spring which highlighted the young people's lives that have been changed by our supporters' generosity.

Raffle
Thousands of supporters play our raffle three times a year and this year we moved our raffle online too! Supporters can purchase tickets through our website that are more efficient to process, and we'll be promoting this way to play in 2024-25.

Legacies
We received legacies totalling over £250k this year; thank you so much to the wonderful generosity of supporters who left AFK a gift in their Will. In Spring we produced a brand-new Gift in Wills guide that was sent to hundreds of our supporters.

Marketing & Communications
Our 'Little Big' Campaign ran across all digital platforms, across our website and in our Appeals throughout the second half of 2023 focussing on the little things that AFK does to help our young people to dream big!

We produced a short film that highlighted the stories of three young people AFK supports, Lacey who has received a specialist trike, Matthew who wants to act on the stage and Aaliyah who has been supported into paid work. Engagement with the campaign was very successful with an increase in our social media followers of over 200%.

EQUALITY, DIVERSITY, INCLUSION (EDI) AND ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

We recognise that the people we support and the people who support us want to see AFK driving positive, sustainable and ethical change for our employees and volunteers, the communities we work with, our suppliers and wider society and environment in general. Our Staff Culture and Communications Committee conducted an EDI survey of staff which provided some base data and following that and external advice we will be adding 'Inclusion' to our values to demonstrate our organisational commitment.

In the ESG area, we have moved to an office share arrangement with the charity Sense and they have a robust environmental policy in operation which covers our office arrangements. Later in 2024 we will be sending out an EDI /ESG questionnaire to all our suppliers to gauge their compliance and policies. On the Governance front, we have formed a Finance Audit and Risk Committee (FARC) to provide specialist oversight for this crucial area.

REVIEW OF FINANCIAL POSITION

Income for the year was £1,603,008 which included donations and legacies of £1,585,436. This compares with income for 2023 of £1,611,553 of which £1,606,530 was in respect of donations and legacies.

Regular expenditure was £1,776,773 a decrease of £56,177 on the previous year. The cost of raising funds decreased by £129,365 with charitable activities higher by £73,188. Additionally, £101,945 was spent from the designated investment reserve for a specific awareness and fundraising project. This is included in the total expenditure figure of £1,878,648

The overall result is a deficit before the specific awareness and fundraising project of £173,695 and a reduction in reserves of £275,640. Much of the deficit was caused by one-off expenditure on temporary staff during the restructure of the finance department and an expected new income stream not happening within 2023/24.

Opening reserves were £1,009,694 with reserves at the year end of £734,053 of which £544,742 were unrestricted and £189,311 restricted.

POLICIES & OTHER DISCLOSURES

Grant-making policy

In providing mobility aids which are appropriate for disabled children and young persons, the Charity assesses each applicant in accordance with the following criteria:

- The length of time which has elapsed from the date of their application to the Charity;
- The cost of the mobility aid required;
- Any other appropriate factors.

Reserves policy

It is the policy of the Charity to aim for reserves (unrestricted funds) that have not been designated for new projects as a minimum of six months' expenditure on revenue items and charitable assets combined, which are considered at risk of loss of funding.

The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. The Trustees plan to move to a dynamic reserves policy in the next year to more closely reflect risk.

The level of reserves available to the Charity as at 31st March 2024 is £544,742.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

The Trustees, who are also the directors of the Action For Kids Charitable Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2024

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 Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

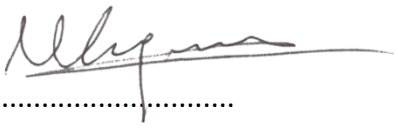
In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

Signature and declaration

I declare, in my capacity as Trustee of the Charity, that the Trustees have approved the report above and authorised me to sign it on their behalf.



.....

Athanasios Karampelas, Treasurer

Date:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2024

Opinion

We have audited the financial statements of Action For Kids Charitable Trust (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities (including income and expenditure account), the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report.

We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2024

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance,

but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the control systems in place and testing the effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2024

Use of this report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)

For and behalf of

MHA

Statutory Auditor

London, United Kingdom

Date: 20/11/2024

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income from:					
Donations and legacies	**3**	**1,005,833**	**579,603**	**1,585,436**	1,606,530
Investments	**4**	**17,572**	**-**	**17,572**	5,023
Total income		**1,023,405**	**579,603**	**1,603,008**	1,611,553
Expenditure on:					
Raising funds	**5**	**504,337**	**-**	**504,337**	608,215
Charitable activities	**6**	**710,206**	**664,106**	**1,374,312**	1,224,665
Total expenditure		**1,214,543**	**664,106**	**1,878,649**	1,832,880
Net income/(expenditure) for the year/ Net movement in funds		**(191,138)**	**(84,503)**	**(275,641)**	(221,327)
Fund balances brought forward		**735,880**	**273,814**	**1,009,694**	1,231,021
Fund balances carried forward		**544,742**	**189,311**	**734,053**	1,009,694

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure is derived from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

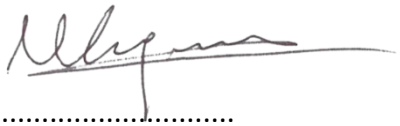
ACTION FOR KIDS CHARITABLE TRUST

BALANCE SHEET AS AT 31ST MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**10**		**54,503**		116,994
Investments	**11**		**3**		3
			54,506		116,997
Current assets					
Debtors	**12**	**312,358**		139,747	
Cash at bank and in hand		**541,304**		1,065,292	
		853,662		1,205,039	
Creditors: amounts falling due within one year	**13**	**(163,022)**		(290,601)	
Net current assets/(liabilities)			**690,640**		914,438
Total assets less current liabilities			**745,146**		1,031,435
Creditors: amounts falling due after more than one year	**15**		**(11,093)**		(21,741)
Net assets			**734,053**		1,009,694
Income funds					
Restricted funds	**16**		**189,311**		273,814
Unrestricted funds	**17**		**544,742**		735,880
Total funds			**734,053**		1,009,694

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved by the Trustees on 22/10/2024.



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Athanasios Karampelas, Treasurer

Company registration number: 3487626
Charity number: 1068841

The notes on pages 33 to 49 form an integral part of these financial statements

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	**23**		**(526,051)**		(84,139)
Investing activities					
Purchase of tangible fixed assets		**(4,861)**		(111,937)	
Interest and rental income received		**17,572**		5,023	
Net cash generated from investing activities			**12,711**		(106,914)
Financing activities					
Repayment of bank loans		**(10,648)**		(9,707)	
Net cash generated from/(used in) financing activities			**(10,648)**		(9,707)
Net increase in cash and cash equivalents			**(523,988)**		(200,760)
Cash and cash equivalents at beginning of year			**1,065,292**		1,266,052
Cash and cash equivalents at end of year			**541,304**		1,065,292

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

1. Accounting policies

Charity information

Action For Kids Charitable Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 101 Pentonville Road London N1 9LG.

1.1 Accounting convention

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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity 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 note(s).

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded there is a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees have an agreed three year rolling financial plan covering the period up to March 2027.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount can be reliably measured and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate costs related to the category. Expenditure is recognised when there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Costs of generating funds include salary, direct expenditures and overhead costs of staff to promote fundraising including events.

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

Resources expended allocated to a particular activity are the costs related to that activity and apportionments based on the percentage of total wages and salaries and floor area.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% on straight line
Charitable assets	25% on reducing balance
Fixtures, Fittings & Equipment	15% on reducing balance
Tenants Improvements	Over the period of the lease

Assets under £500 are not capitalised

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset,and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the

debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

1.13 Group accounts

Consolidation of group accounts is not required as the subsidiary is and is not considered as material in the context of the group.

2. Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the trustees, there were no specific judgements and assumptions that were critical in the preparation of these financial statements.

3. Donations and legacies

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Donations and gifts	**1,005,833**	**579,603**	**1,585,436**	1,576,969

4. Investments

	Unrestricted 2024	Unrestricted 2023
	£	£
Interest receivable	**17,572**	5,023
	17,572	5,023

5. Raising funds

	2024	2023
	£	£
Fundraising and communications		
Staff costs	**196,232**	286,743
Support costs	**131,231**	131,943
Direct costs	**176,874**	189,529
	504,337	608,215

6. Expenditure on charitable activities

	Mobility Services	Employment & Skills	Communications	Governance	Total 2024	Total 2023
	£	£	£	£	£	£
Staff costs	**42,494**	**353,918**	**71,178**	**-**	**467,590**	478,427
Direct costs	**262,816**	**137,408**	**80,836**	**29,042**	**510,103**	346,666
Share of support cost	**-**	**349,019**	**47,601**	**-**	**396,620**	399,574
	305,310	**843,345**	**199,615**	**29,042**	**1,374,312**	1,224,667

Support Costs

	Employment & Skills	Communications	Fundraising	Total 2024	Total 2023
	£	£	£	£	£
Office Admin	22,391	3,054	8,419	33,864	60,628
Bank Charges	1,998	272	751	3,021	8,579
Depreciation	44,533	6,274	16,745	67,351	22,968
Staff Cost	184,250	25,129	69,278	278,657	296,693
Legal	0	0	0	0	8,047
Consultancy	13,276	1,811	4,992	20,079	4,248
Training	3,244	442	1,220	4,907	1,132
Travel	455	62	171	688	158
Premises	46,899	6,396	17,634	70,930	55,268
HR	11,881	1,620	4,467	17,969	19,742
IT	20,091	2,740	7,554	30,385	44,544
Interest Payable	0	0	0	0	943
Insurance	0	0	0	0	8,567
	349,019	**47,601**	**131,231**	**527,851**	**503,725**

Employment and Skills was formerly known as Life and Work. It covers the same range of programmes

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

	Mobility Services £	Employment & Skills £	Communications	Governance	Total 2024 £	Total 2023 £
Analysis by fund						
Unrestricted funds	**0**	**481,549**	**199,615**	**29,042**	**710,206**	672,636
Restricted funds	**305,310**	**358,796**	**-**	**-**	**664,106**	552,029
	305,310	**840,345**	**199,615**	**29,042**	**1,374,312**	1,224,665

Grants to individuals in respect of the purchase of mobility equipment included within the Mobility Services above: £232,952 (2023: £209,540).

For year ended 31st March 2023	Mobility Services	Employment & Skills	Communications	Governance	Total 2023
Unrestricted Funds	**169,991**	**340,070**	**35,558**	**127,017**	**672,636**
Restricted Funds	**231,277**	**320,752**	**0**	**0**	**552,029**
	401,268	**660,822**	**35,558**	**127,017**	**1,224,665**

Governance costs

	2024	2023
	£	£
Staff costs	-	-
Depreciation	-	-
Other costs	**29,042**	18,034
Support costs	-	17,524
	29,042	35,558

Governance costs includes payments to the auditors of £25,336 (2023: £17,820) for audit fees, and other regulatory fees.

Communications

	2024	2023
	£	£
Staff costs	**71,178**	50,253
Depreciation	-	-
Direct costs	**80,836**	54,312
Support costs	**47,601**	22,452
	199,615	127,017

7. Trustees and key management personnel remuneration and expenses

None of the trustees (nor any persons connected with them) received any remuneration or benefits from the Charity during the year. No expenses were reimbursed during the year (2023: Nil).

Key management personnel consist of trustees, the chief executive and other members of the senior management team.

The total amount of employee benefits including employer's pension contributions received by key management personnel were £314,530 (2023: £303,399).

8. Staff costs and employee benefits

The average monthly number of employees during the year was 29 (2023: 28) with a full time equivalent (FTE) of 23 (2023: 23)

9. Staff costs and employee benefits (continued)

The total staff costs and employees' benefits was as follows:

	2024	2023
	£	£
Wages and salaries	**853,529**	855,616
Social security	**84,944**	83,851
Defined contribution pension costs	**32,071**	28,500
Other employee benefits	**7,970**	8,960
Redundancy costs	**-**	33,212
Temporary staff	**80,786**	51,726
	1,059,300	1,061,865

The number of employees who received total employee benefits (excluding employer pension costs) of more than £60,000 is as follows:

	2024	2023
	£	£
£60,001 - £70,000	**-**	-
£70,001 - £80,000	**-**	-
£80,001 - £90,000	**1**	1

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

10. Tangible fixed assets

	Tenants Improvements £	Charitable assets £	Fixtures, fittings & equipment £	Total £
Cost				
At 1st April 2023	101,565	52,500	41,081	195,146
Additions	-	-	8,609	8,609
Disposals	(3,748)	-	-	(3,748)
At 31st March 2024	**97,817**	**52,500**	**49,690**	**200,007**
Depreciation				
At 1st April 2023	20,313	45,492	10,596	78,153
Charge for the year	57,941	5,256	4,154	67,351
At 31st March 2024	**78,254**	**52,500**	**14,750**	**145,504**
Net book value at 31st March 2024	**19,563**	**-**	**34,940**	**54,503**
At 31st March 2023	81,252	5,256	30,485	116,994

11. Fixed asset investments

	Other investment £
Cost or valuation	
At 31st March 2023 and 31st March 2024	**3**
Carrying amount	
At 31st March 2023 and 31st March 2024	**3**

Other investments comprise:

	Note	2024 £	2023 £
Investment in subsidiaries	**22**	**3**	3

12. Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	**32,645**	7,251
Other debtors	**27,549**	28,632
Prepayments and accrued income	**252,164**	103,864
	312,358	139,747

13. Creditors: amounts falling due within one year

	Note	2024	2023
		£	£
Bank loan	14	**10,648**	10,648
Taxes and other social security costs		**26,975**	23,110
Trade creditors		**53,615**	69,613
Other creditors		**21,760**	16,583
Accruals		**18,900**	33,750
Deferred income		**31,124**	136,897
		163,022	290,601

Deferred income comprises funding received in advance of the year end for use in the subsequent financial year

14. Loans and overdrafts

	2024	2023
	£	£
Bank loans	**32,389**	32,389
Payable within one year	**10,648**	10,648
Payable after one year	**11,093**	21,741

No security is held for this loan which incurs a fixed interest rate of 2.5% payable on the outstanding principal amount of the loan and is applicable until the final repayment date

15. Creditors: amounts falling due after more than one year

	Note	2024	2023
		£	£
Bank loan	14	**11,093**	21,741

16. Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes in relation to the Mobility Services and Employment & Skills. Further details about the work in relation to these two charitable activities can be found in the Trustees' Report.

	Balance at 1st April 2023	Income	Expenditure	Balance at 31st March 2024
	£	£	£	£
Mobility Services	73,017	270,013	305,310	37,720
Employment & Skills	200,797	309,590	358,796	151,591
	273,814	579,603	664,106	189,311

17. Unrestricted funds

The income of the Charity includes the following designated funds that have been set aside out of unrestricted funds by the trustees for specific purposes together with general unrestricted:

	Balance at 1st April 2023	Income	Expenditure	Transfers	Balance at 31st March 2024
	£	£	£	£	£
Unrestricted – General	406,193	1,023,405	1,112,597	-	317,001
Office investment	79,687	-	-		79,687
Investment in operations	250,000	-	101,945	-	148,055
Total unrestricted funds	735,880	1,023,405	1,214,542	-	544,742

The unrestricted funds are funds that the charity has received that were not for specific purposes and as such held as unrestricted funds. Some of these funds have been

designated for the office fit-out (Office Investment) and some for investment in new operational ventures and work (Investment in Operations).

18. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31st March 2024 are represented by:			
Tangible fixed assets	**54,503**	**-**	**54,503**
Investments	**3**	**-**	**3**
Current assets	**501,329**	**189,311**	**690,640**
Long term liabilities	**(11,093)**	**-**	**(11,093)**
	544,742	**189,311**	**734,053**

Comparative analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31st March 2023 are represented by:			
Tangible fixed assets	**111,738**	**5,256**	**116,994**
Investments	**3**	**-**	**3**
Current assets/(liabilities)	**645,880**	**268,558**	**914,438**
Long term liabilities	**(21,741)**	**-**	**(21,741)**
	735,880	**273,814**	**1,009,694**

19. Financial commitments, guarantees and contingent liabilities

At 31 March 2024 the charity had annual commitments for office rent under non-cancellable operation leases as follows:

	2024	2023
	£	£
Expiry date:		
In less than one year	**15,400**	**46,200**
Later than one year and not later than five years	**-**	**15,400**

20. Capital commitments

There were no capital commitments either authorised by the board or contracted for at the balance sheet date.

21. Transactions with related parties

There are no related party transactions during the year (2023: Nil).

22. Subsidiaries

These financial statements are separate charity financial statements for Action For Kids Charitable Trust.

Details of the Charity's subsidiaries at 31st March 2024 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shareholding	% held Direct Indirect
Action For Kids Limited	UK	Dormant	Ordinary	100

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/Loss	Capital & reserves
	£	£
Action For Kids Limited	**-**	**3**

The fixed asset investments are stated at cost.

23. Cash generated from operations

	2024 £	2023 £
(Deficit)/surplus for the year	**(275,640)**	(221,327)
Adjustments for:		
Investment income recognised as profit or loss	**(17,572)**	(5,023)
Depreciation and impairment of tangible fixed assets	**67,351**	24,720
Movements in working capital:		
(Increase)/decrease in debtors	**(172,611)**	(104,300)
Increase/(decrease) in creditors	**(127,579)**	221,791
Cash generated from operations	**(526,051)**	(84,139)

24. Analysis of change in net (debt)/funds

	At 1st April 2023 £	Cash flows £	At 31st March 2024 £
Cash at bank and in hand	**1,068,132**	**(523,987)**	**544,145**
Loans falling due within one year	**(10,648)**	**-**	**(10,648)**
Loans falling due after more than one year but less than five	**(21,741)**	**10,648**	**(11,093)**
	1,035,743	**(513,339)**	**522,404**

25. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

Comparative Statement of Financial Activities including income and expenditure account for the year ended 31st March 2023

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £
Income from:				
Donations and legacies	**3**	**1,070,504**	**536,026**	**1,606,530**
Investments	**4**	**5,023**	**-**	**5,023**
Total income		**1,075,527**	**536,026**	**1,611,553**
Expenditure on:				
Raising funds	**5**	**608,215**	**-**	**608,215**
Charitable activities	**6**	**672,636**	**552,029**	**1,224,665**
Total expenditure		**1,280,851**	**552,029**	**1,832,880**
Net movement in funds		**(205,324)**	**(16,003)**	**(221,327)**
Fund balances brought forward		**941,204**	**289,817**	**1,231,021**
Fund balances carried forward		**735,880**	**273,814**	**1,009,694**

ACTION FOR KIDS CHARITABLE TRUST

England & Wales - Charity number 1068841

Accounts



ACTION FOR KIDS CHARITABLE TRUST

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED
31st MARCH 2023

CHARITY REGISTRATION NUMBER: 1068841
COMPANY REGISTRATION NUMBER: 3487626 (ENGLAND & WALES)

We are a Living Wage Employer
disability confident EMPLOYER
Registered with FUNDRAISING REGULATOR
INVESTORS IN PEOPLE™ We invest in people Standard

ACTION FOR KIDS CHARITABLE TRUST

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CHAIRMAN AND CHIEF EXECUTIVE STATEMENT FOR THE YEAR ENDED 31 MARCH 2023 (continued)

Chair's Introduction

Having been a Trustee and Treasurer for over 9 years I am very pleased to have taken over as the Chair at AFK.

Our Board renewal programme over the year was highly successful and we now have a new Board balanced by gender, ethnicity, and neurodiversity. I have taken on the Chair role to provide continuity from the old Board to the new one.

From my perspective it is invigorating to see the organisation move into the areas of Self Employment and EDI Consultancy, as well as maintaining our traditional areas of employment and mobility. At AFK we have always had the reputation of never giving up with our beneficiaries and it is highly gratifying to see the numbers-and type-of beneficiaries increasing.

Our guiding force is always the needs of our beneficiaries and I am particularly pleased to report that we are involving beneficiaries more and more in our decision-making processes.

I am also thrilled that AFK's hugely popular Beach Volleyball Event returned to Canary Wharf in September 2023.

Chief Executive's Report

We are proud to report a year of steady achievements. Our talented staff team have delivered an impressive increase in all areas of our work (with the exception of our holiday programme which has been closed).

Our employment work remains focussed around the following themes:

- Aspiring to Work
  This encompasses our work with and in schools where we establish the vision of all the work possibilities from self employment to employment right the way across from micro and macro enterprises through hospitality and retail to a more conventional job in an office. Our objective is to showcase all the work possibilities and inspire our students to create and chase their own visions.

- Preparing for Work
  To prepare our students for work we provide work and training experience, interview skills and travel training.

- Moving into Work
  We provide job coaching and employment broking along with coaching and mentoring for those wishing to pursue self employment.

This year we expanded our employment service by adding 'virtual coaching', meaning we can offer coaching to anyone who might be more geographically distant from our offices.

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023 (continued)

We made good progress on the launch of our 'Self Employment' service which began in September 2023. Help with becoming employed or self employed provides the perfect complement to our mobility work as we help those with mobility issues become economically independent as well as mobile. Self employment offers many advantages to those with disabilities whether it is operating a micro enterprise from the supportive environment of a person's home or a larger enterprise that avoids the need for standard office life and travel.

We are also developing our Equality, Diversity and Inclusion (EDI) training into a formal consultancy offer and anticipate this being launched in January 2024. At the same time we have asked our Culture and Comms staff committee to review our internal EDI practice to ensure we are state of the art.

One of our long term goals is to offer a five day a week Life and Work programme and in order to achieve this we need to expand the number of training places we can offer. To this end we began feasibility work to look at the viability of setting up a social enterprise offering training across retail, hospitality and marketing disciplines. Work on this will continue into the next financial year.

During the year we renewed our Board with all bar our Chair retiring from the previous Board. We achieved our objective of a balanced Board across gender and ethnicity as well as a neurodiverse membership.

A continuing objective is to involve our students in our management and decision-making. To kickstart discussions we ran a joint Trustees /Senior Management Team and Students Thinking Day. This resulted in recommendations for Board, SMT and other forms of student involvement and will be rolled out across the next financial year.

Our mobility work revolves around the provision of grants for the purchase of mobility equipment not available on the National Health Service and we are committed to increasing our spend in this area over the next few years. Partly for this reason, we took the decision to invest in donor recruitment which had been paused over recent years. Payback and a part of the expenditure will fall into the next financial year with a surplus projected after around 18 months.

Near the end of the year we relocated our Head Office to Kentish Town. This was partly a strategic move, to give us better access to other North London Boroughs as well as a necessary one having completed our rent free tenancy of our old headquarters. Our new office is more accessible and better suited to our current needs for the medium term. 50% of our referrals still come from Haringey and we have made a commitment to placing our Social Enterprise Centre there assuming the project goes ahead.

The Trustees planned to end the year with a deficit, having accounted for office move costs and our investment in fundraising. The organisation will complete an updated three year plan and strategy early in the next financial year, which will target break even in Year 1 with small surpluses thereafter.

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023 (continued)

The Trustees and Chief Executive wish to convey their heartfelt gratitude to our funders, partners, staff and volunteers who deliver or fund our vital work with enthusiasm and passion to enable those with disabilities to achieve better lives and fulfil their potential.



Gurmeet Dhillon
Chair

23 January 2024



David Coe
Chief Executive

23 January 2024

ACTION FOR KIDS CHARITABLE TRUST

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31ST MARCH 2023

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name:	Action For Kids Charitable Trust
Charity registered number:	1068841
Company number:	3487626
Principal & registered office:	Martin House 12 Regis Road Kentish Town London NW5 3EW
Trustees: *(as at the date of this report)*	Gurmeet Dhillon Chair Athanasios KarampelasTreasurer Stacey Body (appointed 4th October 2022) Miriam Deakin (appointed 4th October 2022) Timothy Meredith (appointed 4th October 2022) Thembani Mkwananzi (appointed 4th October 2022)
Chief Executive:	David Coe
Professional advisors	
Auditors:	MHA LLP 6th Floor 2 London Wall Place London EC2Y 5AU
Bankers:	HSBC Bank plc 22 Victoria Street London SW1H 0NJ
Solicitors:	Muscatt Walker Hayim Speen House Porter Street London W1U 6WH

The Trustees of Action For Kids Charitable Trust ("the Charity") present their Trustees' Annual Report and financial statements for the year ended 31st March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and the "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 1st January 2019).

OBJECTS OF THE CHARITY

The Objects of the Charity, as set out in the Charity's Memorandum of Association, are:

1. The relief of children and young people who are suffering from sickness or physical or mental disability by assisting them to lead full and independent lives and by any other means whatsoever.
2. The provision of support and assistance to the carers of children or young people suffering from physical or mental disability.
3. Such other charitable purposes as the Trustees may from time to time think fit.

There have been no changes in Objects since the last Trustees' Report.

In furtherance of the Objects, the Charity undertakes the following activities:

- providing disabled young people with training in work and life skills;
- promoting opportunities for disabled young people to work and volunteer in the community;
- providing opportunities for disabled young people to engage in sport and social activities;
- providing specialist mobility equipment, through loan or grant, to disabled young people.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

VISION & MISSION

As an integral part of delivering the Objects of the Charity, the Trustees and Management are committed to the following Vision and Mission for the Charity:

VISION: We want a world where everyone living with a disability gets to lead the life they choose.

MISSION: To give as many disabled young people as possible the opportunity to work or volunteer in their community.

Helping students to develop their mobility, personal and independent living skills is an essential part of helping them to succeed. The Charity focuses on a young person's potential to benefit from our support, not the apparent barriers they face.

To achieve the Mission the Charity:

- involves, informs and empowers young people living with a disability;
- provides equipment to support personal mobility;

- provides the best possible education, training and support;
- champions the rights and interests of people living with a disability;
- shares its experience and what it has learnt.

PUBLIC BENEFIT

The Trustees have reviewed the activities of the Charity and consider that, in line with the Charity's Objects, the Charity provides public benefit in a variety of ways, including:

- the advancement of education:
- by providing disabled young people with courses in work and life skills;
- the promotion of equality and diversity:
- by promoting opportunities for disabled young people to work and volunteer in the wider community;
- by providing opportunities for disabled young people to engage in sporting, artistic and social activities;
- the relief of those in need by reason of ill-health and/or disability:
- by providing specialist mobility equipment, through loan or grant, to disabled young people.

All the Charity's services are open to all members of the public, irrespective of race, gender, religion or sexual orientation. Most of the Charity's services are provided without charge to the individual beneficiary.

GOVERNANCE

Governing document

The Charity was originally registered under a Deed of Trust in 1992, in response to the problems facing disabled children, young people and their families and in recognition of the disparity between the numbers of such children and the availability of appropriate support.

With effect from 1st April 1998, Action For Kids Charitable Trust was registered as a charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association (amended on 12th November 2012). Each of the members has a liability to contribute £1 in the event of a winding up of the company.

Trustees

The Board of Trustees ("the Board") sets the strategic direction of the Charity and is also responsible for ensuring compliance with the Charity's Objects and charity and company law

The Trustees, who are also directors for the purpose of company law, who served during the year and up to the date of signature of the financial statements were:

Gurmeet Dhillon Chair

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Athanasios Karampelas	Treasurer (appointed 4th October 2022)
Ben Cavanagh	Vice Chair (resigned 4th October 2022)
Caroline Hattersley	(resigned 4th October 2022)
Peter Mitchell	(resigned 4th October 2022)
David Byrne	(resigned 1st April 2023)
Stacey Body	(appointed 4th October 2022)
Miriam Deakin	(appointed 4th October 2022)
Devanshini Khatau	(appointed 4th October 2022, resigned 15th November 2023)
Martin Kirke	(appointed 4th October 2022, resigned 25th October 2023)
Timothy Meredith	(appointed 4th October 2022)
Thembani Mkwananzi	(appointed 4th October 2022)
Neil Anthony Murrin	(appointed 9th February 2023, resigned 1st June 2023)
Tina Brivati	(resigned 17th February 2023)

New Trustees are appointed by the members of the Charity on the recommendation of the Board.

For all new Trustees, there is an induction process and all Trustees have a role description and are subject to a Code of Conduct. In addition to regular Board meetings, there is an annual Board Away Day when Trustees receive appropriate briefings and training in their roles as trustees of the Charity. Additionally, Board members can avail themselves of external training courses relevant to their roles as required.

The Charity has a Conflict of Interest policy that all Trustees and staff must comply with. None of the Trustees has any beneficial interest in the Charity. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Risk Management

A comprehensive process is in place to identify any major risks to the Charity's users, staff, operations, reputation, income and assets. The Trustees assess these risks regularly and are satisfied that systems are in place to mitigate them.

The Charity is an accredited Investor in People and this continues to help ensure that policies, procedures and controls are regularly reviewed, updated and, where necessary, improved. This assists the Trustees and Senior Management Team in minimising risk exposure.

On-going review of the Charity's strategy, plans and operations ensures that risk management is an integral part of the operation of the Charity.

MANAGEMENT

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity and is accountable to the Board for the performance of the Charity. In turn, the Chief Executive appoints the other members of the Senior Management Team (SMT) and together they manage the Charity's activities.

Senior Management Team

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The members of the Senior Management Team during the period and at the date the accounts are signed are:

David Coe	Chief Executive
Rachel Akehurst	Executive Director, Services
Katie Cavanagh	Fundraising Director
Laura Callanan	Finance & Corporate Services Director (resigned 13th January 2023)
Angela Shaw	Finance & Corporate Services Director (appointed 9th January 2023 resigned 16th June 2023)
Bernard McGrath	Interim Head of Finance & Corporate Services Contracted from 13th June 2023-*to 8th December 2023
Ryan Tring	Head of Finance & Corporate Services (appointed 10th October 2023)
Kate Jackson	Interim Services Director (appointed 1st June 2023)

Staff recruitment and management

The Charity's policy is to consult and discuss with employees, at meetings and informally, matters likely to affect employees' interests. Information on matters of concern to employees is given through information bulletins, reports and meetings which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Charity's performance.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Charity continues and that the appropriate training is arranged. It is the policy of the Charity that training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

All new members of staff are provided with a comprehensive induction programme. All roles have a detailed job description and annual staff appraisals are carried out in addition to more informal supervision meetings. Training requirements are primarily identified by reference to personal work-related objectives and other targets highlighted in the appraisals which are directly linked to objectives for the Charity.

The pay of senior staff and of key management personnel is reviewed annually by the Board of Trustees. Pay is compared with similar positions in comparable organisations where applicable.

OPERATING NAME AND BRAND

In addition to its legal name, "Action For Kids Charitable Trust", the Charity operates under the name "AFK" (previously my-AFK).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

SERVICES

This year we worked with a total of 290 children and young people with disabilities over all our programmes (compared with 221 the previous year). This reflects an increased focus on engaging with our partner schools to provide tangible work placement and work aspiration opportunities in addition to offering virtual job coaching which has seen a new intake of people accessing employment support online. We found paid work for 21 people, travel trained 11 young people and provided mobility equipment for 116 children and young people.

Numbers of Young People attending across services:

Programme:	**Target for 2024**	**Age Range**	**2023**	**2022**	**2021**
Young people on the Life and work Programme	90	19-25	93	68	62
Work Placements overall	35	16-25	38	26	2
Paid work	20	19-25	21	20	5
Young People still in education accessing employability programme	60	14-19	70	38	40
Young people to develop the ability to manage their own travel arrangements	30	14-25	11	4	3
Employer training	30	n/a	31	33	43
Mobility equipment ordered	70	0-25	116	111	52
Overall number of unique beneficiaries	335		**290**	**221**	**157**

Employment

We are delighted with our progress towards our three-year delivery plan as we embraced a new way of working for the children and young people we support. We launched a virtual coaching service for those young people who continue to feel the effects (both physically and mentally) of the pandemic and/or require a different approach to securing paid work.

We continued to offer a more traditional face to face approach for those ready to enter or re-enter the workforce and are pleased that referrals to our employability services resumed to pre-pandemic figures. We were successful in securing paid work for twenty-one people this year, gaining employment with many high street retail and hospitality industries such as TK Maxx, Waitrose, Oliver Bonas, Superdrug, Zara, JD Wetherspoons and Nandos to name a few.

For those young people looking at alternative employment solutions we were able to provide financial assistance and practical support to enable one young person to fulfil her ambition of selling her art at Portobello market and another to set up his own dog walking business – an in-demand service made more possible with the increase of dog owners during Covid.

Preparation for Employment in schools and colleges

Our work with education providers also resumed this year as we continued to deliver support for 57 children via our world of work programmes to experience work taster sessions with local employers and businesses. We are grateful for the openness and willingness of Alexandra

Palace, Morrisons, Railway Fields and Taylor Woodrow who put on practical work sessions to help prepare young people for work beyond education.

This year also saw an increased focus on supporting young people with disabilities in their last year of sixth form college. This approach enabled AFK to maximise young people's employment prospects before leaving full time education by providing a job coach to work with 13 students from two of our partner colleges to gain summer jobs, volunteer roles and work placements leading to increased confidence and skills as they enter the job market.

Demand for work placement opportunities is high and we are grateful for the support of Kerb Food who have provided us with work placements in their kitchen and warehouse. We are also grateful to the Cats Protection League and 2econd Chance.

Corporate Support

The practical support and expertise offered to our young people from our corporate partners is priceless and enables us to better equip and prepare young people for their future employment journeys. Employability

Days, practice interviews, CV clinics and career coaching are just some of the ways corporate staff volunteer their time. Our evidence indicates that the young people who take part in these activities go on to gain paid work far more quickly than those who do not access this offer of support.

Mental health and wellbeing sessions

We know that mental health for young people with disabilities was exacerbated by the Covid pandemic and continues to be an obstacle in placing people into employment. AFK partnered with MIND this year to provide an holistic employment offer that supports people with their anxiety or depression and is offered to both those in work to maintain their positions or those seeking employment for the first time since leaving education.

Young Leadership and Independence

We commenced the first year of our City Bridge funded Leadership and Advocacy programme to identify barriers to inclusion and enable young people to gain skills in communication, team working and problem solving. Overall, we worked with 87 young people to challenge inequality in their lives and in the workplace and advocated for some young people who have been discriminated against in work.

Enabling young people to advocate for themselves and co-design their support continues to be a focus here at AFK as we know these are valuable skills needed to address inequality and foster independence. Our independent travel training service assessed eleven young people as being ready to travel independent of support whilst still at school or entering the workforce, therefore, delivering tangible benefits and life skills long into adulthood.

Mobility Services

During the year 1 April 2022 to 31 March 2023 the mobility services team ordered equipment for 116 disabled children and young people, compared with 111 the previous year. Although the cost of specialist equipment has gone up, the demand for lower cost items has increased, for example buggies used by children with autism, a few of whom find walking long distances challenging.

Between 1 April 2022 and 31 March 2023, we ordered 40 specialist trikes and 5 powerchairs - including all terrain models - to enable children and young people to get out and about and ordered a few specialist car seats and walkers.

The total value of equipment ordered between 1 April 2022 and 31 March 2023 was £321,099 compared with £379,320 in the previous year. The total cost of equipment to AFK in 2022-2023 was £209,541 and in 2021-2022 £144,739. The gap between the cost of equipment to AFK and

the total cost of that same equipment, is bridged via family contributions and other funding the applicants bring with them when they apply to us. The mobility team has raised efforts of the mobility team - in terms of individual fundraising and advocacy (see more details below) work, as well as families sourcing their own contributions to costs. The mobility team has raised (through

their individual fundraising efforts) £78,843 (2022 £100,721) and saved £6,434 (2022 £17,701) through their advocacy work.

Maintaining Powerchairs

It is important for many disabled young people, to have a reliable powerchair that they can drive with confidence and in safety. We appreciate the costs of keeping a powerchair on the road.

AFK is the only UK charity we know that routinely covers the cost of maintenance on powerchairs they provide funding for. We fund annual services as well as the replacement of batteries, tyres, joysticks, motors, cushions, and footplates. This list is not exhaustive.

The spend on powerchair maintenance in 2022-2023 was £34,624 compared with £36,466 in the previous year.

Individual Fundraising and Advocacy

The rising cost of mobility items has meant it has been crucial for us to bridge the gap between the total cost of the equipment and the proportion AFK can spend on it.

We have found families have less money to contribute to items and also they and AFK have found it more challenging to raise the balance. A number of charities that we worked with in the past – including Joseph Patrick Foundation and Carter Trust, are no longer working with third party referees or are closed to new applications. In many cases, charities that might have pledged £3000 to £4000per application several years ago, are now promising much lower amounts. In short, we are working harder and submitting more applications for each family we are working with. Suppliers are also feeling the pinch and unfortunately one of our main trike manufacturers folded last year. It is therefore not so easy to source new supplier discounts. Nevertheless, in 2022-2023 we raised (through individual fundraising) and saved (through our advocacy work) a total of £85,277, exceeding our target of £80k. To achieve this, we submitted 64 funding applications and negotiated several new supplier discounts. We further reduced costs by suggesting alternative suppliers to families. We worked with 30 families in terms of this individual fundraising and advocacy work in 2022/23.

Joint Funding Organisations Restricted to Mobility

Our fundraising team has worked with Souter, Anton Jurgen, Hargreaves, Green Hall, Hazel and Leslie Peskin, Hugh Fraser, Yvonne Flux, James Wise, Paul Bassham, 29 May 1961 Charitable Trust,

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Charles S French, February Foundation, Hobson, Christadelphian Samaritan, Gordon Fraser, Stanley Smith, John Henderson McGregor, James T Howat and Stella Symons.

In addition, our mobility team has individually fundraised from and developed positive relationships with a number of charities that we share the cost of equipment with. These include Elifar, Wheels for Martin's Friends, Independence at Home, Florence Nightingale Aid in Sickness Trust, Hospital Saturday Fund, Barchester Healthcare, Boparan, The Victoria Foundation, Promise Dreams and Children Today.

Examples of our work

Employability



Kush is 18 years old and has autism, specifically social communication disorder. Until the age of 5, Kush's diagnosis limited him from communicating with those around him.

When Kush came to AFK and joined the Life and Work programme, he was very shy and only spoke one-word utterances.

'I don't really talk to other people all the time and keep to myself. I feel more comfortable communicating with others who I am familiar with, and people who engage with me but I still sometimes struggle getting words out.' Kush explains.

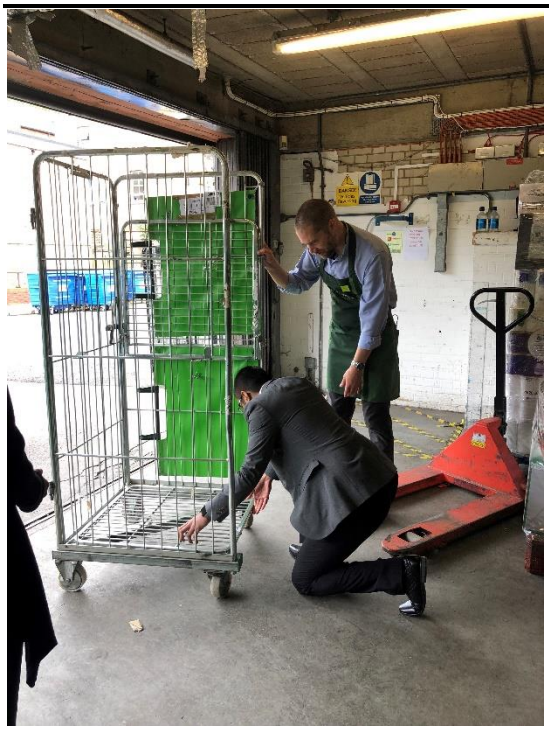
'I struggled with the basic job searching methods such as creating a CV or looking for work as I didn't know where to start or get any help from others.'

Before helping Kush write his CV, AFK conducted multiple vocational profile sessions with him to help identify his interests, motivations, strengths and needs.

This helped to outline what types of jobs would be a good fit for Kush. Our partners at Bikes For Good Causes in Wood Green welcomed Kush for work experience where he learnt day to day workings of the bike shop and café in a customer facing role, working the till and helping front of house.

When most people think of accessibility, their first thoughts are about physical accessibility: ramps and lifts. True accessibility in the workplace goes far beyond that and is often much easier to put in place.

Making reasonable adjustments can mean removing barriers that people with a learning disability face or providing something extra for someone with a learning disability to access the world of work.



Through the support of a tailored one to one training programme, and after an assessment of Kushs' specific needs, the employment broker at AFK secured an opportunity for Kush to attend a work-based interview at Waitrose.

Work-based interviews are an often easy to implement adjustment like this and are a clear indicator that employers welcome accessible and inclusive work environments. Kush could be assessed against the kind of tasks he would be doing day-to-day in his prospective role.

This allowed Kush to ask the manager a number of very useful and relevant questions without being prompted, as opposed to a more traditional interview which usually involves the requirement to answer complex questions.

'Over time he opened up, and his confidence grew to the point where he was speaking in complete sentences with great eye contact.' Kate, his Job Coach, explains.

'My work trial was great, I felt really welcomed' he explained.

AFK also supported Kush with travel arrangements. This gave Kush the opportunity to travel with confidence and take pressure away from his journey to the interview, which he said gave him a great sense of achievement. He went on to replicate the demonstrated tasks successfully as required, leading to an official offer for his desired role as a Shop Assistant.

'Kush's skills and confidence have considerably improved over the past few months of supporting him which has been a pleasure to witness. From learning how to follow bus and train routes whilst carrying out his work placement at the BFGC café, Kush is also now able to take the overground to and from work independently which is a huge achievement' explains his Job Coach, Kate.

'Thank you, Kate and the team, for everything that you did in order to support me. We have come so far together, and our hard work and support has paid off! I think it was very beneficial and a great experience that I would recommend others to do. I'm looking forward to more new experiences, developing, and progressing to become more senior in my job.'

Mobility



Three-year old Lucy loves joining in with family activities. She has cerebral palsy. AFK funded a specialist trike for her. We received feedback from her Mum, thanking us for her new trike.

She said: "*Even after just a few days it has made such a huge difference for us, we've been able to do a few summer evening trips to the park with Lucy's big sister, Millie on her bike and Lucy now being able to take part on her trike. As you can clearly see it, she loves it. We can't begin to thank you enough."*

Lucy's big sister Millie also wanted to thank us, and sent this message:

"*Lucy's new bike is really important to me because it means we can go out on our bikes together. it's very fun to go down to the park and we can play on the swings together. Thank you*."

FUNDRAISING

As ever, the Trustees are enormously grateful to the incredible people who have supported AFK over the last year, without whom we simply wouldn't be able to achieve what we do for the children and young people with disabilities and autism we support.

At AFK we have a balanced fundraising portfolio with donations from many generous individual supporters, families, community groups, corporate partners and trusts and foundations.

We are particularly pleased to have increased our fundraising income in the last year, against a backdrop of external crises and uncertain times. Our supporters have continued to donate their time and money to ensure that children and young people with a disabilities or autism are supported to achieve their ambitions. Their ongoing commitment to our work is awe-inspiring – thank you.

This year saw our 30th Anniversary and the fundraising team started to put our future planning into action; investing in modernising our fundraising programme, rolling out a new fundraising database, Donorfy, and developing a fundraising strategy to ensure we have sustainable income upon which to build success for the children and young people we work with.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Through our fundraising, we aim to improve the financial resilience and sustainability of AFK so that we can continue to support those who need us the most for the next 30 years.

We would like to thank our dedicated Board of volunteer Trustees, as well as our amazing staff team, who have again pulled out all the stops to ensure we are making the biggest difference possible to change young people's lives. The Trustees appreciate the generosity of the many individuals who give their time, money, and expertise to contribute to raising the funds that mean AFK's vital work continues.

We are extremely grateful to all our donors and funders for supporting us as we continue to grow our support for children and young people with a disability or autism. Our supporters include:

Trusts & Foundations

- James Tudor Foundation
- City Bridge Trust
- EBM Charitable Trust
- Boshier-Hinton Foundation
- David Family Foundation
- Vintners' Foundation
- Henry Smith Charity
- Worshipful Company of Basketmakers' 2011 Charitable Trust
- Greendale Charitable Foundation
- Bruce Wake Charitable Trust

Corporate Partners

- The Motability Foundation (Mobility)
- Acciona Industrial S.A. UK Branch
- The Bloomfield Charitable Trust
- Heart of Bucks – the Community Foundation in Buckinghamshire
- The CMS Social Impact Fund
- Dere Street Barristers Charitable Trust
- The Hospital Saturday Fund
- The Staff of Shearman & Sterling (London) LLP as part of their fundraising efforts
- The Wellington Management UK Foundation

AFK is registered with the Fundraising Regulator, and all fundraising activities are aligned with the Code of Fundraising Practice to ensure that they are legal, open, honest and respectful.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

AFK has several policies and procedures that underpin its fundraising activities including the AFK Supporter Promise, Complaints Policy, Privacy Policy and Whistleblowing Policy.

We use an external supplier to process our raffle entries and we completed a thorough vetting and compliance process to ensure activities align with the relevant laws and regulations.

Contracts and data sharing agreements were signed in line with current data protection legislation, and strict account management and monitoring processes are in place. We ensure there is no unreasonable intrusion to vulnerable people, by limiting the number of times we contact our supporters in the year (currently three appeals and three raffles) and allowing supporters to opt out of forms of communication from us. We are registered with the Fundraising Preference Service. We didn't receive any complaints about our fundraising during the year.

Summary

Community & Events

Our Community & Events programme is being rebuilt, following the impact of Covid lockdowns and an office move into a new London borough. We have maintained the support of some extremely generous supporters from our old home as well as finding opportunities in our new local community. The London Marathon returned to the streets after Covid and we had 7 runners who raised over £12,000.

Corporate Partnerships

We continued our long-term partnerships with a variety of companies who have gave their time to support our young people with employability skills as well as raising money for us. AFK Beach Volleyball made a tentative return as we hosted 8 teams at SideOut's Leytonstone courts in the glorious sunshine.

Trusts & Foundations

Trust & Foundation support was back to pre-pandemic levels, as the team secured new multi-year funding and submitted several successful applications. Working closely with the Services Delivery Team we were able to secure funding for both our mobility programme, and for our Life & Work services. A new mailing was sent to Trusts and we were able to secure gifts from a number of Trusts who hadn't given to us for a while.

Direct Appeals and Regular Gifts

We received hundreds of generous donations from our direct mail Appeals that were sent to our supporters at Autumn, Christmas and Spring. At Christmas our supporters sent messages of support for our trainees that we displayed on our office Christmas tree. We were supported by thousands of regular gifts from supporters, either by direct debit or standing order, trialled more

direct asks in our e-news and will be looking to invest in recruiting online responsive donors to replenish our database in the future.

Raffle

The raffle ran every month up to October, before moving to three times a year, at Christmas, Spring and in Autumn. This income stream is incredibly successful, with hundreds of supporters buying and selling tickets and giving extra donations to support AFK's work.

Legacies

We received legacies totalling over £210,000 this year; thank you to the wonderful generosity of supporters who left AFK a gift in their Will. The pipeline for legacies should continue to grow, alongside the rest of the charity sector, over coming years.

Marketing & Communications

We delivered a brand refresh, changing the name of the charity from 'my-AFK' to 'AFK – Working with Disability, Creating Opportunities', and updated all online and offline collateral.

A short film celebrating our 30th Anniversary was co-produced with one of our trainees and Films for All, an inclusive production company. It featured on our website and was shared with existing and potential new supporters. Social media content continued to be produced and we sent a regular e-news to our supporters.

We developed a series of processes to ensure that the children and young people that AFK supports can share their stories with our supporters.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES

In the past year, we have begun the journey to examine Environmental, Social and Governance issues and develop plans to cover these areas. We recognise that the people we support and the people who support us want to see AFK driving positive, sustainable and ethical change for our employees and volunteers, the communities we work with, our suppliers and wider society and environment in general.

We have begun by empowering our Culture and Communications Committee, a staff group representing staff from different Departments and levels of AFK, to look at our Equality, Diversity and Inclusion (EDI) practices and come up with some recommendations for the Senior Management Team (SMT). The SMT will look at the wider environment of beneficiaries and suppliers and develop appropriate policies. As a disability organisation we want to ensure we are at the forefront of EDI practice.

We are currently reviewing our Governance structure and continue to form Committees and Task Force Groups to work on particular areas of work.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

We will also be developing a formal environmental policy over the next year to underpin the various measures already implemented to include reducing waste, recycling, working with environmentally conscious suppliers and manufacturers and minimising travel and energy usage.

REVIEW OF FINANCIAL POSITION

Income for the year was £1,611,553 which included Donations and legacies of £1,576,969. This compares with Income for 2022 of £1,429,886 (which excludes £757,717 net gain on the disposal of our previously owned premises) of which £1,410,008 was in respect of Donations and legacies which is an increase of £166,961 compared to the previous year.
Expenditure was £1,832,880 an increase of £149,430 on the previous year. The cost of raising funds increased by £353,704 with charitable activities lower by £204,274.
The overall result is a deficit of £221,327 and with opening reserves of £1,231,021, reserves at the year end were £1,009,694 of which £735,880 were unrestricted and £273,814 restricted.

POLICIES & OTHER DISCLOSURES

Grant-making policy

In providing mobility aids which are appropriate for disabled children and young persons, the Charity assesses each applicant in accordance with the following criteria:

- The length of time which has elapsed from the date of their application to the Charity;
- The cost of the mobility aid required;
- Any other appropriate factors.

Reserves policy

It is the policy of the Charity to aim for reserves (unrestricted funds) that have not been designated for new projects to be at a level equivalent to six months' expenditure on revenue items and charitable assets combined, which are considered at risk of loss of funding. This has been met. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised.
The level of reserves available to the Charity as at 31st March 2023 is £712,025.

Specific investment powers

The Charity has the power to make any investment the Trustees see fit.

Asset cover by fund

Note 20 to the Accounts analyses the assets attributable to the various funds. These assets are sufficient to meet the Charity's obligations on a fund by fund basis.

Payment of trade creditors

The Charity's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;

- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the Charity's contractual and other legal obligations.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

The Trustees, who are also the directors of Action For Kids Charitable Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

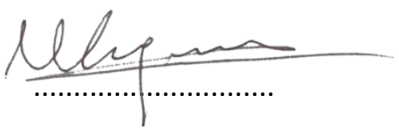
In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

Signature and declaration

I declare, in my capacity as Trustee of the Charity, that the Trustees have approved the report above and authorised me to sign it on their behalf.



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Athanasios Karampelas, Treasurer

23/01/2024

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report.

We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the control systems in place and testing the effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.
- Reviewing minutes of meetings of those charged with governance;

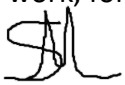
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of this report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)
For and behalf of
MHA
Statutory Auditor
London, United Kingdom

Date: 31/01/2024

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	**3**	**1,040,943**	**536,026**	**1,576,969**	1,410,008
Investments	**4**	**5,023**	**-**	**5,023**	2,912
Other income	**5**	**29,561**	**-**	**29,561**	776,683
Total income		**1,075,527**	**536,026**	**1,611,553**	2,189,603
Expenditure on:					
Raising funds	**6**	**608,215**	**-**	**608,215**	254,511
Charitable activities	**7**	**672,636**	**552,029**	**1,224,665**	1,428,939
Total expenditure		**1,280,851**	**552,029**	**1,832,880**	1,683,450
Net income/(expenditure) for the year/ Net movement in funds		**(205,324)**	**(16,003)**	**(221,327)**	506,153
Fund balances at 1 April 2022		**941,204**	**289,817**	**1,231,021**	724,868
Fund balances at 31 March 2023		**735,880**	**273,814**	**1,009,694**	1,231,021

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure is derived from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

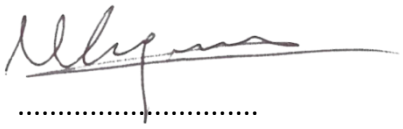
ACTION FOR KIDS CHARITABLE TRUST

BALANCE SHEET AS AT 31ST MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**11**		**116,994**		29,776
Investments	**12**		**3**		3
			116,997		29,779
Current assets					
Debtors	**13**	**139,747**		35,447	
Cash at bank and in hand		**1,065,292**		1,266,052	
		1,205,039		1,301,499	
Creditors: amounts falling due within one year	**14**	**(290,601)**		(68,163)	
Net current assets/(liabilities)			**914,438**		1,233,336
Total assets less current liabilities			**1,031,435**		1,263,115
Creditors: amounts falling due after more than one year	**16**		**(21,741)**		(32,094)
Net assets			**1,009,694**		1,231,021
Income funds					
Restricted funds	**17**		**273,814**		289,817
Unrestricted funds	**18**		**735,880**		941,204
Total funds			**1,009,694**		1,231,021

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved by the Trustees on 23rd January 2024



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Athanasios Karampelas, Treasurer

Company registration number: 3487626
Charity number: 1068841

The notes on pages 30 to 46 form an integral part of these financial statements

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from operations	**24**		**(84,139)**		(162,029)
Investing activities					
Purchase of tangible fixed assets		**(111,937)**		(9,285)	
Proceeds on disposal of tangible fixed assets		**-**		1,601,400	
Interest and rental income received		**5,023**		2,912	
Net cash generated from investing activities			**(106,914)**		1,595,027
Financing activities					
Repayment of bank loans		**(9,707)**		(453,392)	
Net cash generated from/(used in) financing activities			**(9,707)**		(453,392)
Net increase in cash and cash equivalents			**(200,760)**		979,606
Cash and cash equivalents at beginning of year			**1,266,052**		286,446
Cash and cash equivalents at end of year			**1,065,292**		1,266,052

1. Accounting policies

Charity information

Action For Kids Charitable Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Martin House, 12 Regis Road, London, NW5 3EW.

1.1 Accounting convention

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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity 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 note(s).

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded there is a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees have an agreed three year rolling financial plan covering the period up to Mar 2026.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount can be reliably measured and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate costs related to the category. Expenditure is recognised when there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Costs of generating funds include salary, direct expenditures and overhead costs of staff to promote fundraising including events.

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

Resources expended allocated to a particular activity are the costs related to that activity and apportionments based on the percentage of total wages and salaries and floor area.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% on straight line
Charitable assets	25% on reducing balance
Fixtures, Fittings & Equipment	15% on reducing balance
Tenants Improvements	Over the period of the lease

Assets under £500 are not capitalised

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset,and is recognised in net income/(expenditure) for the year.

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1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the

debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

1.13 Group accounts

Consolidation of group accounts is not required as the subsidiary is and is not considered as material in the context of the group.

2. Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where

the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the trustees, there were no specific judgements and assumptions that were critical in the preparation of these financial statements.

3. Donations and legacies

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Donations and gifts	**1,040,943**	**536,026**	**1,576,969**	1,410,008
For the year ended 31st March 2022	886,727	523,281		1,410,008

4. Investments

	Unrestricted2023	Unrestricted2022
	£	£
Interest receivable	**5,023**	2,912
	5,023	2,912

5. Other income

	Unrestricted2023	Unrestricted2022
	£	£
Net gain on disposal of tangible fixed assets	**-**	759,717
Insurance proceeds	**-**	16,966
Other income	**29,561**	-
	29,561	776,683

6. Raising funds

	2023	2022
	£	£
Fundraising and publicity		
Staff costs	**286,743**	183,013
Depreciation and impairment	**-**	80
Support costs	**131,943**	71,418
Direct costs	**189,529**	-
	608,215	254,511

7. Expenditure on charitable activities

	Mobility Project	Life & Work	Communications	Governance	Total 2023	Total 2022
	£	£	£	£	£	£
Staff costs	**38,937**	**389,237**	**50,253**	**-**	**478,427**	844,973
Direct costs	**244,681**	**29,638**	**54,313**	**18,034**	**346,666**	-
Depreciation	**-**	**-**	**-**	**-**	**-**	5,711
Share of support cost	**117,650**	**241,948**	**22,452**	**17,524**	**399,574**	503,725
	401,268	**660,823**	**127,018**	**35,558**	**1,224,667**	1,354,409

Support Costs

	Mobility	Life & Work	Communications	Governance	Fundraising	Total 2023	2022
	£	£	£	£	£	£	£
Office Admin	10,741	29,943	3,000	358	16,586	60,628	41,483
Bank charges	858	429	429	-	6,863	8,579	6,413
Depreciation	5,253	7,966	1,460	175	8,114	22,968	6,552
Staff Cost	72,449	141,514	9,688	16,446	56,596	296,693	235,457
Legal	1,341	4,217	373	45	2,071	8,047	10,200
Consultancy	708	2,226	197	24	1,093	4,248	27,835
Training	189	593	52	6	292	1,132	22,198
Travel	26	83	7	1	41	158	
Premises	13,185	18,019	3,662	39	20,363	55,268	38,265
HR	3,290	10,346	914	110	5,082	19,742	
IT	7,424	23,345	2,062	247	11,466	44,544	94,929
Interest Payable	157	494	44	5	243	943	7,137
Insurance	2,029	2,773	564	68	3,133	8,567	13,256
	117,650	**241,948**	**22,452**	**17,524**	**131,943**	**531,517**	**503,725**

	Mobility Project £	Life & Work £	Communications	Governance	Total 2023 £	Total 2022 £
Analysis by fund						
Unrestricted funds	**169,991**	**340,070**	**35,558**	**127,017**	**672,636**	741,913
Restricted funds	**231,277**	**320,752**	**-**	**-**	**552,029**	687,026
	401,268	**660,822**	**35,558**	**127,017**	**1,224,665**	1,428,939

Grants to individuals in respect of the purchase of mobility equipment included within the Mobility Project above: £209,540 (2022: £142,293).

	Mobility Project £	Life & Work £	Communications	Governance	Total 2022 £
For the year ended 31st March 2022					
Unrestricted funds	**263,761**	**478,152**	**-**	**-**	**741,913**
Restricted funds	**181,205**	**505,821**	**-**	**-**	**687,026**
	444,966	**983,973**	**-**	**-**	**1,428,939**

Governance costs

	2023 £	2022 £
Staff costs	**-**	41,703
Depreciation	**-**	563
Other costs	**18,034**	32,264
Support costs	**17,524**	-
	35,558	74,530

Governance costs includes payments to the auditors of £17,820 (2022: £9,600) for audit fees, and other regulatory fees.

Communications

	2023 £	2022 £
Staff costs	**50,253**	-
Depreciation	**-**	-
Direct costs	**54,312**	-
Support costs	**22,452**	-
	127,017	-

8. **Trustees and key management personnel remuneration and expenses**

None of the trustees (nor any persons connected with them) received any remuneration or benefits from the Charity during the year. No expenses were reimbursed during the year (2022: Nil).

Key management personnel consist of trustees, the chief executive and other members of the senior management team.

The total amount of employee benefits including employer's pension contributions received by key management personnel were £303,399 (2022: £223,365).

9. **Staff costs and employee benefits**

The average monthly number of employees during the year was 28 (2022: 30) with a full time equivalent (FTE) of 23 (2022: 21)

10. Staff costs and employee benefits (continued)

The total staff costs and employees' benefits was as follows:

	2023	**2022**
	£	**£**
Wages and salaries	**855,616**	944,511
Social security	**83,851**	88,745
Defined contribution pension costs	**28,500**	34,174
Other employee benefits	**8,960**	2,259
Redundancy costs	**33,212**	-
Temporary staff	**51,726**	-
	1,061,865	1,069,689

The number of employees who received total employee benefits (excluding employer pension costs) of more than £60,000 is as follows:

	2023	**2022**
	£	**£**
£60,001 - £70,000	**-**	1
£70,001 - £80,000	**-**	1
£80,001 - £90,000	**1**	-
	1	2

Redundancy pay comprised £27,125 statutory redundancy pay and £6,076 ex-gratia redundancy pay. This latter amount was paid as a recognition of the long service of the individual being made redundant.

11. Tangible fixed assets

	Tenants Improvements £	Charitable assets £	Fixtures, fittings & equipment £	Total 2023 £
Cost				
At 1st April 2022	-	52,500	30,709	83,209
Additions	101,565	-	10,372	111,937
At 31st March 2023	**101,565**	**52,500**	**41,081**	**195,146**
Depreciation				
At 1st April 2022	-	45,492	7,941	53,433
Charge for the year	20,313	1,752	2,655	24,720
At 31st March 2023	**20,313**	**47,244**	**10,596**	**78,153**
Net book value at 31st March 2023	**81,252**	**5,256**	**30,485**	**116,994**
At 31st March 2022	-	7,008	22,768	29,776

The net book value of charitable assets consists of the specially adapted assets in the delivery of services at £5,256

12. Fixed asset investments

	Other investment £
Cost or valuation	
At 31st March 2022 and 31st March 2023	**3**
Carrying amount	
At 31st March 2022 and 31st March 2023	**3**

Other investments comprise:

	Note	2023 £	2022 £
Investment in subsidiaries	**23**	**3**	3

13. Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	**28,632**	27,135
Prepayments and accrued income	**103,864**	8,312
Trade debtors	**7,251**	-
	139,747	35,447

14. Creditors: amounts falling due within one year

	Note	2023	2022
		£	£
Bank loan	16	**10,648**	10,000
Taxes and other social security costs		**23,110**	23,242
Trade creditors		**69,613**	24,921
Other creditors		**16,583**	-
Accruals		**33,750**	10,000
Deferred income		**136,897**	-
		290,601	68,163

Deferred income comprises funding received in advance of the year end for use in the subsequent financial year

15. Loans and overdrafts

	2023	2022
	£	£
Bank loans	**32,389**	42,094
Payable within one year	**10,648**	10,000
Payable after one year	**21,741**	32,094

No security is held for this loan which incurs a fixed interest rate of 2.5% payable on the outstanding principal amount of the loan and is applicable until the final repayment date

16. Creditors: amounts falling due after more than one year

	Note	2023	2022
		£	£
Bank loan	16	**21,741**	32,094

17. Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes in relation to the Mobility Project and Life & Work. Further details about the work in relation to these two charitable activities can be found in the Trustees' Report.

	Balance at 1st April 2022	Income	Expenditure	Transfers	Balance at 31st March 2023
	£	£	£	£	£
Mobility Project	**121,548**	**182,746**	**231,277**	**-**	**73,017**
Life & Work	**168,269**	**353,280**	**320,752**	**-**	**200,797**
	289,817	**536,026**	**552,029**	**-**	**273,814**

18. Unrestricted funds

The income of the Charity includes the following designated funds that have been set aside out of unrestricted funds by the trustees for specific purposes together with general unrestricted:

	Balance at 1st April 2022	Income	Expenditure	Transfers	Balance at 31st March 2023
	£	£	£	£	£
Unrestricted – General	**591,204**	**1,075,527**	**1,260,538**	**-**	**406,193**
Office investment	**100,000**	**-**	**20,313**	**-**	**79,687**
Investment in operations	**250,000**	**-**	**-**	**-**	**250,000**
Total unrestricted funds	**941,204**	**1,075,527**	**1,280,851**	**-**	**735,880**

The unrestricted funds are funds that the charity has received that were not for specific purposes and as such held as unrestricted funds. Some of these funds have been designated for the office fit-out (Office Investment) and some for investment in new operational ventures and work (Investment in Operations).

19. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2023 are represented by:			
Tangible fixed assets	**111,738**	**5,256**	**116,994**
Investments	**3**	**-**	**3**
Current assets	**645,880**	**268,558**	**914,438**
Long term liabilities	**(21,741)**	**-**	**(21,741)**
	735,880	**273,814**	**1,009,694**

Comparative analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2022 are represented by:			
Tangible fixed assets	**22,768**	**7,008**	**29,776**
Investments	**3**	**-**	**3**
Current assets/(liabilities)	**950,527**	**282,809**	**1,233,336**
Long term liabilities	**(32,094)**	**-**	**(32,094)**
	941,204	**289,817**	**1,231,021**

20. Financial commitments, guarantees and contingent liabilities

At 31 March 2023 the charity had annual commitments for office rent under non-cancellable operation leases as follows:

	2023 £	2022 £

Expiry date:		
In less than one year	**46,200**	**-**
Later than one year and not later than five years	**15,400**	**-**

21. Capital commitments

There were no capital commitments either authorised by the board or contracted for at the balance sheet date.

22. Transactions with related parties

There are no related party transactions during the year (2022: Nil).

23. Subsidiaries

These financial statements are separate charity financial statements for Action For Kids Charitable Trust.

Details of the Charity's subsidiaries at 31st March 2023 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shareholding	% held Direct Indirect
Action For Kids Limited	UK	Dormant	Ordinary	100

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/Loss	Capital & reserves
	£	**£**
Action For Kids Limited	**-**	**3**

The fixed asset investments are stated at cost.

24. Cash generated from operations

	2023	2022
	£	**£**
(Deficit)/surplus for the year	**(221,327)**	506,153
Adjustments for:		
Investment income recognised as profit or loss	**(5,023)**	(2,912)
Gain on disposal of tangible fixed asset	**-**	(759,717)
Loss on disposal of tangible fixed asset	**-**	37,008
Depreciation and impairment of tangible fixed assets	**24,720**	6,354
Movements in working capital:		
(Increase)/decrease in debtors	**(104,300)**	53,099
Increase/(decrease) in creditors	**221,791**	(2,014)
Cash generated from operations	**(84,139)**	(162,029)

25. Analysis of change in net (debt)/funds

	At 1st April 2022	Cash flows	At 31st March 2023
	£	**£**	**£**
Cash at bank and in hand	**1,266,052**	**(197,920)**	**1,068,132**
Loans falling due within one year	**(10,000)**	**(648)**	**(10,648)**
Loans falling due after more than one year but less than five	**(32,094)**	**10,353**	**(21,741)**
	1,223,958	**(188,215)**	**1,035,743**

26. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

Comparative Statement of Financial Activities including income and expenditure account for the year ended 31st March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £
Income from:				
Donations and legacies	**3**	**886,727**	**523,281**	**1,410,008**
Investments	**5**	**2,912**	**-**	**2,912**
Other income	**6**	**776,683**	**-**	**776,683**
Total income		**1,666,322**	**523,281**	**2,189,603**
Expenditure on:				
Raising funds	**7**	**254,511**	**-**	**254,511**
Charitable activities	**8**	**741,913**	**687,026**	**1,428,939**
Total expenditure		**996,424**	**687,026**	**1,683,450**
Net movement in funds		**669,898**	**(163,745)**	**506,153**
Fund balances at 1 April 2021		**271,306**	**453,562**	**724,868**
Fund balances at 31 March 2022		**941,204**	**289,817**	**1,231,021**

ACTION FOR KIDS CHARITABLE TRUST

England & Wales - Charity number 1068841

Accounts

AFK

working with disability

creating opportunities

ACTION FOR KIDS CHARITABLE TRUST

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED
31st MARCH 2022

CHARITY REGISTRATION NUMBER: 1068841
COMPANY REGISTRATION NUMBER: 3487626 (ENGLAND & WALES)

We are a Living Wage Employer
disability confident EMPLOYER
Registered with FUNDRAISING REGULATOR
INVESTORS IN PEOPLE We invest in people Standard

ACTION FOR KIDS CHARITABLE TRUST

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ACTION FOR KIDS CHARITABLE TRUST

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT FOR THE YEAR ENDED 31 MARCH 2022

Chair's Introduction

Dear Friends and Supporters of AFK,

This should be the last Annual Report which I sign off (in December 2022) as we are working hard to transition to a new Chair over the next few months. As Chair, I've had an amazing ten-year journey with AFK. Apart from seeing the organisation through Covid and lockdown, and a change of CEO, we have also restructured the Charity over the last few years to focus on our core work of mobility and employment-including self-employment. My own tenure was slightly longer than planned due to Covid and I am thrilled to have over-seen the transition to a new Board, which is rich in terms of neurodiversity and balanced in terms of gender and ethnic representation.

At AFK it has always been the quality of our work that inspires, not the quantity. AFK really does change people's lives and I am proud to leave the organisation in such good hands and great shape and will continue to loudly support your future successes from the side-lines.

CEO's Report

Welcome to our annual report. We are pleased to report a year of significant progress across all areas of our work. As lockdown eased, we were able to return to face-to-face work as well as making major steps forward with our strategy.

As reported last year, we placed a second building on the market and successfully sold it to generate sufficient funds for six months' reserves for the Charity as well as leaving some additional funds for investment in our services. We also completed our strategic review and finished the year with a clear vision of where we are going over the next few years, and a three-year business plan that projects surpluses over those years.

On the employment side, the key changes to our work are:

- A formal move into providing support for those wishing to become self-employed, from micro to macro enterprises
- A move into providing virtual coaching

Help with becoming employed or self-employed provides the perfect complement to our mobility work as we help those with mobility issues become economically independent as well as mobile. Self-employment offers many advantages to those with disabilities whether it is operating a micro enterprise from the supportive environment of a person's home or a larger enterprise that avoids the need for standard office life and travel.

We have focused our employment and self-employment work around the following themes:

- Aspiring to Work
  This encompasses our work with and in schools where we establish the vision of all the work possibilities from self-employment to employment right the way across from micro and macro enterprises through hospitality and retail to a more conventional job in an

office. Our objective is to showcase all the work possibilities and inspire our students to create and chase their own visions.

- Preparing for Work
  To prepare our students for work we provide work and training experience, interview skills and travel training.

- Moving into Work
  We provide job coaching and employment broking along with coaching and mentoring for those wishing to pursue self-employment.

In addition, we invested in the Charity's infrastructure by purchasing a new finance system and fundraising database. Both these changes will enable us to save substantial sums over future years. We also set up a very successful staff Culture and Comms Group to guide us on achieving and maintaining the best culture as we formally move into a hybrid working model. This Group will remain a standing group advising the senior management team on a issues affecting staff as well as organising staff social activities.

Our priorities over the next year from April 2022 are:

- Embark on a Board renewal programme as Board rotation has been delayed by Covid lockdown and we wish to ensure our Board remains balanced cross gender and ethnicity as well as having a neurodiverse membership
- To complete a strategy for increasing our spend on mobility equipment over future years
- We are also investigating setting up a social enterprise training centre to provide more in house training opportunities
- Explore how we can involve our students in our work. Students are already involved in co-production of work but we will be exploring how we can involve them in our decision making and review of current activities. As well as increasing our co production we will be actively involving our students in our decision-making processes.
- Formalising our training offer for corporates to help them develop neurodiverse recruitment policies and procedures
- Examining other ways of running our raffle
- We also look forward to returning to and implementing a full events programme

The Trustees and Chief Executive also wish to convey their heartfelt gratitude to our funders, partners, staff and volunteers who deliver or fund our vital work with enthusiasm and passion to enable those with disabilities to achieve better lives and fulfil their potential.

M Lewis

Chair

20th December 2022

D Coe

Chief Executive

20th December 2022

ACTION FOR KIDS CHARITABLE TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name:	Action For Kids Charitable Trust	
Charity registered number:	1068841	
Company number:	3487626	
Principal & registered office:	15a Tottenham Lane Hornsey London N8 9DJ	
Trustees: *(as at the date of this report)*	Mark Lewis	Chair
	Gurmeet Dhillon	Treasurer
	Tina Brivati	
	David Byrne	
	Stacey Body	(appointed 4th October 2022)
	Miriam Deakin	(appointed 4th October 2022)
	Athanasios Karampelas	(appointed 4th October 2022)
	Devanshini Khatau	(appointed 4th October 2022)
	Martin Kirke	(appointed 4th October 2022)
	Timothy Meredith	(appointed 4th October 2022)
	Thembani Mkwananzi	(appointed 4th October 2022)
Chief Executive:	David Coe	

Professional advisors

Auditors:	D Lee and Co. 2nd Floor, Premier House 309 Ballards Lane London N12 8LY	
Bankers:	HSBC Bank plc 22 Victoria Street London SW1H 0NJ	Charity Bank 182 High Street Tonbridge TN9 1BE
Solicitors:	Muscatt Walker Hayim Speen House Porter Street London W1U 6WH	

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2022

The Trustees of Action For Kids Charitable Trust ("the Charity") present their report and financial statements for the year ended 31st March 2022.
The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and the "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 1st January 2019).

OBJECTS OF THE CHARITY

The Objects of the Charity, as set out in the Charity's Memorandum of Association, are:

1. The relief of children and young people who are suffering from sickness or physical or mental disability by assisting them to lead full and independent lives and by any other means whatsoever.
2. The provision of support and assistance to the carers of children or young people suffering from physical or mental disability.
3. Such other charitable purposes as the Trustees may from time to time think fit.

There have been no changes in Objects since the last Trustees' Report.

In furtherance of the Objects, the Charity undertakes the following activities:

- providing disabled young people with training in work and life skills;
- promoting opportunities for disabled young people to work and volunteer in the community;
- providing opportunities for disabled young people to engage in sport and social activities;
- providing specialist mobility equipment, through loan or grant, to disabled young people.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

VISION & MISSION

As an integral part of delivering the Objects of the Charity, the Trustees and Management are committed to the following Vision and Mission for the Charity:

VISION: **We want a world where everyone living with a disability gets to lead the life they choose.**

MISSION: **To give as many disabled young people as possible the opportunity to work or volunteer in their community.**

Helping students to develop their mobility, personal and independent living skills is an essential part of helping them to succeed. The Charity focuses on a young person's potential to benefit from our support, not the apparent barriers they face.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

To achieve the Mission the Charity:

- involves, informs and empowers young people living with a disability;
- provides equipment to support personal mobility;
- provides the best possible education, training and support;
- champions the rights and interests of people living with a disability;
- shares its experience and what it has learnt.

PUBLIC BENEFIT

The Trustees have reviewed the activities of the Charity and consider that, in line with the Charity's Objects, the Charity provides public benefit in a variety of ways, including:

- the advancement of education:
  - by providing disabled young people with courses in work and life skills;
- the promotion of equality and diversity:
  - by promoting opportunities for disabled young people to work and volunteer in the wider community;
  - by providing opportunities for disabled young people to engage in sporting, artistic and social activities;
- the relief of those in need by reason of ill-health and/or disability:
  - by providing specialist mobility equipment, through loan or grant, to disabled young people.

All the Charity's services are open to all members of the public, irrespective of race, gender, religion or sexual orientation. Most of the Charity's services are provided without charge to the individual beneficiary.

GOVERNANCE

Governing document

The Charity was originally registered under a Deed of Trust in 1992, in response to the problems facing disabled children, young people and their families and in recognition of the disparity between the numbers of such children and the availability of appropriate support.

With effect from 1st April 1998, Action For Kids Charitable Trust was registered as a charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association (amended on 12th November 2012). Each of the members has a liability to contribute £1 in the event of a winding up of the company.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Trustees

The Board of Trustees ("the Board") sets the strategic direction of the Charity and is also responsible for ensuring compliance with the Charity's Objects and charity and company law.

The Trustees, who are also directors for the purpose of company law, who served during the year and up to the date of signature of the financial statements were:

Mark Lewis	Chair
Gurmeet Dhillon	Treasurer
Susan Baldwin	(resigned 31st March 2022)
Tina Brivati	
Ben Cavanagh	Vice Chair (resigned 4th October 2022)
Caroline Hattersley	(resigned 4th October 2022)
Peter Mitchell	(resigned 4th October 2022)
David Byrne	
Stacey Body	(appointed 4th October 2022)
Miriam Deakin	(appointed 4th October 2022)
Athanasios Karampelas	(appointed 4th October 2022)
Devanshini Khatau	(appointed 4th October 2022)
Martin Kirke	(appointed 4th October 2022)
Timothy Meredith	(appointed 4th October 2022)
Thembani Mkwananzi	(appointed 4th October 2022)

New Trustees are appointed by the members of the Charity on the recommendation of the Board.

For all new Trustees, there is an induction process and all Trustees have a role description and are subject to a Code of Conduct. In addition to regular Board meetings, there is an annual Board Away Day when Trustees receive appropriate briefings and training in their roles as trustees of the Charity. Additionally, Board members can avail themselves of external training courses relevant to their roles as required.

The Charity has a Conflict of Interest policy that all Trustees and staff must comply with. None of the Trustees has any beneficial interest in the Charity. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Risk Management

A comprehensive process is in place to identify any major risks to the Charity's users, staff, operations, reputation, income and assets. The Trustees assess these risks regularly and are satisfied that systems are in place to mitigate them.

The Charity is an accredited Investor in People and this continues to help ensure that policies, procedures and controls are regularly reviewed, updated and, where necessary, improved. This assists the Trustees and Senior Management Team in minimising risk exposure.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

On-going review of the Charity's strategy, plans and operations ensures that risk management is an integral part of the operation of the Charity.

MANAGEMENT

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity and is accountable to the Board for the performance of the Charity. In turn, the Chief Executive appoints the other members of the Senior Management Team (SMT) and together they manage the Charity's activities.

Senior Management Team

The members of the Senior Management Team are:

David Coe	Chief Executive
Laura Callanan	Finance & Corporate Services Director
Harriet Fisher	Executive Director, Services (resigned 27th August 2021)
Rachel Akehurst	Executive Director, Services (appointed 13th December 2021)
Tracey Gilbert-Falconer	Fundraising Director (resigned 13th October 2021)
Katie Cavanagh	Fundraising Director (appointed 5th October 2021)

Staff recruitment and management

The Charity's policy is to consult and discuss with employees, at meetings and informally, matters likely to affect employees' interests. Information on matters of concern to employees is given through information bulletins, reports and meetings which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Charity's performance.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Charity continues and that the appropriate training is arranged. It is the policy of the Charity that training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

All new members of staff are provided with a comprehensive induction programme. All roles have a detailed job description and annual staff appraisals are carried out in addition to more informal supervision meetings. Training requirements are primarily identified by reference to personal work-related objectives and other targets highlighted in the appraisals which are directly linked to objectives for the Charity.

The pay of senior staff and of key management personnel is reviewed annually by the Board of Trustees. Pay is compared with similar positions in comparable organisations where applicable.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

OPERATING NAME AND BRAND

In addition to its legal name, "Action For Kids Charitable Trust", the Charity operates under the name "AFK" (previously my-AFK).

SERVICES

This year we worked with a total of 221 young people over all the programmes. We found paid work for 20 young people, ran online and face to face sessions for 217 young people and provided mobility equipment for 111 children and young people. In the holidays we ran both virtual and face-to-face Holiday programmes for 61 disabled young people.

The Covid-19 Pandemic continued to affect service delivery in 2021/22, as we reshaped services to counteract the negative effects of it on the mental health of our beneficiaries.

Numbers of Young People attending across services:

Programme:	Target for 2022	Age Range	2022	2021
Young people on the Life and work Programme	60	19-25	68	62
Work Placements overall	35	16-25	26	2
Paid work	18	19-25	20	5
Young people to develop the ability to manage their own travel arrangements	8	14-25	4	3
Employer training	30	n/a	33	43
Holiday Programme	60	14-25	61	35
Mobility equipment ordered	70	0-25	111	52

Employability support

What a difference a year makes! The young people are engaging with us more in person and virtually. When it came to paid work, the pandemic had a big impact on the hospitality sector where so many jobs were lost. This sector, now in recovery, has many job opportunities that have come about since but they have been unable to fill. Fortunately, these roles are popular with the trainees so more jobs have been gained here than within retail, which was the general role trainees were keen to get into.

Trainees have got employment within Nando's, Wetherspoons, and Deliveroo as well as a host of smaller businesses such as a steakhouse and a burger bar, working as kitchen assistants and baristas. Anxiety is still something that some trainees struggle with. If it's not the pandemic, it's the climate, the cost-of-living etc., so we offer mental health and wellbeing sessions at our main premises with health professionals on hand to answer any questions.

All of this has enabled trainees to build their confidence as we continue to do practice interviews and presentation skills before they go for a job interview. The numbers in work have been the highest since the Life & Programme started 10 years ago and this is extremely encouraging to see.

Online programme

From March 2021 to April 2022, we continue to work online and in person. It is a good balance in response to the young people's needs.

Zoom is the popular option for young people and their families but MS Teams is a constant staple with AFK and other professionals, so we've become adept at both. Corporate partners offer both online and in-person practice interviews which has benefitted all the trainees in some way. Some start online, then move to face to face, either way it also reflects the job market where you need to be versatile with presenting online and then have real time interviews. The trainees like to see who they will be meeting beforehand so virtual meetings are popular for those with high anxiety.

Work with Employers and Paid work

We are working with a newer range of employers, predominantly from the hospitality sector, but other sectors such as Royal Mail, HM Land Registry and a Theatre have also played a part in employing trainees. Our in-house Employment Broker continues to ensure that AFK thrives in partnership work with big names too. Online roles have included research work and administrative positions, so all needs are catered for.

Disability Confidence/Awareness training continues to be offered to employers and corporates alike.

Young People in Paid Work 2014-2022

Programme year	No. Young people gaining work	No young people still in work 1 year after gaining job
2014-2015	14	13
2015-2016	12	9
2016-2017	7	7
2017-2018	7	6
2018-2019	9	7
2019-2020	13	11
2020-2021	7	3
2021-2022	20*	*Tbc*
TOTAL	67	56

(*Not counted in calculating retention rate)

Work with Education Providers

Primary and Secondary Schools

After coming out of lockdown, schools were ready to re-engage and in a much stronger position to commit to the Aspirations for Work programme which is our offer to 16–19-year-olds under the Gatsby Benchmarks 5 & 6 (Encounters with Employers and Experiences of Workplaces). We commenced the programme with a series of online masterclasses to introduce different sectors (Creative, IT & Sports) to students who identify as neuro divergent. We also ran bespoke tutorials for presentation and interview skills and as a direct result of this offer, we were then able to identify young people to put forward for practice interviews – something schools had never requested before and we were able to develop a programme of theory and practice.

During this period our corporate partners were still only able to offer online support, despite schools wanting face to face delivery. We worked with schools to ensure that the online experience was appropriate and offered lots of advice and suggestions to improve the delivery of this service, including break out rooms, smaller group settings and individual laptops to ensure maximum participation from the students.

Towards the latter part of the year, we were finally able to commence the pilot for the world of work programme, which is our offer to those in their last year of primary school to raise aspirations for work before transitioning to secondary school. We delivered three work experience sessions for twenty children to provide practical, hands-on experience.

Further Education Colleges

Thanks to funding from The Bloomfield Trust, work continues with an assigned Job Coach for Haringey Sixth Form College, and Southgate College. Haringey Sixth benefit from the presence of the Job Coach at their premises which is reflected in the referrals made. Likewise, the employment outcomes have surpassed what the College have expected from some of their more challenging students who have surprised them with great focus and outcomes at their new workplace.

Travel Training

We were able to safely resume travel training as restrictions were lifted although it took a while to rebuild confidence amongst young people and their families who had sought alternative travel and were still worried about Covid. However, as roads became busier, families started to realise that dropping and collecting their child was no longer a realistic option and referrals for the service began to increase. Unfortunately, our main contact at Islington Council took a period of absence and referrals were limited during this period so in addition to external referrals we delivered a lot of in-house support to trainees who needed support to become independent travellers either to attend sessions at our office in Hornsey or to attend work.

Our travel training toolkit was placed on hold whilst we awaited feedback and sign-off from those who had commissioned the guide.

Partnerships

Our annual partnership with A New Direction to co-deliver the I Am Festival (an inclusive festival delivering arts to schools in London) continues to grow and as a result we have been introduced to many more organisations who we can work with outside of the Cultural Ambassadors programme including Coralie, Graeae Theatre and Digit Music.

As our work with schools expands, we are developing new partnerships with smaller local businesses that can provide us with regular practical hands-on work experience such as Morrisons, Alexandra Palace Theatre, OrganicLea (a vegetable box scheme) and The Conservation Volunteers.

We continue to work with our existing corporate partners such as Accenture, Clifford Chance and SEGRO to deliver a range of online masterclasses and practice interviews in addition to developing new partners via Auticon, The Richard Whitehead Foundation, Sumo-digital and

Michael Page who have worked with us to deliver bespoke sessions on career journeys, introduction to different sectors, presentation skills and more.

Our work with Islington continues to grow and develop and we are now working with three Islington schools as part of our Aspirations for Work programme and remain a lead partner for the borough to deliver travel training for school age children.

Bikes for Good Causes has been instrumental in enabling us to offer regular work experience for those accessing the Life & Work programme in addition to opening the offer for new schools and colleges which is of particular interest for those who would otherwise be unable to access mainstream work experience in year 10.

The Edible Garden through our partnership with the Canal and River Trust also offers group work experience for those with significant support needs and often appeal most to those schools/colleges who have learners who are non-verbal and or have behaviours that challenge due to the secluded location and limited foot traffic from members of the public. The learners are accompanied by their teaching assistants and have the option to take part in an AQA qualification which they can add to their CV.

Holiday Programme: Young People aged 14-25

As we fully resumed face-to-face delivery for the holiday programme we were limited in our ability to remain competitive and our transport offer for families and young people was altered due to two of our three mini buses being retired. We worked extensively with families and private hire vehicle companies to offer transport for those most in need and requested families who could provide drop offs and collections to do so. However, as a result a lot of young people who had engaged in the programme previously now moved to different providers who were able to provide transport as part of their core offer.

We continued to provide a varied and active programme and the team were very creative in their approach utilising local spaces and companies to deliver basketball coaching, Go Ape, martial arts in the park, treasure hunts, woodland walks and much more. A lack of transport and a lift on restrictions meant we were able to utilise our building more than we had the previous year and we regularly brought in other companies and guests to deliver creative sessions such as creative writing with the award-winning author Steve Anthony and dance, drama and musical theatre provided by a local social enterprise, Moving Waves. We continued to utilise long term volunteer partners for yoga and art and some staff delivered sessions based on their own personal interests such as healthy eating.

We cancelled one week out of the summer programme due to a Covid outbreak but otherwise delivered nine weeks (out of a possible ten) across the year with both Barnet and Islington thanking AFK for their continued commitment and offering a reliable and professional service for their young people.

Feedback

From Beneficiaries

Young people and families continued to complete daily diaries and offer feedback on our holiday programme and the appreciation for the programme was validated with comments such as:

- *'My AFK Team organise and manage all the activities extremely well'* and
- *'A big thanks to the AFK team. We appreciated the sessions very much'.*

Young people continue to gain a lot from their time here and tell us;

- *'My favourite thing about My AFK s the dancing, music, and the activities. I love it here.'*
- *'I love the people! I was proud of myself doing Go Ape.'*

In addition, 100% agreed that they were able to get the days they booked/needed, 100% of people enjoyed the programme and felt included, the majority (97%) made new friends and tried something new and 100% felt more motivated, healthier, and positive about themselves.

From Education Professionals

We have also developed feedback for those accessing our Aspirations for Work programmes and piloted accessible feedback forms for those children who are non-verbal. We are including opportunities for feedback from teaching professionals and other stakeholders who support delivery of the world of work sessions and masterclasses so that we can continue to refine and deliver targeted Employability support for this group.

'Since [the visit], one of my students has been talking about work when he grows up. He said, "Oh, now I know what I'm going to do when I'm a big boy, I'm going to be a bus driver and I'm going to be working as a mechanic". - (Victoria, Teaching Assistant, The Brook School)

"I believe [the World of Work programme] benefits the parents and carers; it shows the parents that their child can do other things" - (Malakie, Teaching Assistant, The Brook School)

'AFK is a fantastic organisation. They have helped us develop bespoke masterclasses that meet the requirements of our school. With them, we have embedded termly Employability Skills Masterclasses into our curriculum. These masterclasses are a success, they're always influential in broadening our young people's aspirations. They bring learning to life and as a result, increase motivation. Students are always engaged because AFK finds excellent professionals, and their presentations are very visual and engaging. Students are always looking forward to the next masterclass. AFK helps us bring the world of work to our classrooms and meet the Gatsby Benchmarks.' - (Elena Vidal, Head of Careers/ Head of Outreach, The Courtyard School)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Volunteering

Volunteers	2020-21	2021-22
No. actively supporting trainees	15	26
No. actively supporting fundraising	7	9

Since April 2021, we've had a steady group of 11 individual volunteers thorough out the year supporting online Wellbeing sessions, Travel Training, Holiday Programme activities (Yoga, Arts & Crafts, Sports), Reception & Admin, Employer Visits, The Edible Garden and Bikes For Good Causes.

We have also worked with 96 employee volunteers for a total of 370 hours to provide relevant online and face to face employment skills support with London companies. This includes CV writing, presentation skills, interview preparation and interview practice with employers including American Express, SEGRO, Accenture and Michael Page.

We would also like to thank our friends at Clifford Chance, OrganicLea, Apple, and Peel Hunt, all of whom have supported AFK's work by hosting young people, and by sharing their skills and expertise.

Mobility Services

Target	**2022**	**2021**
Purchase equipment for at least 70 children and young people with a budget of £220,000 (including £30,000 for maintaining powerchairs)	Spend of £190, 528 on equipment for 112 children and young people and £31,543 on maintenance of powerchairs (60 call outs)	Spend of £129,566 on equipment for 57 children and young people and £34,233 on maintenance of powerchairs (48 call outs).
Make savings/raise £40,000 through advocacy and individual fundraising	Total of £118,424 raised/saved through advocacy and individual fundraising	Total of £76,022 raised/saved through advocacy and individual fundraising

Providing Mobility Equipment

During the year 1 April 2021 to 31 March 2022 the mobility services team ordered equipment for 112 children and young people, compared with 57 the previous year. The numbers in the previous year were much lower due to a reduction in the budget. This was caused by lower income generation as a result of the pandemic and the mobility team having three months on furlough.

The total value of equipment ordered between 1 April 2021 and 31 March 2022 was £379,320 compared with £237,470 in the previous year. The total cost to AFK of the equipment ordered in 2021-2022 was £190,528 compared with £129,566 the previous year. There is a substantial difference between the total value of equipment and the total cost to AFK. This is because the Mobility team fundraise individually for equipment for those on our waiting list, in addition to drawing on the mobility budget. Also, families often contribute to the equipment themselves, as well as raise funds independently. In addition, we ask families to access NHS wheelchair budgets to contribute to the cost. For example, Henry's Occupational Therapist (OT) applied to AFK for funding for a bespoke powerchair. The total cost was £14,441. Henry had already received an NHS personal wheelchair budget of £3,522 to put towards the cost. His OT helped him raise £2,000 from a charity and the AFK mobility team raised £6,085 through applying to a range of Trusts that we have developed relationships with. We used £2,834 of the Mobility Budget to cover the balance of the chair.

AFK spends around £30,000 per annum maintaining the powerchairs we fund. We are the only charity in the UK that funds maintenance costs routinely and without means testing. The spend on powerchair maintenance in 2021-2022 was £31,543 compared with £34,233 the previous year.

The rising cost of mobility equipment across the UK has meant our mobility team has needed to individually fundraise for a higher proportion of the total amounts on our waiting list, as well as save on expenditure through advocacy work. In 2021-2022 the team raised/saved a record £118,424. At the same time, almost all the funders we approach have either reduced the size of their pledges or have been closed to applications for periods of time over the year. We therefore have to work more efficiently as the numbers of applications we place with Trusts per potential beneficiary has gone up. This is because the amount raised per application tends to be much lower than pre pandemic. For example, one of the funders we approach on a regular basis would pledge round £3,000 per powerchair application pre pandemic. Their upper pledge limit for similar equipment is now £600 per application.

Lead times from order to delivery, lengthened during 2020-2022, with some of our trike and powerchair deliveries taking around four to five months. This was linked to the pandemic with parts – for example tyres - coming in from overseas. We have learned to mitigate and plan

ahead – sometimes prioritising placing orders for items that we know will take a long time to deliver.

Joint Funding Organisations

In terms of Trusts, our fundraising team has worked with Souter, Bruce Wake, Alice Ellen Cooper Dean, Grey Court Trust, Hargreaves, Greendale, EBM, the Openwork Foundation and Toy Trust, to fund items of equipment on our mobility equipment waiting list. Corporates including Card Factory, Risk Finance, Ineos Holdings, Unum, Langland, NPD and Arnold Clark have also supported our mobility work.

In addition, our Mobility Service has worked with a number of charities, foundations and trusts as part of our individual fundraising for specific equipment for children and young people on our waiting list. We Would like to thank The Elifar Foundation, The Andrew and Catherine Carter Trust, Barchester's Charitable Foundation, Florence Nightingale Aid in Sickness Trust, The Hospital Saturday Fund, Independence at Home and Promise Dreams.

FUNDRAISING

AFK has a balanced portfolio of income that comes from a variety of sources.

The Trustees appreciate the generosity of the many individuals who give their time, money, and expertise to contribute to raising the funds that mean AFK's vital work is possible.

This year saw the start of our 30th Anniversary and we looked to the future, investing in modernising our fundraising programme, selecting a new fundraising database, Donorfy, and developing a fundraising strategy that will ensure we have sustainable income upon which to build success for the young people we work with.

Overall, a good level of income has been achieved, against the backdrop of a continued challenging external environment, as the country went in and out of lockdowns. Once again, we are extremely grateful to all our donors and funders for supporting us as we look to the future of the organisation. Our supporters include:

ALS Limited, The Barratt Foundation, BCBN, Berkeley Foundation, The Bloomfield Trust, The City Bridge Trust, EBM, Haringey Giving, The Hargreaves Foundation, INEOS, MariaMarina Foundation, Next plc, One Family, Taylor Woodrow, The Cavendish Hotel London, The Childhood Trust, The Openwork Foundation, The Toy Trust, Travers Smith Foundation, Unum, Vinci UK Foundation, Wellington Management UK Foundation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Summary

Community & Events

Our Community & Events programme continued to be impacted by Covid restrictions across the year, with our events either reduced in size or cancelled. We held a basketball day in place of our usual AFK Beach Volleyball.

Corporate Partnerships

We continued to generate income from long term partnerships with a variety of organisations who have supported us throughout the pandemic. We're extremely grateful to our corporate partners who give their time through their volunteering programmes.

Trusts

Trust income was relatively steady throughout the year, and we were able to benefit from the generosity of our multi-year funders and to submit several successful applications.

Direct Appeals

We were able to send out three direct mail Appeals over the course of the year and our supporters gave generously. We trialled more direct asks in our e-news and will be looking to invest in recruiting online responsive donors to replenish our database in the future.

Raffle

The raffle ran every month for most of the year and this income stream requires investment in the future to ensure we are encouraging new supporters to play.

Regular Giving

Regular giving remained relatively steady throughout the year ending above budget. This area will be a focus in the new strategy to encourage donors to support us in this way.

Legacies

We received legacies totalling £136k this year; thank you to the wonderful generosity of supporters who left AFK a gift in their Will. The pipeline for legacies should continue to grow, alongside the rest of the charity sector, over coming years.

Marketing & Communications

We delivered a brand refresh, changing the name of the charity from 'my-AFK' to 'AFK – Working with Disability, Creating Opportunities', and updated all online and offline collateral.

A short film celebrating our 30th Anniversary was co-produced with one of our Trainees and Films for All, an inclusive production company. It featured on our website and was shared with existing and potential new supporters. Social media content continued to be produced and we delivered two editions of our supporter magazine.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

REVIEW OF FINANCIAL POSITION

The surplus of £506,153 in 2021-22, an increase of £568,045 over last year's deficit of £61,892, reflects the sale of a property and the conclusion of a restructure of the Charity's operations and finances.

The trustees believe the completion of the restructure along with continued close monitoring of costs, and initiatives to streamline processes and focus on core activities will return the Charity to a financially stable position.

Income grew by 31%, with £2,189,603 achieved in the year against £1,665,548 in the previous year. Income from operations fell by 13%, with £1,410,008 achieved in the year against £1,617,109 in the previous year. New fundraising initiatives - a major donor programme and online raffle - are in development and will help to stabilise and develop the Charity's future fundraising. The ongoing generosity of the Charity's long-term supporters, both large and small, and the major support received from existing and new foundations, continues to support the Charity's successful and valuable work.

The costs relating to the governance of the Charity increased to £74,530 (2021: £74,295) decreasing to approximately 3% of total incoming resources, from 4% the previous year.

Costs of generating voluntary income, at £254,511 (2021: £279,923), reduced slightly, but increased to 18% (2021: 17%) of total incoming resources. Voluntary income decreased to 53% (2021: 87%) of our income due to the one off increase in total income from the building sale.

Following the restructure, and development of new fundraising initiatives, the directors/trustees believe that the funds of the Charity will be adequate on a fund-by-fund basis to fulfil the obligations of the Charity.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

POLICIES & OTHER DISCLOSURES

Grant-making policy

In providing mobility aids which are appropriate for disabled children and young persons, the Charity assesses each applicant in accordance with the following criteria:

- The length of time which has elapsed from the date of their application to the Charity;
- The cost of the mobility aid required;
- Any other appropriate factors.

Reserves policy

It is the policy of the Charity to aim for reserves (unrestricted funds) that have not been designated for new projects to be at a level equivalent to six months' expenditure on revenue items and charitable assets combined, which are considered at risk of loss of funding. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised.
The level of reserves available to the Charity as at 31st March 2022 is £1,229,770.

Specific investment powers

The Charity has the power to make any investment the Trustees see fit.

Asset cover by fund

Note 22 to the Accounts analyses the assets attributable to the various funds. These assets are sufficient to meet the Charity's obligations on a fund by fund basis.

Payment of trade creditors

The Charity's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the Charity's contractual and other legal obligations.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Action For Kids Charitable Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

Signature and Declaration

I declare, in my capacity as Trustee of the Charity, that the Trustees have approved the report above and have authorised me to sign it on their behalf.

Signature: _____ **20th December 2022**

Gurmeet Dhillon, Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST

Opinion

We have audited the financial statements of Action For Kids Charitable Trust (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Based on our understanding of the charity and industry in which it operates, we identified the risk on non-compliance with key laws and regulations which included Companies Act 2006 and tax legislation and we considered the extent to which non-compliance might have a material effect in the financial statements.

  We also addressed the risk of fraud through management override of controls. We tested the appropriation of journal entries and other adjustments and evaluate whether there was evidence of potential bias. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

In addition to the above, our procedures to respond to the risks identified included the following:

- Reviewing financial statements disclosures by testing to supporting documentation to assess compliance with applicable laws and regulation;
- Enquiry of management, those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations and fraud;
- Performing analytical procedures to identify any unusual or unexpected relationships that indicate risk of material misstatements due to fraud;
- Reading minutes of those charged with governance.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.



Derick T L Lee (Senior Statutory Auditor)
for and on behalf of D Lee & Co.

21/12/2022

Chartered Certified Accountants
Statutory Auditor

2nd Floor
Premier House
309 Ballards Lane
London
N12 8LY

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	3	**627,918**	**523,281**	**1,151,199**	1,451,294
Charitable activities	4	**258,809**	-	**258,809**	165,815
Investments	5	**2,912**	-	**2,912**	33,439
Other income	6	**776,683**	-	**776,683**	15,000
Total income		**1,666,322**	**523,281**	**2,189,603**	1,665,548
Expenditure on:					
Raising funds	7	**254,511**	-	**254,511**	279,923
Charitable activities	8	**741,913**	**687,026**	**1,428,939**	1,447,517
Total expenditure		**996,424**	**687,026**	**1,683,450**	1,727,440
Net income/(expenditure) for the year/ Net movement in funds		**669,898**	**(163,745)**	**506,153**	(61,892)
Fund balances at 1 April 2021		**271,306**	**453,562**	**724,868**	786,760
Fund balances at 31 March 2022		**941,204**	**289,817**	**1,231,021**	724,868

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure is derived from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ACTION FOR KIDS CHARITABLE TRUST

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £
Income from:				
Donations and legacies	3	788,675	662,619	1,451,294
Charitable activities	4	165,815	-	165,815
Investments	5	33,439	-	33,439
Other income	6	15,000	-	15,000
Total income		1,002,929	662,619	1,665,548
Expenditure on:				
Raising funds	7	279,923	-	279,923
Charitable activities	8	752,630	694,887	1,447,517
Total expenditure		1,032,553	694,887	1,727,440
Net expenditure for the year/ Net movement in funds		(29,624)	(32,268)	(61,892)
Fund balances at 1 April 2020		300,930	485,830	786,760
Fund balances at 31 March 2021		271,306	453,562	724,868

ACTION FOR KIDS CHARITABLE TRUST

BALANCE SHEET AS AT 31ST MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	12		29,776		905,536
Investments	13		3		3
			29,779		905,539
Current assets					
Debtors	14	35,447		88,546	
Cash at bank and in hand		1,266,052		286,446	
		1,301,499		374,992	
Creditors: amounts falling due within one year	15	(68,163)		(511,595)	
Net current assets/(liabilities)			1,233,336		(136,603)
Total assets less current liabilities			1,263,115		768,936
Creditors: amounts falling due after more than one year	17		(32,094)		(44,068)
Net assets			1,231,021		724,868
Income funds					
Restricted funds	19		289,817		453,562
Unrestricted funds	20		941,204		271,306
Net assets			1,231,021		724,868

The financial statements were approved by the Trustees on 20th December 2022.

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Gurmeet Dhillon, Treasurer
Company registration number: 3487626

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	**26**		**(162,029)**		(219,108)
Investing activities					
Purchase of tangible fixed assets		**(9,285)**		(19,262)	
Proceeds on disposal of tangible fixed assets		**1,601,400**		-	
Proceeds on disposal of investment property		-		1,240,000	
Interest and rental income received		**2,912**		33,439	
Net cash generated from investing activities			**1,595,027**		1,254,177
Financing activities					
Repayment of bank loans		**(453,392)**		(700,274)	
Repayment of other loans		-		(150,000)	
Proceeds from new bank loans		-		50,000	
Net cash generated from/(used in) financing activities			**(453,392)**		(800,274)
Net increase in cash and cash equivalents			**979,606**		234,795
Cash and cash equivalents at beginning of year			**286,446**		51,651
Cash and cash equivalents at end of year			**1,266,052**		286,446

1. Accounting policies

Charity information

Action For Kids Charitable Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Ability House, 15A Tottenham Lane, Hornsey, London, N8 9DJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's Act 2011, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate costs related to the category. Expenditure is recognised when there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Costs of generating funds include salary, direct expenditures and overhead costs of staff to promote fundraising including events.

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

Resources expended allocated to a particular activity are the costs related to that activity and apportionments based on the percentage of total wages and salaries and floor area.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% on straight line
Charitable assets	25% on reducing balance
Fixtures, Fittings & Equipment	15% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight-line basis over the term of the relevant lease.

1.13 Group accounts

Consolidation of group accounts is not required as the subsidiary is dormant.

2. Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the trustees, there were no specific judgements and assumptions that were critical in the preparation of these financial statements.

3. Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Donations and gifts	**627,918**	**523,281**	**1,151,199**	1,451,294
For the year ended 31st March 2021	788,675	662,619		1,451,294

4. Income from charitable activities

	2022 £	2021 £
Donations and gifts	**258,809**	165,815

5. Investments

	2022 £	2021 £
Rent receivable	-	33,435
Interest receivable	**2,912**	4
	2,912	33,439

6. Other income

	Unrestricted funds 2022 £	Total 2021 £
Net gain on disposal of tangible fixed assets	**759,717**	15,000
Insurance proceeds	**16,966**	-
Other income	**776,683**	15,000

7. Raising funds

	2022 £	2021 £
Fundraising and publicity		
Staff costs	**183,013**	199,645
Depreciation and impairment	**80**	631
Support costs	**71,418**	79,647
Fundraising and publicity	**254,511**	279,923

8. Expenditure on charitable activities

	Mobility Project £	Life & Work £	Total 2022 £	Total 2021 £
Staff costs	**156,619**	**688,354**	**844,973**	836,853
Depreciation and impairment	**-**	**5,711**	**5,711**	30,015
Share of support cost	**251,082**	**252,643**	**503,725**	506,354
	407,701	**946,708**	**1,354,409**	1,373,222
Share of governance costs (see note 9)	**37,265**	**37,265**	**74,530**	74,295
	444,966	**983,973**	**1,428,939**	1,447,517

8. Expenditure on charitable activities (continued)

	Mobility Project £	Life & Work £	Total 2022 £	Total 2021 £
Analysis by fund				
Unrestricted funds	**263,761**	**478,152**	**741,913**	
Restricted funds	**181,205**	**505,821**	**687,026**	
	444,966	**983,973**	**1,428,939**	
	Mobility Project	Life & Work		
For the year ended 31st March 2021				
Unrestricted funds	245,862	506,768		752,630
Restricted funds	199,530	495,357		694,887
	445,392	1,002,125		1,447,517

Grants to individuals in respect of the purchase of mobility equipment included within the Mobility Project above: £142,293 (2021: £158,940).

9. Governance costs

	2022 £	2021 £
Staff costs	**41,703**	44,975
Depreciation	**563**	4,414
Other costs	**32,264**	24,906
	74,530	74,295

9. Governance costs (continued)

	2022 £	2021 £
Analysed between:		
Fundraising	-	-
Charitable activities	**74,530**	74,295
	74,530	74,295

Governance costs includes payments to the auditors of £9,600 (2021: £9,000) for audit fees, and other regulatory fees.

10. Trustees and key management personnel remuneration and expenses

None of the trustees (nor any persons connected with them) received any remuneration or benefits from the Charity during the year. No expenses were reimbursed during the year (2021: Nil).

The total amount of employee benefits including employer's pension contributions received by key management personnel were £80,413 (2021: £70,918).

11. Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2022		2021	
	Number	FTE	Number	FTE
Raising funds	**4**	**4**	3	3
Charitable activities	**23**	**15**	24	20
Governance	**3**	**2**	4	3
	30	**21**	31	26

11. Staff costs and employee benefits (continued)

The total staff costs and employees' benefits was as follows:

	2022	2021
	£	£
Wages and salaries	**944,511**	945,241
Social security	**88,745**	93,315
Defined contribution pension costs	**34,174**	36,475
Other employee benefits	**2,259**	6,442
Redundancy costs	**-**	-
	1,069,689	1,081,473

The number of employees who received total employee benefits (excluding employer pension costs) of more than £60,000 is as follows:

	2022	2021
	£	£
£60,001 - £70,000	**1**	2
£70,001 - £80,000	**1**	-
	2	2

12. Tangible fixed assets

	Freehold land and buildings £	Charitable assets £	Fixtures, fittings & equipment £	Total 2022 £
Cost				
At 1st April 2021	1,095,644	126,706	126,505	1,348,855
Additions	-	-	9,285	9,285
Disposals	(1,095,644)	(74,206)	(105,081)	(1,274,931)
At 31st March 2022	**-**	**52,500**	**30,709**	**83,209**
Depreciation				
At 1st April 2021	255,205	116,118	71,996	443,319
Charge for the year	-	2,336	4,018	6,354
Eliminated on disposals	(255,205)	(72,962)	(68,073)	(396,240)
At 31st March 2022	**-**	**45,492**	**7,941**	**53,433**
Net book value at 31st March 2022	**-**	**7,008**	**22,768**	**29,776**
At 31st March 2021	840,439	10,588	54,509	905,536

The net book value of charitable assets consists of the following:

- Specially adapted assets used in the delivery of services: £7,008.

13. Fixed asset investments

	Other investment £
Cost or valuation	
At 1st April 2021 and 31st March 2022	**3**
Carrying amount	
At 31st March 2022	**3**
At 31st March 2021	3

Other investments comprise:

	Note	2022 £	2021 £
Investment in subsidiaries	25	3	3

14. Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Other debtors	**27,135**	57,700
Prepayments and accrued income	**8,312**	30,846
	35,447	88,546

15. Creditors: amounts falling due within one year

	Note	2022 £	2021 £
Bank loan	16	**10,000**	451,418
Taxes and other social security costs		**23,242**	24,503
Trade creditors		**24,921**	23,082
Other creditors		**-**	569
Accruals		**10,000**	12,023
		68,163	511,595

16. Loans and overdrafts

	2022 £	2021 £
Bank loans	**32,094**	495,486
Payable within one year	**10,000**	451,418
Payable after one year	**32,094**	44,068
Amounts included above which fall due after five years:		
Payable by instalments	**-**	3,390

17. Creditors: amounts falling due after more than one year

	Note	2022 £	2021 £
Bank loan	16	**32,094**	44,068

18. Retirement benefit schemes

Defined contribution schemes

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The charge to the profit and loss in respect of defined contribution schemes was £34,174 (2021: £42,635).

19. Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1st April 2021	Movement in funds: New designation	Movement in funds: Utilised realised	Balance at 31st March 2022
	£	£	£	£
Mobility Project and related services	100,975	201,778	181,205	121,548
Life & Work	352,587	321,503	505,821	168,269
	453,562	523,281	687,026	289,817

20. Unrestricted funds

The income of the Charity includes the following designated funds that have been set aside out of unrestricted funds by the trustees for specific purposes together with general unrestricted:

	Balance at 1st April 2021	Movement in funds: New designation	Movement in funds: Utilised realised	Balance at 31st March 2022
	£	£	£	£
Unrestricted – General	271,306	1,316,322	996,424	591,204
Office investment	-	100,000	-	100,000
Investment in operations	-	250,000	-	250,000
Total unrestricted funds	271,306	1,666,322	996,424	941,204

The unrestricted funds are funds that the charity has received that were not for specific purposes and as such held as unrestricted funds.

21. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2022 are represented by:			
Tangible fixed assets	22,768	7,008	29,776
Investments	3	-	3
Current assets	950,527	282,809	1,233,336
Long term liabilities	(32,094)	-	(32,094)
	941,204	289,817	1,231,021

22. Comparative analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2021 are represented by:			
Tangible fixed assets	638,788	266,748	905,536
Investments	3	-	3
Current assets/(liabilities)	(323,417)	186,814	(136,603)
Long term liabilities	(44,068)	-	(44,068)
	271,306	453,562	724,868

23. Financial commitments, guarantees and contingent liabilities

The Charity has no financial commitments, contingent liabilities or guarantees outstanding at the year end.

24. Capital commitments

There were no capital commitments either authorised by the board or contracted for at the balance sheet date.

25. Transactions with related parties

There are no related party transactions during the year (2021: Nil).

26. Subsidiaries

These financial statements are separate charity financial statements for Action For Kids Charitable Trust.

Details of the Charity's subsidiaries at 31st March 2022 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shareholding	% held Direct Indirect
Action For Kids Limited	UK	Dormant	Ordinary	100.00

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/Loss	Capital & reserves
	£	£
Action For Kids Limited	-	3

The fixed asset investments are stated at cost.

27. Cash generated from operations

	2022 £	2021 £
(Deficit)/surplus for the year	**506,153**	(61,892)
Adjustments for:		
Investment income recognised as profit or loss	**(2,912)**	(33,439)
Gain on disposal of tangible fixed asset	**(759,717)**	(15,000)
Loss on disposal of tangible fixed asset	**37,008**	-
Depreciation and impairment of tangible fixed assets	**6,354**	35,060
Movements in working capital:		
(Increase)/decrease in debtors	**53,099**	6,720
Increase/(decrease) in creditors	**(2,014)**	(150,557)
Cash generated from operations	**(162,029)**	(219,108)

28. Analysis of change in net (debt)/funds

	At 1st April 2021 £	Cash flows £	At 31st March 2022 £
Cash at bank and in hand	286,446	979,606	1,266,052
Loans falling due within one year	(451,418)	441,418	(10,000)
Loans falling due after more than one year	(44,068)	11,974	(32,094)
	(209,040)	1,432,998	1,223,958

ACTION FOR KIDS CHARITABLE TRUST

England & Wales - Charity number 1068841

Accounts

my AFK

working with disability

ACTION FOR KIDS CHARITABLE TRUST

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED
31st MARCH 2021

CHARITY REGISTRATION NUMBER: 1068841
COMPANY REGISTRATION NUMBER: 3487626 (ENGLAND & WALES)

We are a Living Wage Employer
disability confident EMPLOYER
Registered with FUNDRAISING REGULATOR
INVESTORS IN PEOPLE™ We invest in people Standard

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ACTION FOR KIDS CHARITABLE TRUST

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT FOR THE YEAR ENDED 31 MARCH 2021

WELCOME

The financial year 2020-2021 was a highly challenging year for my AFK as indeed it was for the rest of the Charity and disability sector. Services and activities that had been running for years had to be completely re-engineered and brought on-line and, for a period, the organisation had to cope with a complete shutdown of face-to-face activities.

The Government's Furlough Scheme allowed some cushioning as we transformed service delivery and coped with a shutdown of fundraising events. We invested in new IT and Laptops to enable staff to work remotely and focussed on delivering our services remotely, providing support for our beneficiaries and staff, and protecting our income as far as possible whilst accessing some new, emergency funding streams. Staff were trained as Mental Health First Aiders and sessions were run for both staff and beneficiaries to help them cope with the isolation of lockdown.

Our core work of helping disabled people gain employment and providing mobility equipment was clearly impacted by the lack of face-to-face contact but with the support of our corporate partners we were able to move much of our employment work online and we set up a programme of virtual interviews and skills workshops, with a range of companies, for young people. Many of our young people had not worked virtually previously and, as well as providing the employment training, we had to give them the confidence to use video. Overall, we delivered 85 sessions with employer partners including interview practice and preparation and skills workshops. This has included detailed feedback for young people and has been instrumental in helping those who have gone on to find paid work.

With the support of a grant from Barclays we set up a specific virtual programme of activities which focused on mental and physical wellbeing to respond to the isolation and anxiety that many young people had spoken about. This included Yoga, Friday Fun, Cookery and a specific Wellbeing session each week. We had a positive response to this with 20% of those signing up being new to our service.

At the end of the year we had broadly achieved our three objectives of ensuring our staff remained effective and engaged, protecting our income, and providing a high quality service virtually and, when possible, face to face.

We successfully sold one of the Charity's buildings at the end of 2020 which provided funds to increase our reserves and provide cashflow while we address the underlying business model to create a stable platform for expanding our services.

CHAIRMAN AND CHIEF EXECUTIVE STATEMENT FOR THE YEAR ENDED 31 MARCH 2021 (continued)

As we go through 2021 we are looking at selling a further building to provide further funds for our reserves and expanding our services. The Trustees remain committed to helping more disabled children and young people to live independent and fulfilling lives and are focussed on:

- Developing a model for expanding our employment service
- Continuing to develop our mobility service
- Underpinning our service provision with digital technology
- Placing further emphasis on impact and accountability

Lockdown and the pandemic have proven that we can deliver our services virtually as well as in person and also that we can be fleet of foot in changing our delivery model.

Graham Duncan retired as CEO at the end of 2020 and the Trustees would like to convey their thanks to him for leading the organisation over 8 years. The Trustees and Chief Executive also wish to convey the heartfelt gratitude to our funders, partners, staff and volunteers who enabled us to provide a flexible response in these challenging times.

M Lewis

Chair

7th December 2021

D Coe

Chief Executive

7th December 2021

ACTION FOR KIDS CHARITABLE TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name:	Action For Kids Charitable Trust	
Charity registered number:	1068841	
Company number:	3487626	
Principal & registered office:	15a Tottenham Lane Hornsey London N8 9DJ	
Trustees: *(as at the date of this report)*	Mark Lewis Ben Cavanagh Gurmeet Dhillon Susan Baldwin CB Tina Brivati Caroline Hattersley Peter Mitchell David Byrne	Chair Vice Chair Treasurer
Chief Executive:	David Coe	

Professional advisors

Auditors:	D Lee and Co. 2nd Floor, Premier House 309 Ballards Lane London N12 8LY	
Bankers:	HSBC Bank plc 22 Victoria Street London SW1H 0NJ	Charity Bank 182 High Street Tonbridge TN9 1BE
Solicitors:	Muscatt Walker Hayim Speen House Porter Street London W1U 6WH	

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31ST MARCH 2021

The Trustees of Action For Kids Charitable Trust ("the Charity") present their report and financial statements for the year ended 31st March 2021.
The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and the "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 1st January 2019).

OBJECTS OF THE CHARITY

The Objects of the Charity, as set out in the Charity's Memorandum of Association, are:

1. The relief of children and young people who are suffering from sickness or physical or mental disability by assisting them to lead full and independent lives and by any other means whatsoever.
2. The provision of support and assistance to the carers of children or young people suffering from physical or mental disability.
3. Such other charitable purposes as the Trustees may from time to time think fit.

There have been no changes in Objects since the last Trustees' Report.

In furtherance of the Objects, the Charity undertakes the following activities:

- providing disabled young people with training in work and life skills;
- promoting opportunities for disabled young people to work and volunteer in the community;
- providing opportunities for disabled young people to engage in sport and social activities;
- providing specialist mobility equipment, through loan or grant, to disabled young people.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

VISION & MISSION

As an integral part of delivering the Objects of the Charity, the Trustees and Management are committed to the following Vision and Mission for the Charity:

VISION: **We want a world where everyone living with a disability gets to lead the life they choose.**

MISSION: **To give as many disabled young people as possible the opportunity to work or volunteer in their community.**

Helping students to develop their mobility, personal and independent living skills is an essential part of helping them to succeed. The Charity focuses on a young person's potential to benefit from our support, not the apparent barriers they face.

To achieve the Mission the Charity:

- involves, informs and empowers young people living with a disability;
- provides equipment to support personal mobility;
- provides the best possible education, training and support;
- champions the rights and interests of people living with a disability;
- shares its experience and what it has learnt.

PUBLIC BENEFIT

The Trustees have reviewed the activities of the Charity and consider that, in line with the Charity's Objects, the Charity provides public benefit in a variety of ways, including:

- the advancement of education:
  - by providing disabled young people with courses in work and life skills;
- the promotion of equality and diversity:
  - by promoting opportunities for disabled young people to work and volunteer in the wider community;
  - by providing opportunities for disabled young people to engage in sporting, artistic and social activities;
- the relief of those in need by reason of ill-health and/or disability:
  - by providing specialist mobility equipment, through loan or grant, to disabled young people.

All the Charity's services are open to all members of the public, irrespective of race, gender, religion or sexual orientation. Most of the Charity's services are provided without charge to the individual beneficiary.

GOVERNANCE

Governing document

The Charity was originally registered under a Deed of Trust in 1992, in response to the problems facing disabled children, young people and their families and in recognition of the disparity between the numbers of such children and the availability of appropriate support.

With effect from 1st April 1998, Action For Kids Charitable Trust was registered as a charity and a company limited by guarantee. It is governed by its Memorandum and Articles of Association (amended on 12th November 2012). Each of the members has a liability to contribute £1 in the event of a winding up of the company.

Trustees

The Board of Trustees ("the Board") sets the strategic direction of the Charity and is also responsible for ensuring compliance with the Charity's Objects and charity and company law.

The Trustees, who are also directors for the purpose of company law, who served during the year to 31st March 2021 were as follows:

Mark Lewis	Chair
Michael Harry	Vice Chair (resigned 15th January 2021)
Gurmeet Dhillon	Treasurer
Susan Baldwin	
Tina Brivati	
Ben Cavanagh	Vice Chair (appointed 16th January 2021)
Caroline Hattersley	
Peter Mitchell	
David Byrne	

New Trustees are appointed by the members of the Charity on the recommendation of the Board.

For all new Trustees, there is an induction process and all Trustees have a role description and are subject to a Code of Conduct. In addition to regular Board meetings, there is an annual Board Away Day when Trustees receive appropriate briefings and training in their roles as trustees of the Charity. Additionally, Board members can avail themselves of external training courses relevant to their roles as required.

The Charity has a Conflict of Interest policy that all Trustees and staff must comply with. None of the Trustees has any beneficial interest in the Charity.

Risk Management

A comprehensive process is in place to identify any major risks to the Charity's users, staff, operations, reputation, income and assets. The Trustees assess these risks regularly and are satisfied that systems are in place to mitigate them.

The Charity is an accredited Investor in People and this continues to help ensure that policies, procedures and controls are regularly reviewed, updated and, where necessary, improved. This assists the Trustees and Senior Management Team in minimising risk exposure.

On-going review of the Charity's strategy, plans and operations ensures that risk management is an integral part of the operation of the Charity.

MANAGEMENT

The Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity and is accountable to the Board for the performance of the Charity. In turn, the Chief Executive appoints the other members of the Senior Management Team (SMT) and together they manage the Charity's activities.

Senior Management Team

The members of the Senior Management Team are:

David Coe	Chief Executive (appointed 15th January 2021)
Graham Duncan	Chief Executive (resigned 31st December 2020)
Laura Callanan	Finance & Corporate Services Director
Harriet Fisher	Executive Director, Services (resigned 27th August 2021)
Tracey Gilbert-Falconer	Fundraising Director

Staff recruitment and management

The Charity's policy is to consult and discuss with employees, at meetings and informally, matters likely to affect employees' interests. Information on matters of concern to employees is given through information bulletins, reports and meetings which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Charity's performance.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Charity continues and that the appropriate training is arranged. It is the policy of the Charity that training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

All new members of staff are provided with a comprehensive induction programme. All roles have a detailed job description and annual staff appraisals are carried out in addition to more informal supervision meetings. Training requirements are primarily identified by reference to personal work-related objectives and other targets highlighted in the appraisals which are directly linked to objectives for the Charity.

The pay of senior staff and of key management personnel is reviewed annually by the Board of Trustees. Pay is compared with similar positions in comparable organisations where applicable.

OPERATING NAME AND BRAND

In addition to its legal name, "Action For Kids Charitable Trust", the Charity operates under the name "my AFK".

SERVICES

This year we worked with a total of 165 young people over all the programmes. We found paid work for 5 young people, ran online sessions for 83 young people and provided mobility equipment for 57 children and young people. In the holidays we ran both virtual and face-to-face Holiday programmes for 35 disabled young people.

The Covid-19 pandemic had a profound impact on the programmes we deliver, we had to adapt the way we run our services both in the way we worked and in what we did. We worked in line with Government guidelines moving from virtual to face-to-face and back again as circumstances allowed. The staff team, young people and our partners worked flexibly and creatively to redesign what we did around what young people and their families needed.

Numbers of Young People attending across services

Programme:	Target for 2021	Age range	2021	2020
Young people on the Life and work Programme	50	19-25	**62**	**35**
Work Placements overall	45	16-25	**2**	**75**
Paid work	10	19-25	**5**	**13**
Young people to develop the ability to manage their own travel arrangements	8	14-25	**1**	**15**
Employer training	30	n/a	**43**	**33**
Holiday Programme	30	14-25	**35**	**45**
Mobility equipment ordered	50	0-25	**52**	**84**

Employability support
During the pandemic young people told us that they felt anxious and uncertain during this time. Many of those we contacted (60%) were anxious about disrupted routines, being frightened of leaving the house and not seeing friends.

Those at work reported increased work pressure (particularly those in supermarkets). They requested regular catch-up calls with staff and a range of activities that they can participate in. Many said they want to see other young people online.

Online programme:
In response to this we moved a lot of our work online and to telephone support, making communication a key focus. Young people and their families told us that it was important to them to have contact during this time, both with our staff team and with each other.

We continued our job coaching and employment support virtually, with occasional face to face meetings when permitted. This meant we had to learn to use Zoom safely, show young people how to use it and ensure they had access to the right equipment. We were able to advocate on behalf of some young people to ensure they had fair access to the furlough scheme where needed and help others to secure paid work when they wanted it.

Our corporate partners were happy to move their work with us online and we set up a programme of virtual interviews and skills workshops with a range of companies for young people. This involved a lot of telephone and video call preparation with young people, many of whom had not done this before and were not confident about appearing in a video call. Overall, we have delivered 85 sessions with employer partners including interview practice and preparation and skills workshops. This has included detailed feedback for young people and has been instrumental in helping those who have gone on to find paid work.

With the support of a grant from Barclays we set up a specific virtual programme of activities which focused on mental and physical wellbeing to respond to the isolation and anxiety that many young people had spoken about. This included Yoga, Friday Fun, Cookery and a specific Wellbeing session each week. We had a positive response to this with 20% of those signing up being new to our service.

We delivered 235 virtual sessions so far to 83 disabled young people. In addition we have run 1 virtual event to 50 participants, including young people, families and community partners.

Young people and their families were asked to rate aspects of the programme after it was complete with all reporting an improvement in a sense of belonging and in mental health and wellbeing (4.7 out of 5 on average).

Work with employers

Skills workshops:

We had a good level of interest from our corporate partners and ran practice job interviews and skills workshops with employers such as Accenture, Clifford Chance, Microsoft and American Express for 21 trainees. This has worked very well virtually and we plan to open it out to young people still in education to help them think about and plan for work.

We are also able to reach trainees who live a greater distance from AFK but who have shown an interest in the past. Alongside this, CV's have been created and tweaked. Feedback shows that trainees want to do the process again but with a different employer which is very encouraging.

Paid Work:

Supporting young people into paid work had its challenges this year due to the Covid-19 crisis. As restrictions lifted we worked with young people and families to see who was happy to look for work still and worked within safe guidance to find 5 people paid work. 3 of these jobs were in retail, 1 as a dog walker and 1 with an inclusive theatre company.

Our employment Broker kept in touch with employers throughout lockdown and has made arrangements with employers such as Marks and Spencers, Asda and Royal Mail to provide opportunities for paid work as restrictions ease. We have worked with employers to amend their recruitment processes and to set up work trials as an alternative to lengthy online assessments.

We also took part in the Government response to youth unemployment during the pandemic, Kickstart. We worked with Reward Gateway and Alexandra Palace to create two funded, paid roles which young people are currently applying for.

We continued to deliver Disability Confidence training to employers and ran training sessions with 43 people from 3 organisations. Much of this was around preparation for running mock interview sessions and how to make reasonable adjustments for disabled young people.

Young People in Paid Work 2014-2021

Programme year	No. Young people gaining work	No young people still in work 1 year after gaining job
2014-2015	14	13
2015-2016	12	9
2016-2017	7	7
2017-2018	7	6
2018-2019	9	7
2019-2020	13	11
2020-2021	5 *	n/a
Total	62	42

(*Not counted in calculating retention rate)

Work with Schools and Colleges

The Bloomfield Trust funded a new post starting this year working specifically in 6th form and FE colleges. We worked with those leaving Haringey 6th form in order to provide them with skills workshops, CV preparation, work experience and paid work. The idea behind this is to ensure that young people looking for work after education get the support and experience they need and do not have a large gap between leaving education and finding work. The work for this cohort will continue up to September 2021.

This was a particularly difficult year to get schools to commit to the Aspirations for Work programme which is our offer to 16–19-year-olds under the Gatsby benchmarks 5 & 6 (Encounters with Employers & Employees and Experiences of Workplaces). Many of the schools were committed to our work but unable to pursue anything new as they focussed on young people's wellbeing.

Despite this, we have kept our relations with schools warm and shared all our online activities which resulted in 3 new people joining our online holiday programme and the 6 week Tottenham Hotspur Wellbeing sessions. We are working on offering out virtual workshops and

interviews with employers to schools next year and several schools have shown interest in the idea.

Travel Training:

Our travel training pilot with Islington has also been significantly impacted by the pandemic. Training had to be halted through lockdown and once resumed was then affected by several periods of self-isolation as young people returned to school. We have had success with a participant signed off as independent and another who is making steady progress but not yet reached the stage where he can be fully independent.

Islington commissioned us to deliver a travel training toolkit due for publication in September 2021. This is a piece of work that showcases best practice and that will be seen and used by many Islington families. The travel training programme will continue as transport, and the wider community, come out of restrictions.

Partnerships

Funders of our work, such as the City Bridge Trust, were flexible throughout and kept in touch during the year to see what changes we had made to delivery and what impact the restrictions had on young people. We participated in an evaluation of the Bridge to Work project with City Bridge and Disability Rights UK which will be ready in the summer of 2021.

We continued to develop excellent relationships with many of our corporate partners such as American Express, Accenture, Clifford Chance and Microsoft who delivered skills workshops for young people throughout the year.

Our partnership with A New Direction continued, with young people creating, packing and delivering care packages for several Special Schools as part of an online festival with the theme of Love.

Our work with Islington started with the Travel Training Project, which is due to continue next year and the travel Training Toolkit for families. We developed our work with the Royal College of Psychiatrists on inclusive recruitment and have been asked to deliver some staff training for them in 2021.

Bikes for Good Causes, our partner Bike shop and Café, opened when restrictions allowed and was very successful maintaining and selling bikes. We paused work placements but are now re-starting so that young people can learn key work and customer service skills.

We were part of the Youth Employment Group run by Impetus, a coalition of organisations focusing on youth employment during the pandemic. Through the group we have taken part in initiatives and discussions on how to ensure youth employment initiatives, such as Kickstart are inclusive and effective.

Holiday Programme: Young People aged 14 -25

We offered a varied and active holiday programme for participants and , more recently, really focused on creating opportunities which take full advantage of being outdoors in line with government advice. We offered activities which young people know and love but also introduced football coaching sessions, archery, Go Ape and musical theatre which have been well received by both young people and their families.

We introduced a new booking system for families to make it easier and more efficient to book onto our programme and recruited a team of support staff to establish a more permanent staff team who are highly experienced, dedicated and return to us for each programme. We also introduced staff feedback surveys to ensure we are listening to those people who work closest with our young people.

We had to cancel our Easter 2020 programme as Covid was expected to peak during this period. We quickly moved our programme online for May 2020 and had 11 participants attend with mixed reviews due to young people finding it difficult to connect and socialise with their peers online although most families appreciated the offer.

We were back to face-to-face delivery for Summer 2020 and delivered 120 sessions out of a possible 160 with our social distancing restrictions in place. We also delivered 42 face to face sessions in October 2020 and 9 online sessions.

We ended the year with another move to online only for the February 2021 half term and worked with 12 participants.

Student feedback:

Young people and families completed a survey after each online programme and young people complete a daily diary during the face-to-face programmes. 100% people enjoyed the programme and felt included, the majority (93%) made new friends and tried something new and 100% felt motivated, healthier and positive about themselves.

Young people say the best things about the programme are seeing their friends, going out for activities like a boat trip, Go Ape, cycling and dancing.

Volunteers

Volunteers	2019-20	2020
No. Actively Supporting Trainees	7	16
No. Actively Supporting Fundraising	3	26

At the beginning of 2020 we had 15 active volunteers supporting Life & Work regularly with travel training, group sessions, holiday programme and employment related activities. Since lockdown in March 2020 all physical volunteering was temporarily suspended along with AFK activities. Most volunteers preferred to help with online activities and some left due to changes in their circumstances.

We managed to recruit 3 new volunteers all of whom took part with online sessions in art & crafts, wellbeing and mentoring. These volunteers played key roles in our online programmes, running regular and well attended Yoga and wellbeing sessions.

One volunteer who began supporting the travel training project in September has been offered paid hours. We have also set up a volunteer mentoring service with four volunteers, who have relevant experience. They have been matched with young people who have needed some extra support through and after lockdown.

This year we nominated three of our volunteers for the community Volunteer of the year and Thais, who ran Yoga sessions for us throughout lockdown, won. She was very pleased to have been nominated.

From April 2021 we will have 11 volunteers returning to the bike shop, helping with admin in the office, telephone and face-to-face mentoring, online wellbeing sessions, Yoga, fundraising and Holiday Programme. We plan to build up our bank of volunteers again over the next year.

Mobility Services

Targets 2020-21 (revised due to pandemic)	2021	2020
Purchase equipment for 50 families and provide maintenance to the value of £165,000 during the year	Spend of £163,800 on equipment and maintenance for 57 young people	£169,150 spent on equipment for 87 young people plus power chair maintenance
Make savings/raise £40,000 through advocacy and individual fundraising	Total of £76,022 raised/saved through advocacy and individual fundraising	Total of £104,931 raised/saved through advocacy and Individual Fundraising.

Providing Mobility Equipment:

During the year 1 April 2020 to 31 March 2021 the mobility services team ordered equipment for 57 children and young people, compared with 87 the previous year.

The total value of equipment ordered between 1 April 2020 and 31 March 2021 was £235,167 compared with £315,805 the previous year. The total cost to AFK of the equipment ordered in 2020-2021 was £129,566 compared with £153,199 the previous year. The difference between the total value of equipment and the total cost to AFK is because families might contribute themselves or raise funds independently. We also encourage families to access NHS wheelchair budgets to contribute to the cost of equipment.

my AFK spends around £30,000 per annum maintaining the powerchairs we fund. We are the only charity in the UK that funds maintenance costs routinely and without means testing. The spend on powerchair maintenance this year was £34,233 in 2020-2021 compared with £26,962 the previous year.

This year a number of applicants had experienced lengthy delays in having assessments for the equipment they needed – either because they were shielding during the pandemic or because the suppliers were unable to conduct face to face assessments – it was particularly important for the team to be as responsive as possible once the programme was up and running again. Once the programme was open fully we were able to order all equipment within around one to 4 months of receiving an application.

Joint Funding Organisations:

The Openwork Foundation, EBM, QBE, Maria Marina, Hospital Saturday Fund and other sponsors work with us. We have also applied for individual grants (for specific individuals) to Elifar, Wheels for Martin's Friends, The Headley Trust, Florence Nightingale Aid in Sickness and others.

The four year Openwork Foundation partnership has had a very positive impact on our service. The Foundation funded a substantial part of the mobility team's salary costs up to 2020-2021, plus direct funding of mobility equipment year on year. This was by way of an annual £15,000 equipment grant as well as funding via Openwork Foundation charity events.

The Openwork Foundation's support to AFK enabled 279 children and young people to access funding for equipment over the four year period. The partnership enabled the team to secure £185,866 through individual fundraising support. In summary, the Openwork Foundation's funding paid for the team to work on advocacy and individual fundraising for families which allowed us to help more young people and families than we would otherwise have done.

Response to COVID-19

During the coronavirus pandemic, from early March 2020, we moved some of our services online. Initially a large part of the team was put on furlough but we continued running online services for our trainees and for young people from the Holiday Programme through our Life and work Programme Manager and Services Co-Ordinator. Over the course of the pandemic this has developed into an online programme that complements our face to face services.

Young people are telling us that they are feeling anxious and uncertain during this time. Many of those we have contacted (60%) were anxious about disrupted routines, being frightened of leaving the house and not seeing friends. Those at work have reported increased work pressure (particularly those in supermarkets). They requested regular catch-up calls with staff and a range of activities that they can participate in. Many said that they want to see other young people online. As a result of this the Life and Work Manager has been having regular weekly contact with a few trainees who have been anxious about the virus situation either by phone call or texting.

We have had a good level of interest from our corporate partners, who have offered mock interview practice, LinkedIn workshops, and some coding workshops from Microsoft. We are using Zoom to run wellbeing sessions, virtual job coaching and an online Holiday Programme during lockdown when we are unable to run sessions face to face with staff and volunteers offering fun and active sessions for young people.

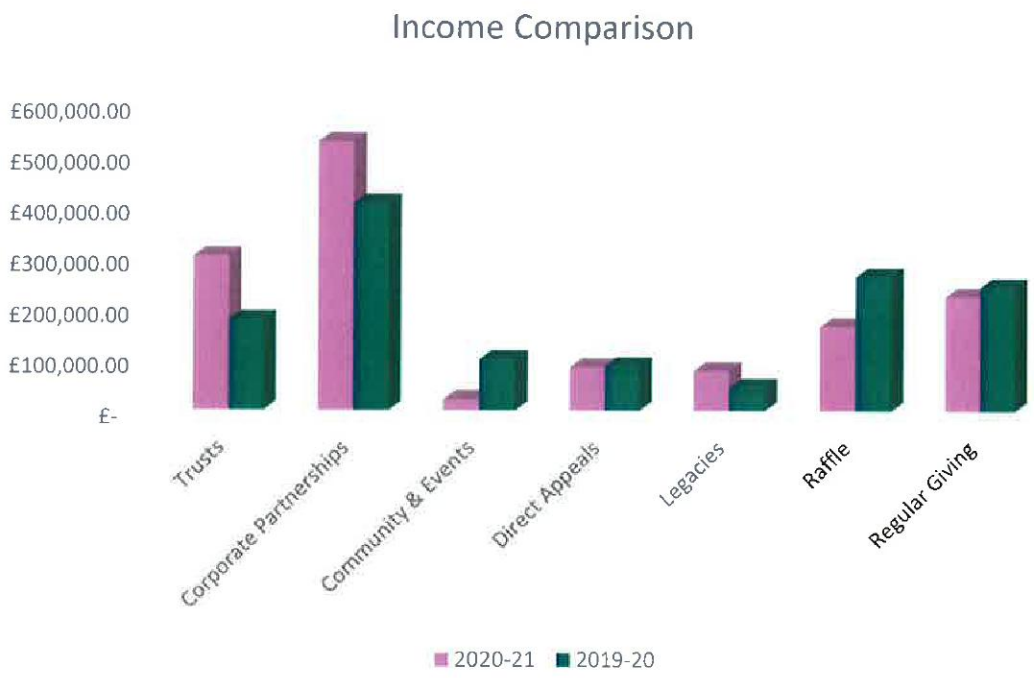
FUNDRAISING

The Charity is very fortunate to have a broad base of income from a range of different sources. The Trustees appreciate the generosity of the many individuals who give their time and their money to raise the funds that make our work possible.

The whole of this financial year was spent in and out of Covid restrictions and varying degrees of lockdown which has obviously had a massive impact on our ability to raise funds in the normal ways. However, over all we have achieved a good level of income. Thank you to all our donors and funders for supporting us during this difficult year, including:

Assura Community Fund managed by The Cheshire Community Foundation, Barclays, The Berkeley Group, The Bloomfield Trust, Clifford Chance LLP, The City Bridge Trust, The Hargreaves Foundation, INESO Group, The Invesco Care Foundation, Macquarie Groups, The Openwork Foundation, The OneFamily Foundation, SEGRO Centenary Fund delivered by The London Community Foundation, Simmons and Simmons Charitable Foundation and Welling Management UK Foundation.

Income Comparison



Summary

Several large trusts went into Emergency Funding mode, reducing their turnaround times and re-focusing their criteria to meet the immediate needs of charities in lockdown and their beneficiaries.

Alongside Service Delivery we developed an online version of our Life & Work programme as well as introducing more general well-being activities for current and past trainees.

We also received smaller unrestricted grants and money towards helping us work remotely, alongside our usual flow of regular income.

Corporate Partnerships

As with Trusts, many Corporates introduced Emergency Funding opportunities. Over the year we received Emergency Funding for our virtual life & work programme, wellbeing and allowing staff to work remotely. We also received several other grants and much of our expected regular income. The total received in Emergency Covid Response Grants was £285,309.

Community & Events

Community & Events fundraising was understandably hit the hardest by Covid restrictions. All of our planned events and fundraisers were cancelled.

We held several virtual events to ensure our community stayed in touch and to raise funds, including a talent contest and a virtual tour around England's coastline for Beach Volleyball teams, but these did not generate the income we would have done during face-to-face events.

Direct Appeals

Direct appeals were also affected by the Covid lockdown creating delays in mailings and supporters who were shielding unable to donate. However, we did send out 4 appeals over the course of the year which yielded slightly lower response rates than we would expect.

Legacies

We had one large legacy for £60k this year and other smaller legacies. The pipeline of expected legacies also increased this year, with at least £120k due in the next financial year.

Raffle

The raffle had to be closed for roughly half the year due to Covid Lockdown restrictions which obviously impacted the income massively. However, when we could safely resume calling the results were good all be it nowhere near what we would usually expect from this income stream.

Regular Giving

Regular giving remained steady throughout this year although we did see a slight increase in attrition, presumably because people were worried about the financial impact of Covid.

Marketing & Communications

Despite all services having to move online or pause during the pandemic we wanted to keep our community and supporters engaged and involved in what we were doing.

We kept producing social media and magazines depicting how we continued to support our trainees and beneficiaries, past and present, throughout the year and invited others to join in or create their own content and share it with us.

We saw gradual increases of followers across all our Social Media streams over the course of the year of between 2% for Facebook and 13% for Instagram.

REVIEW OF FINANCIAL POSITION

The deficit of £61,892 in 2020-21, a decrease of £900,802 over last year's deficit of £962,694, in part reflects the fantastic efforts of our fundraising team and the generosity of our funders. Additionally, following a strategic review and in order to ensure the future financial sustainability of the Charity the Trustees took the decision to restructure some of the Charity's operations and sell the building on Cranford Way. The sale of the building on Cranford Way completed on 30th November 2020. The decision was subsequently taken to sell the remaining building and this completed in September 2021. With the prior restructure of activities, a drive to bring more activities in-house and continued close monitoring of costs, the Trustees believe the actions taken will return the Charity to a financially stable position.

Income grew by 8%, with £1,665,548 achieved in the year against £1,540,667 in the previous year. Implementation of recommendations from an external review of the organisation's fundraising strategy commissioned by the Trustees, will develop the Charity's future fundraising. The ongoing generosity of the Charity's long-term supporters, both large and small, and the major support received from existing and new foundations, continues to support the Charity's successful and valuable work.

The costs relating to the governance of the Charity increased to £74,295 (2020: £73,551) decreasing to approximately 4% of total incoming resources, from 5% the previous year.

Costs of generating voluntary income, at £279,923 (2020: £311,255), fell slightly, decreasing to 17% (2020: 20%) of total incoming resources. Voluntary income increased to 87% (2020: 77%) of our income.

Following the restructure, the sale of the building and the renewed fundraising strategy, the directors/trustees believe that the funds of the Charity will be adequate on a fund-by-fund basis to fulfil the obligations of the Charity.

POLICIES & OTHER DISCLOSURES

Grant-making policy

In providing mobility aids which are appropriate for disabled children and young persons, the Charity assesses each applicant in accordance with the following criteria:

- The length of time which has elapsed from the date of their application to the Charity;
- The cost of the mobility aid required;
- Any other appropriate factors.

Reserves policy

It is the policy of the Charity to aim for reserves (unrestricted funds) that have not been designated for new projects to be at a level equivalent to six months' expenditure on revenue items and charitable assets combined, which are considered at risk of loss of funding. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised.
The level of reserves available to the Charity as at 31st March 2021 is £250,412.

Specific investment powers

The Charity has the power to make any investment the Trustees see fit.

Asset cover by fund

Note 21 to the Accounts analyses the assets attributable to the various funds. These assets are sufficient to meet the Charity's obligations on a fund by fund basis.

Payment of trade creditors

The Charity's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the Charity's contractual and other legal obligations.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Appointment of auditors

A resolution proposing that D Lee & Co. be reappointed as auditors of the company will be put to a General Meeting.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Action For Kids Charitable Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

Signature and Declaration

I declare, in my capacity as Trustee of the Charity, that the Trustees have approved the report above and have authorised me to sign it on their behalf.

Signature: _____ **7th December 2021**

Gurmeet Dhillon, Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR KIDS CHARITABLE TRUST

Opinion

We have audited the financial statements of Action For Kids Charitable Trust (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we concluded that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.



Derick T L Lee (Senior Statutory Auditor)
for and on behalf of D Lee & Co.

8/12/2021

Chartered Certified Accountants
Statutory Auditor

2nd Floor
Premier House
309 Ballards Lane
London
N12 8LY

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income from:					
Donations and legacies	3	**788,675**	**662,619**	**1,451,294**	1,193,688
Charitable activities	4	**165,815**	**-**	**165,815**	263,613
Investments	5	**33,439**	**-**	**33,439**	83,366
Other income	6	**15,000**	**-**	**15,000**	-
Total income		**1,002,929**	**662,619**	**1,665,548**	1,540,667
Expenditure on:					
Raising funds	7	**279,923**	**-**	**279,923**	311,255
Charitable activities	8	**752,630**	**694,887**	**1,447,517**	2,192,106
Total expenditure		**1,032,553**	**694,887**	**1,727,440**	2,503,361
Net expenditure for the year/ Net movement in funds		**(29,624)**	**(32,268)**	**(61,892)**	(962,694)
Fund balances at 1 April 2020		**300,930**	**485,830**	**786,760**	1,749,454
Fund balances at 31 March 2021		**271,306**	**453,562**	**724,868**	786,760

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure is derived from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ACTION FOR KIDS CHARITABLE TRUST

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2020 £
Income from:				
Donations and legacies	3	636,279	557,409	1,193,688
Charitable activities	4	263,613	-	263,613
Investments	5	83,366	-	83,366
Total income		983,258	557,409	1,540,667
Expenditure on:				
Raising funds	7	311,255	-	311,255
Charitable activities	8	1,054,141	1,137,965	2,192,106
Total expenditure		1,365,396	1,137,965	2,503,361
Net expenditure for the year/ Net movement in funds		(382,138)	(580,556)	(962,694)
Fund balances at 1 April 2019		683,068	1,066,386	1,749,454
Fund balances at 31 March 2020		300,930	485,830	786,760

ACTION FOR KIDS CHARITABLE TRUST

BALANCE SHEET
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	12		905,536		921,334
Investment properties	13		-		1,225,000
Investments	14		3		3
			905,539		2,146,337
Current assets					
Debtors	15	88,546		95,266	
Cash at bank and in hand		286,446		51,651	
		374,992		146,917	
Creditors: amounts falling due within one year	16	(511,595)		(1,061,008)	
Net current assets			(136,603)		(914,091)
Total assets less current liabilities			768,936		1,232,246
Creditors: amounts falling due after more than one year	18		(44,068)		(445,486)
Net assets			724,868		786,760
Income funds					
Restricted funds	20		453,562		485,830
Unrestricted funds:	21				
Total unrestricted funds			271,306		300,930
Net assets			724,868		786,760

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

The financial statements were approved by the Trustees on 7th December 2021.



Gurmeet Dhillon, Treasurer
Company registration number: 348762

ACTION FOR KIDS CHARITABLE TRUST

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities					
Cash generated from operations	27		**(219,108)**		(959,843)
Investing activities					
Purchase of tangible fixed assets		**(19,262)**		(62,307)	
Proceeds on disposal of tangible fixed assets		**1,240,000**		442,682	
Interest and rental income received		**33,439**		83,366	
Net cash used in investing activities			**1,254,177**		463,741
Financing activities					
Repayment of bank loans		**(700,274)**		(23,671)	
Repayment of other loans		**(150,000)**		-	
Proceeds from other loans		**-**		150,000	
Proceeds from new bank loans		**50,000**		200,000	
Net cash generated from/(used in) financing activities			**(800,274)**		(326,329)
Net (decrease)/increase in cash and cash equivalents			**234,795**		(169,773)
Cash and cash equivalents at beginning of year			**51,651**		221,424
Cash and cash equivalents at end of year			**286,446**		51,651

1. Accounting policies

Charity information

Action For Kids Charitable Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Ability House, 15A Tottenham Lane, Hornsey, London, N8 9DJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's Act 2011, the Companies Act 2006 and "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)" (as amended for accounting periods commencing from 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties, and to include investment properties, and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees' continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is accounted for on an accrual basis and has been classified under headings that aggregate costs related to the category. Expenditure is recognised when there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Costs of generating funds include salary, direct expenditures and overhead costs of staff to promote fundraising including events.

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

Resources expended allocated to a particular activity are the costs related to that activity and apportionments based on the percentage of total wages and salaries and floor area.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% on straight line
Charitable assets	25% on reducing balance
Fixtures, Fittings & Equipment	15% on reducing balance
Motor vehicles	25% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in the profit or loss.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.9 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.14 Group accounts

Consolidation of group accounts is not required as the subsidiary is dormant.

2. Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the trustees, there were no specific judgements and assumptions that were critical in the preparation of these financial statements.

3. Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donations and gifts	**788,675**	**662,619**	**1,451,294**	1,193,688
For the year ended 31st March 2020	636,279	557,409		1,193,688

4. Income from charitable activities

	2021 £	2020 £
Donations and gifts	**165,815**	263,613

5. Investments

	2021 £	2020 £
Rent receivable	**33,435**	83,000
Interest receivable	**4**	366
	33,439	83,366

6. Other income

	Unrestricted funds 2021 £	Total 2020 £
Net gain on disposal of tangible fixed assets	**15,000**	-

7. Raising funds

	2021 £	2020 £
Fundraising and publicity		
Staff costs	**199,645**	220,856
Depreciation and impairment	**631**	596
Support costs	**79,647**	89,803
Fundraising and publicity	**279,923**	311,255

8. Expenditure on charitable activities

	Mobility Project £	Life & Work £	Total 2021 £	Total 2020 £
Staff costs	**160,485**	**676,368**	**836,853**	1,157,704
Depreciation and impairment	**-**	**30,015**	**30,015**	29,764
Share of support cost	**247,760**	**258,594**	**506,354**	931,087
	408,245	**964,977**	**1,373,222**	2,118,555
Share of governance costs (see note 9)	**37,147**	**37,148**	**74,295**	73,551
	445,392	**1,002,125**	**1,447,517**	2,192,106

8. Expenditure on charitable activities (continued)

	Mobility Project £	Life & Work £	Total 2021 £	Total 2020 £
Analysis by fund				
Unrestricted funds	**245,862**	**506,768**	**752,630**	
Restricted funds	**199,530**	**495,357**	**694,887**	
	445,392	**1,002,125**	**1,447,517**	

	Mobility Project	Life & Work	Education & Training	
For the year ended 31st March 2020				
Unrestricted funds	268,335	140,815	644,991	1,054,141
Restricted funds	552,162	566,372	19,431	1,137,965
	820,497	707,187	664,422	2,192,106

Grants to individuals in respect of the purchase of mobility equipment included within the Mobility Project above: £158,940 (2020: £62,307).

9. Governance costs

	2021 £	2020 £
Staff costs	**44,975**	46,845
Depreciation	**4,414**	4,176
Other costs	**24,906**	22,530
	74,295	73,551

9. Governance costs (continued)

	2021 £	2020 £
Analysed between:		
Fundraising	-	-
Charitable activities	**74,295**	73,551
	74,295	73,551

Governance costs includes payments to the auditors of £7,500 (2020: £7,500) for audit fees, and other regulatory fees.

10. Trustees and key management personnel remuneration and expenses

None of the trustees (nor any persons connected with them) received any remuneration or benefits from the Charity during the year. No expenses were reimbursed during the year (2020 travelling expenses: £422).

The total amount of employee benefits including employer's pension contributions received by key management personnel were £70,918 (2020: £82,250).

11. Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2021		2020	
	Number	FTE	Number	FTE
Raising funds	**3**	**3**	3	3
Charitable activities	**24**	**20**	31	27
Governance	**4**	**3**	4	3
	31	**26**	38	33

11. Staff costs and employee benefits (continued)

The total staff costs and employees' benefits was as follows:

	2021	2020
	£	£
Wages and salaries	**945,241**	1,200,720
Social security	**93,315**	114,010
Defined contribution pension costs	**36,475**	47,357
Other employee benefits	**6,442**	6,360
Redundancy costs	**-**	56,958
	1,081,473	1,425,405

The number of employees who received total employee benefits (excluding employer pension costs) of more than £60,000 is as follows:

	2021	2020
	£	£
£60,001 - £70,000	**2**	2
£70,001 - £80,000	**-**	1
	2	3

12. Tangible fixed assets

	Freehold land and buildings £	Charitable assets £	Fixtures, fittings & equipment £	Motor vehicles £	Total 2021 £
Cost					
At 1st April 2020	1,095,644	126,706	107,243	-	1,329,593
Additions	-	-	19,262	-	19,262
Disposals	-	-	-	-	-
At 31st March 2021	**1,095,644**	**126,706**	**126,505**	**-**	**1,348,855**
Depreciation					
At 1st April 2020	233,293	112,589	62,377	-	408,259
Charge for year	21,912	3,529	9,619	-	35,060
Disposals	-	-	-	-	-
At 31st March 2021	**255,205**	**116,118**	**71,996**	**-**	**443,319**
Net book value at 31st March 2020	**840,439**	**10,588**	**54,509**	**-**	**905,536**
At 31st March 2020	862,351	14,117	44,866	-	921,334

The net book value of charitable assets consists of the following:

- Specially adapted assets used in the delivery of services: £10,588.

13. Investment property

	2021 £
Fair value At 1st April 2020	1,225,000
Disposal	(1,225,000)
Fair value at 31st March 2021	-

Investment property comprised of one property and was sold during the year.

14. Fixed asset investments

	Other investment £
Cost or valuation **At 1st April 2020 and 31st March 2021**	3
Carrying amount **At 31st March 2021**	3
At 31st March 2020	3

Other investments comprise:

	Note	2021 £	2020 £
Investment in subsidiaries	26	3	3

15. Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Other debtors	**57,700**	53,135
Prepayments and accrued income	**30,846**	42,131
	88,546	95,266

16. Creditors: amounts falling due within one year

	Note	2021 £	2020 £
Bank loan	**17**	**451,418**	700,724
Other loan		**-**	150,000
Taxes and other social security costs		**24,503**	22,395
Trade creditors		**23,082**	115,524
Other creditors		**569**	-
Accruals		**12,023**	72,815
		511,595	1,061,008

17. Loans and overdrafts

	2021 £	2020 £
Bank loans	**495,486**	1,145,760
Other loans	**-**	150,000
	495,486	1,295,760
Payable within one year	**451,418**	850,274
Payable after one year	**44,068**	445,486
Amounts included above which fall due after five years:		
Payable by instalments	**3,390**	370,728

17. Loans and overdrafts (continued)

The initial long term loans were secured by fixed charges over the freehold interest in the properties known as: Ability House, 15A Tottenham Lane, London N8 9DJ. The amount was fully paid in September 2021.

The Bounce Back loan is repaid over 5 years from July 2021 at a fixed rate of 2.5%.

18. Creditors: amounts falling due after more than one year

	Note	2021 £	2020 £
Bank loan	17	**44,068**	445,486

19. Pension costs

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charged represents contributions payable by the Charity to the fund and amounted to £42,635 (2020: £41,197).

20. Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1st April 2020 £	Movement in funds New designation £	Utilised realised £	Balance at 31st March 2021 £
Mobility Project and related services	**217,065**	**83,440**	**199,530**	**100,975**
Life & Work	**268,765**	**579,179**	**495,357**	**352,587**
	485,830	**662,619**	**694,887**	**453,562**

21. Unrestricted funds

The income of the Charity includes the following designated funds that have been set aside out of unrestricted funds by the trustees for specific purposes together with general unrestricted:

	Balance at 1st April 2020	Movement in funds New designation	Utilised realised	Balance at 31st March 2021
	£	£	£	£
Unrestricted – General	300,930	1,002,929	1,032,553	271,306
Total unrestricted funds	300,930	1,002,929	1,032,553	271,306

The unrestricted funds are funds that the charity has received that were not for specific purposes and as such held as unrestricted funds.

22. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31st March 2021 are represented by:			
Tangible fixed assets	638,788	266,748	905,536
Investments	3	-	3
Current assets/(liabilities)	(323,417)	186,814	(136,603)
Long term liabilities	(44,068)	-	(44,068)
	271,306	453,562	724,868

22. Analysis of net assets between funds (continued)

Comparative analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31st March 2020 are represented by:			
Tangible fixed assets	644,340	276,994	921,334
Investment properties	1,225,000	-	1,225,000
Investments	3	-	3
Current assets/(liabilities)	(1,122,927)	208,836	(914,091)
Long term liabilities	(445,486)	-	(445,486)
	300,930	485,830	786,760

23. Financial commitments, guarantees and contingent liabilities

The Charity has no financial commitments, contingent liabilities or guarantees outstanding at the year end.

24. Capital commitments

There were no capital commitments either authorised by the board or contracted for at the balance sheet date.

25. Transactions with related parties

During the year the charity entered into the following transactions with related parties:

	Loan received during the year	
	2021 £	2020 £
Key management personnel	-	150,000

The loan is unsecured, interest free and repayable on demand.

26. Subsidiaries

These financial statements are separate charity financial statements for Action For Kids Charitable Trust.

Details of the Charity's subsidiaries at 31st March 2021 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shareholding	% held Direct Indirect
Action For Kids Limited	UK	Dormant	Ordinary	100.00

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/Loss	Capital & reserves
	£	£
Action For Kids Limited	-	3

The fixed asset investments are stated at cost.

27. Cash generated from operations

	2021 £	2020 £
(Deficit)/surplus for the year	**(61,892)**	(962,964)
Adjustments for:		
Investment income recognised as profit or loss	**(33,439)**	(83,366)
Gain on disposal of tangible fixed asset	**(15,000)**	-
Depreciation and impairment of tangible fixed assets	**35,060**	34,536
Movements in working capital:		
(Increase)/decrease in debtors	**6,720**	(43,128)
Increase/(decrease) in creditors	**(150,557)**	95,079
Cash generated from operations	**219,108**	(959,843)

28. Analysis of change in net (debt)/funds

	At 1st April 2020 £	Cash flows £	At 31st March 2020 £
Cash at bank and in hand	51,651	234,795	286,446
Loans falling due within one year	(700,274)	248,856	(451,418)
Loans falling due after more than one year	(445,486)	401,418	(44,068)
	(1,094,109)	885,069	(209,040)

29. Post balance sheet events

Asset sale
On 10th September 2021, the sale of the freehold land and buildings included in these accounts was completed. The property sold for £1,600,000 and the management has determined that this will give the organisation the required reserves to continue and grow.